

**CROWN EMPLOYEES (NSW POLICE FORCE ADMINISTRATIVE OFFICERS AND TEMPORARY EMPLOYEES - SALARIES 2009) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Review of Award pursuant to Section 19 of the *Industrial Relations Act 1996*.

(No. IRC 1534 of 2008)

Before Commissioner Bishop

6 April 2009

**REVIEWED AWARD**

**PART A**

**1. Arrangement**

Clause No.	Subject Matter
1.	Arrangement
2.	Definitions
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5.	Salary Packaging Arrangements including Salary Sacrifice to Superannuation
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**PART B**

**MONETARY RATES**

Table 1 - Rates of Pay

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**2. Definitions**

In this award:

- (i) "Act" means the NSW *Police Act 1990*.
- (ii) "Administrative Officer" means a person employed as an Administrative Officer under the NSW *Police Act 1990*.
- (iii) "Association" means the Public Service Association and Professional Officers' Association Amalgamated Union of New South Wales.
- (iv) "Commissioner" means the Commissioner of Police as defined in the Act or person authorised by the Commissioner of Police.
- (v) "Employee" means an Administrative Officer or temporary employee as defined in the Act.

### **3. Salaries**

- (i) The salaries under this Award are payable to employees appointed to or performing the duties of any of the positions or classifications listed in Part B, Monetary Rates, of this award.
- (ii) The salaries payable are prescribed in Part B, Monetary Rates.
- (iii) The salaries in this award are set in accordance with the Crown Employees (Public Sector - Salaries 2008) Award or any variation or any replacement award.
- (iv) The salaries prescribed reflect increases of:
  - (a) 4% to salaries in Part B of this award, which are payable with effect from the first pay period to commence on or after 1 July 2008; and
  - (b) a further 4% to salaries paid under paragraph (a) above, which are payable with effect from the first pay period to commence on or after 1 July 2009;
  - (c) a further 4% to salaries paid under paragraph (b) above which are payable with effect from the first pay period to commence on or after 1 July 2010.
- (v) The salary increases referred to in paragraphs (a)-(c) of subclause (iv), insofar as they apply from the first full pay period on or after 1 July 2008, shall only be paid to those employees who are employed as at the date of the making of the Crown Employees (Public Sector - Salaries 2008) Award.

### **4. Allowances**

- (i) The following allowances are subject to adjustment in line with the salary increases in clause 3, Salaries of this Award:
  - Additional Responsibilities Allowance
  - All Incidents of Employment Allowance
  - Charge Hand Allowance
  - Community Language Allowance
  - Diving Allowance
  - Environmental Allowance
  - Extraneous Duties Allowance
  - First Aid Allowance
  - Flying Allowance
  - In-Lieu of Overtime Allowance
  - Leading Hand Allowance
  - Licence Allowances covered in Trade Based Groups Agreement No. 2301 of 1981 and the Officer-in-Charge Allowance
  - On-Call Allowance
  - Part-Time Building Managers/House Officers Allowance
  - Any Wage Related Allowances applicable to the Crown Employees (General Staff Salaries) Award 2007
  - Qualifications Allowances - where the qualification is deemed to be a requisite for the position in question
  - Resident Officers Allowance
  - Shift Allowances
  - Special Rates Allowance
  - Supervision Allowance
  - Service Increments expressed as a separate sum
  - Word Processing Allowance
- (ii) In addition to the allowances listed in subclause (i) of this clause, any other allowance applying to classifications in Part B which is normally moved in accordance with salary increases is to be adjusted in line with the salary increases in clause 3, Salaries of this award.

## 5. Salary Packaging Arrangements, Including Salary Sacrifice to Superannuation

For the purposes of this clause "salary" means the salary or rate of pay prescribed for the employee's classification by clause 3, Salaries, and Part B, to this award.

- (i) By mutual agreement with the Commissioner, an employee may elect to package part or all of their salary in order to obtain:
  - (a) a benefit or benefits selected from those approved from time to time by the Commissioner; and
  - (b) a salary equal to the difference between the salary prescribed for the employee by clause 3, Salaries, and Part B to this award, and the amount specified by the Commissioner from time to time for the benefit provided to or in respect of the employee in accordance with such agreement.
- (ii) The amount packaged, including any salary sacrifice to superannuation arrangement under subclauses (ix) to (xiii), may be up to one hundred (100) percent of the employees salary.
  - (a) Any pre tax and post tax payroll deductions must be taken into account prior to determining the amount of salary available to be packaged. Such payroll deductions may include, but are not limited to, compulsory superannuation payments, judgment debtor/garnishee orders, union fees, and health fund premiums.
- (iii) An election to salary package must be made prior to the commencement of the period of service to which the earnings relate.
- (iv) The agreement shall be known as the Salary Packaging Agreement.
- (v) Except in accordance with subclauses (ix) to (xiii), a Salary Packaging Agreement shall be recorded in writing and shall be for a period of time as mutually agreed between the employee and the Commissioner at the time of signing the Salary Packaging Agreement.
- (vi) Where the employee has elected to package part or all of their salary:
  - (a) subject to Australian Taxation law, the amount of salary packaged will reduce the salary subject to appropriate PAYG taxation deductions by the amount packaged; and
  - (b) any allowance, penalty rate, payment for unused leave entitlements, weekly worker's compensation or other payment, other than any payments for leave taken in service, to which an employee is entitled under this award or any applicable award, Act or statute which is expressed to be determined by reference to the employee's salary, shall be calculated by reference to the salary which would have applied to the employee under clause 3, salaries, or Part B of this award in the absence of any Salary Packaging Agreement made under this award.
- (vii) The Commissioner may vary the range and type of benefits available from time to time following discussion with the Association. Such variations shall apply to any existing or future Salary Packaging Agreement from the date of such variation.
- (viii) The Commissioner will determine from time to time the value of the benefits provided following discussion with the Association. Such variations shall apply to any existing or future Salary Packaging Agreement from the date of such variation. In this circumstance, the employee may elect to terminate the Salary Packaging Agreement immediately.
- (ix) An employee may elect to sacrifice a part or all of their salary to additional employer superannuation contributions.
- (x) Where the employee makes such an election, the employee may elect to have the amount of salary sacrificed:

- (a) paid into the superannuation scheme established under the *First State Superannuation Act 1992* as optional employer contributions; or
  - (b) subject to NSW Police Force agreement, paid into another complying superannuation scheme as employer superannuation contributions.
- (xi) Where the employee makes an election in terms of subclause (ix), the employer shall pay the amount of salary, the subject of election, to the relevant superannuation fund.
  - (xii) Where the employee makes an election in terms of subclause (ix), and where the employee is a member of a superannuation scheme established under the:
    - (a) *Police Regulation (Superannuation ) Act 1906*;
    - (b) *Superannuation Act 1916*;
    - (c) *State Authorities Superannuation Act 1987*;
    - (d) *State Authorities Non-contributory Superannuation Act 1987*; or
    - (e) *First State Superannuation Act 1992*,

The NSW Police Force must ensure that the amount of any additional employer superannuation contributions specified in subclause (ix) of this clause is included in the employee's superable salary which is notified to the SAS Trustee Corporations.

- (xiii) Where the employee makes an election in terms of subclause (ix), and where, prior to electing to sacrifice a part or all of their salary to superannuation, an employee had entered into an agreement with the NSW Police Force to have superannuation contributions made to a superannuation fund other than a fund established under legislation listed in subclause (xii) of this clause, the NSW Police Force will continue to base contributions to that fund on the salary payable to the same extent as applied before the employee sacrificed that amount of salary to superannuation. This clause applies even though the superannuation contributions made by the NSW Police Force may be in excess of superannuation guarantee requirements after the salary sacrifice is implemented.

## **6. Dispute Settling Procedure**

All disputes relating to the provisions of this award shall initially be dealt with as close to the source as possible, with graduated steps for further attempts at resolution at higher levels of authority within the appropriate agency, if required.

- (i) An employee is required to notify (in writing or otherwise) their immediate manager, as to the substance of the dispute or difficulty, request a meeting to discuss the matter and, if possible, state the remedy sought.
- (ii) Where the grievance or dispute involves confidential or other sensitive material (including issues of harassment or discrimination under the *Anti-Discrimination Act 1977*) that makes it impractical for the employee to advise their immediate manager, the notification may occur to the next appropriate level of management, including, where required, to the Commissioner or Delegate.
- (iii) The immediate manager shall convene a meeting in order to resolve the dispute or difficulty within two (2) days, or as soon as practicable, of the matter being brought to attention.
- (iv) If the matter remains unresolved with the immediate manager, the employee may request to meet the appropriate person at the next level of management in order to resolve the matter. This manager shall respond within two (2) days, or as soon as practicable. This sequence of reference to successive levels of management may be pursued by the employee until the matter is referred to the Commissioner.
- (v) The Commissioner may refer the matter to the Director of Public Employment (DPE) for consideration.

- (vi) In the event that the matter remains unresolved, the Commissioner shall provide a written response to the employee and any other party involved in the dispute or difficulty, concerning action to be taken, or the reasons for not taking action, in relation to the matter.
- (vii) An employee, at any stage, may request to be represented by an Association representative.
- (viii) The employee, or the Association on their behalf, or the Commissioner may refer the matter to the Industrial Relations Commission of New South Wales if the matter is unresolved following the use of these procedures.
- (ix) The employee, Association, NSW Police Force and DPE shall agree to be bound by any lawful recommendation, order or determination by the Industrial Relations Commission of New South Wales in relation to the dispute.
- (x) Whilst the procedures are being followed, normal work undertaken prior to notification of the grievance or dispute shall continue unless otherwise agreed between the parties, or, in the case of a dispute involving Occupational Health and Safety, if practicable, normal work shall proceed in such a manner as to avoid any risk to the health and safety of any employee or member of the public.

## **7. Anti-Discrimination**

- (i) It is the intention of the parties bound by this award to seek to achieve the object in section 3(f) of the *Industrial Relations Act 1996* to prevent and eliminate discrimination in the workplace. This includes discrimination on the grounds of race, sex, marital status, disability, homosexuality, transgender identity, age and responsibilities as a carer.
- (ii) It follows that in fulfilling their obligations under the dispute resolution procedure prescribed by this award the parties have obligations to take all reasonable steps to ensure that the operation of the provisions of this award are not directly or indirectly discriminatory in their effects. It will be consistent with the fulfilment of these obligations for the parties to make application to vary any provision of the award which, by its terms or operation, has a direct or indirect discriminatory effect.
- (iii) Under the *Anti-Discrimination Act 1977*, it is unlawful to victimise an employee because the employee has made or may make or has been involved in a complaint of unlawful discrimination or harassment.
- (iv) Nothing in this clause is to be taken to affect:
  - (a) any conduct or act which is specifically exempted from anti-discrimination legislation;
  - (b) offering or providing junior rates of pay to persons under 21 years of age;
  - (c) any act or practice of a body established to propagate religion which is exempted under section 56(d) of the *Anti-Discrimination Act 1977*;
  - (d) a party to this award from pursuing matters of unlawful discrimination in any State or federal jurisdiction.
- (v) This clause does not create legal rights or obligations in addition to those imposed upon the parties by the legislation referred to in this clause.

### NOTES

- (i) Employers and employees may also be subject to Commonwealth anti-discrimination legislation.
- (ii) Section 56(d) of the *Anti-Discrimination Act 1977* provides:
 

"Nothing in the Act affects ... any other act or practice of a body established to propagate religion that conforms to the doctrines of that religion or is necessary to avoid injury to the religious susceptibilities of the adherents of that religion."

## 8. No Extra Claims

- (i) This award provides pay increases of 4% with effect from the first pay period to commence on or after 1 July 2008, a further increase of 4% with effect from the first pay period to commence on or after 1 July 2009, and a further increase of 4% with effect from the first pay period to commence on or after 1 July 2010.
- (ii) The salary increases in subclause (i) of this clause arise from the agreement of the parties to the Crown Employees (Public Sector - Salaries 2008) Award contained in the Memorandum of Understanding between the NSW Government and the Association for the period 1 July 2008 to 30 June 2011 entered into on 2 October 2008.
- (iii) The Memorandum of Understanding referred in subclause (ii) of this clause contains a “no extra claims” commitment, provided that this shall not prevent the parties to this award from applying for award changes identified in the Memorandum of Understanding.

## 9. Area, Incidence and Duration

- (i) This award shall apply to employees employed in the classifications listed in Part B, Monetary Rates of this award.
- (ii) This award is made following a review under section 19 of the *Industrial Relations Act 1996* and rescinds and replaces the Crown Employees (NSW Police Administrative Officers and Temporary Employees - Salaries 2006) Award published 1 December 2006 (361 I.G. 959), as varied by IRC 2426 of 2008 effective 1 January 2009 (not yet published as at the date of review).
- (iii) The changes made to the award pursuant to the Award Review pursuant to section 19(6) of the *Industrial Relations Act 1996* and Principle 26 of the Principles for Review of Awards made by the Industrial Relations Commission of New South Wales on 28 April 1999 (310 I.G. 359) take effect on and from 6 April 2009.
- (iv) This award remains in force until varied or rescinded, the period for which it was made having already expired.

## PART B

### MONETARY RATES

**Table 1 - Rates of Pay**

Administrative Officer and Temporary Employee Classifications				
Classification and Grades	FPP 1.7.07 Per annum \$	FPP 1.7.08 Per annum +4% \$	FPP 1.7.09 Per annum +4% \$	FPP 1.7.10 Per annum +4% \$
Armourer, Police				
1 <sup>st</sup> year of service	54,480	56,659	58,925	61,282
2 <sup>nd</sup> year of service	55,472	57,691	59,999	62,399
3 <sup>rd</sup> year of service	56,701	58,969	61,328	63,781
4 <sup>th</sup> year of service and thereafter	57,772	60,083	62,486	64,985
Senior Armourer, Police				
1st year of service	60,518	62,939	65,457	68,075
2nd year of service	61,801	64,273	66,844	69,518
3rd year of service and thereafter	63,561	66,103	68,747	71,497

Administrative and Clerical Clerks General Scale				
Clerks General Scale step 1	22,429	23,326	24,259	25,229
Clerks General Scale step 2	25,452	26,470	27,529	28,630
Clerks General Scale step 3	27,055	28,137	29,262	30,432
- 1st year of service or 18 years				
Clerks General Scale step 4	30,656	31,882	33,157	34,483
Minimum for:				
- employee with Business Administration Certificate III, Government Certificate III or equivalent at 18 years of age				
- employee with Higher School Certificate Qualification at 19 years of age				
Clerks General Scale step 5	32,723	34,032	35,393	36,809
Minimum for:				
- employee qualified at Business Administration Certificate III, Government Certificate III or equivalent and is qualified at HSC standard at 17 years of age				
- employee 20 years of age				
Clerks General Scale step 6	35,266	36,677	38,144	39,670
Minimum for employee 21 years of age				
Clerks General Scale step 7	36,229	37,678	39,185	40,752
Clerks General Scale step 8	37,762	39,272	40,843	42,477
Clerks General Scale step 9	38,448	39,986	41,585	43,248
Clerks General Scale step 10	39,400	40,976	42,615	44,320
Clerks General Scale step 11	40,857	42,491	44,191	45,959
Clerks General Scale step 12	42,338	44,032	45,793	47,625
Clerks General Scale step 13	43,903	45,659	47,485	49,384
Provided that officers who on 6th December 1979 were on 14th year of General Scale and paid a personal allowance of \$417.00 p.a. in terms of Circular No. 202 of 1979 shall be paid by way of allowance above step 13 of the General Scale	45,781	47,612	49,516	51,497
Grade 1				
1st year of service	46,320	48,173	50,100	52,104
Thereafter	47,682	49,589	51,573	53,636
Grade 2				
1st year of service	49,012	50,972	53,011	55,131
Thereafter	50,356	52,370	54,465	56,644
Grade 3				
1st year of service	51,784	53,855	56,009	58,249
Thereafter	53,344	55,478	57,697	60,005
Grade 4				
1st year of service	55,010	57,210	59,498	61,878
Thereafter	56,701	58,969	61,328	63,781
Grade 5				
1st year of service	61,128	63,573	66,116	68,761
Thereafter	63,056	65,578	68,201	70,929
Grade 6				
1st year of service	65,527	68,148	70,874	73,709
Thereafter	67,448	70,146	72,952	75,870
Grade 7				
1st year of service	69,468	72,247	75,137	78,142
Thereafter	71,546	74,408	77,384	80,479

Grade 8				
1st year of service	74,527	77,508	80,608	83,832
Thereafter	76,896	79,972	83,171	86,498
Grade 9				
1st year of service	79,188	82,356	85,650	89,076
Thereafter	81,414	84,671	88,058	91,580
Grade 10				
1st year of service	84,738	88,128	91,653	95,319
Thereafter	87,263	90,754	94,384	98,159
Grade 11				
1st year of service	91,589	95,253	99,063	103,026
Thereafter	95,472	99,291	103,263	107,394
Grade 12				
1st year of service	101,454	105,512	109,732	114,121
Thereafter	105,923	110,160	114,566	119,149
Bar Manager, Police Academy				
1st year of service	45,967	47,806	49,718	51,707
Thereafter	46,807	48,679	50,626	52,651
Building Manager (Sydney Police Centre)				
1st year of service	58,341	60,675	63,102	65,626
2nd year of service	58,925	61,282	63,733	66,282
PT Building Manager Allowance	1,066	1,109	1,153	1,199
Clerical Officer - translated to Administrative and Clerical Clerks classification - see Table 2 of this award				
Clinical Pharmacologist	114,995	119,595	124,379	129,354
Computer Systems Officer (CSO)				
CSO Level 1 - Non Graduate				
Year 1A	27,055	28,137	29,262	30,432
Year 1B	32,723	34,032	35,393	36,809
Year 1C	35,266	36,677	38,144	39,670
Year 1D	36,229	37,678	39,185	40,752
Year 1E	37,762	39,272	40,843	42,477
Year 1F	38,448	39,986	41,585	43,248
Year 2	40,857	42,491	44,191	45,959
Year 3	47,682	49,589	51,573	53,636
Year 4	50,356	52,370	54,465	56,644
CSO Level 1 - Graduate				
Year 1A (Any degree)	40,857	42,491	44,191	45,959
Year 1B (Degree - Computer Sciences)	42,338	44,032	45,793	47,625
Year 2	56,701	58,969	61,328	63,781
Year 3	63,056	65,578	68,201	70,929
CSO Level 2				
Year 1	53,344	55,478	57,697	60,005
Year 2	56,701	58,969	61,328	63,781
Year 3	63,056	65,578	68,201	70,929
CSO Level 3				
Year 1	65,527	68,148	70,874	73,709
Year 2	67,448	70,146	72,952	75,870
Year 3	69,468	72,247	75,137	78,142
Year 4	71,546	74,408	77,384	80,479
Year 5	74,527	77,508	80,608	83,832
Year 6	76,896	79,972	83,171	86,498



CSO Level 4				
Year 1	79,188	82,356	85,650	89,076
Year 2	81,414	84,671	88,058	91,580
Year 3	84,738	88,128	91,653	95,319
Year 4	87,263	90,754	94,384	98,159
CSO Level 5				
Year 1	91,589	95,253	99,063	103,026
Year 2	95,472	99,291	103,263	107,394
CSO Level 6				
Year 1	101,454	105,512	109,732	114,121
Year 2	105,923	110,160	114,566	119,149
Departmental Professional Officer				
Grade I -				
1st year of service	46,320	48,173	50,100	52,104
2nd year of service	48,143	50,069	52,072	54,155
3rd year of service	50,829	52,862	54,976	57,175
4th year of service	54,480	56,659	58,925	61,282
5th year of service	58,341	60,675	63,102	65,626
6th year of service and thereafter	61,801	64,273	66,844	69,518
Grade II -				
1st year of service	64,827	67,420	70,117	72,922
2nd year of service	66,749	69,419	72,196	75,084
3rd year of service	68,784	71,535	74,396	77,372
4th year of service and thereafter	71,546	74,408	77,384	80,479
Grade III -				
1st year of service	74,527	77,508	80,608	83,832
2nd year of service	76,896	79,972	83,171	86,498
3rd year of service	78,427	81,564	84,827	88,220
4th year of service and thereafter	81,414	84,671	88,058	91,580
Grade IV -				
1st year of service	84,738	88,128	91,653	95,319
2nd year of service and thereafter	86,419	89,876	93,471	97,210
Grade V -				
1st year of service	89,810	93,402	97,138	101,024
2nd year of service and thereafter	91,589	95,253	99,063	103,026
Grade VI -				
1st year of service	94,443	98,221	102,150	106,236
2nd year of service and thereafter	96,293	100,145	104,151	108,317
1st year of service	99,269	103,240	107,370	111,665
2nd year of service and thereafter	101,454	105,512	109,732	114,121
Grade VIII -				
1st year of service	104,754	108,944	113,302	117,834
2nd year of service and thereafter	105,923	110,160	114,566	119,149
Director of Music (Police Band)				
1st year	63,506	65,578	68,201	70,929
2nd year	64,827	67,420	70,117	72,922
3rd year	66,749	69,419	72,196	75,084
4th year	68,784	71,535	74,396	77,372
5th year and thereafter	70,862	73,696	76,644	79,170
Loading				
1st year	6,306	6,558	6,820	7,093
2nd year	6,482	6,741	7,011	7,291
3rd year	6,675	6,942	7,220	7,509
4th year	6,879	7,154	7,440	7,738
5th year and thereafter	7,087	7,370	7,665	7,972
Car Drivers				
Driver/General Assistant	41,189	42,837	44,550	46,332
Departmental - Driver/Assistant	43,543	45,285	47,096	48,980

Police Executive Driver/Assistant				
1st year and thereafter	43,519	45,260	47,070	48,953
All incidence of employment allowance	40,270	41,881	43,556	45,298
Clothing Allowance \$600 per annum				
Driving Instructor				
1st year	57,177	59,402	61,778	64,249
2nd year	57,772	60,083	62,486	64,985
3rd year and thereafter	59,428	61,805	64,277	66,848
Engineer				
Grade I Diplomat Experience Since Qualifying				
In first year	46,320	48,173	50,100	52,104
After one year	48,143	50,069	52,072	54,155
After two years	50,829	52,862	54,976	57,175
After three years	54,480	56,659	58,925	61,282
After four years	58,341	60,675	63,102	65,626
After five years	61,801	64,273	66,844	69,518
Grade I Graduate Experience Since Qualifying				
In first year	48,143	50,069	52,072	54,155
After one year	50,829	52,862	54,976	57,175
After two years	54,480	56,659	58,925	61,282
After three years	58,341	60,675	63,102	65,626
After four years	61,801	64,273	66,844	69,518
Grade II				
1st year of service	65,527	68,148	70,874	73,709
2nd year of service	68,051	70,773	73,604	76,548
3rd year of service	70,167	72,974	75,893	78,929
4th year of service and thereafter	72,208	75,096	78,100	81,224
Grade III				
1st year of service	76,064	79,107	82,271	85,562
2nd year of service	78,427	81,564	84,827	88,220
3rd year of service	81,414	84,671	88,058	91,580
4th year of service and thereafter	83,906	87,262	90,752	94,382
Grade IV				
1st year of service	88,113	91,638	95,304	99,116
2nd year of service	90,699	94,327	98,100	102,024
3rd year of service and thereafter	92,500	96,200	100,048	104,050
Grade V				
1st year of service	96,293	100,145	104,151	108,317
2nd year of service and thereafter	98,190	102,118	106,203	110,451
Grade VI				
1st year of service	100,364	104,379	108,554	112,896
2nd year of service and thereafter	102,516	106,617	110,882	115,317
General Assistant (NSW Police Academy)				
1st year	35,925	37,362	38,856	40,410
2nd year	36,229	37,678	39,185	40,752
3rd year	36,915	38,392	39,928	41,525
4th year	37,762	39,272	40,843	42,477
5th year and thereafter	38,448	39,986	41,585	43,248
Groom, Mounted Police				
1st year	34,401	35,777	37,208	38,696
2nd year and there after	35,613	37,038	38,520	40,061

<b>Imaging Technician</b>				
1st year	51,784	53,855	56,009	58,249
2nd year	53,344	55,478	57,697	60,005
3rd year	55,010	57,210	59,498	61,878
4th year and thereafter	56,701	58,969	61,328	63,781
<b>Interpreters and Translators</b>				
Interpreter/Translator	50,829	52,862	54,976	57,175
Year 1	54,480	56,659	58,925	61,282
Year 2	58,341	60,675	63,102	65,626
Year 3	61,801	64,273	66,844	69,518
Year 4	64,827	67,420	70,117	72,922
Year 5				
<b>Senior Interpreter/Translator</b>				
Year 1	66,749	69,419	72,196	75,084
Year 2	68,784	71,535	74,396	77,372
Year 3	71,546	74,408	77,384	80,479
<b>Legal Officers</b>				
<b>Grade I</b>				
1st year of service	48,518	50,459	52,477	54,576
2nd year of service	50,356	52,370	54,465	56,644
3rd year of service	51,784	53,855	56,009	58,249
4th year of service	53,344	55,478	57,697	60,005
5th year of service	55,472	57,691	59,999	62,399
<b>Grade II</b>				
1st year of service	60,041	62,443	64,941	67,539
2nd year of service	63,056	65,578	68,201	70,929
3rd year of service	66,749	69,419	72,196	75,084
4th year of service	70,167	72,974	75,893	78,929
5th year of service	72,966	75,885	78,920	82,077
<b>Grade III</b>				
1st year of service	76,896	79,972	83,171	86,498
2nd year of service	79,188	82,356	85,650	89,076
3rd year of service	82,244	85,534	88,955	92,513
<b>Grade IV</b>				
1st year of service	88,113	91,638	95,304	99,116
2nd year of service	89,810	93,402	97,138	101,024
<b>Grade V</b>				
1st year of service	94,443	98,221	102,150	106,236
2nd year of service	96,293	100,145	104,151	108,317
<b>Grade VI</b>				
1st year of service	101,454	105,512	109,732	114,121
2nd year of service	103,591	107,735	112,044	116,526
<b>Librarians and Archivists</b>				
<b>Grade 1</b>				
Year 1	46,320	48,173	50,100	52,104
Year 2	49,012	50,972	53,011	55,131
Year 3	51,784	53,855	56,009	58,249
Year 4	55,010	57,210	59,498	61,878
Year 5	57,772	60,083	62,486	64,985
Year 6	60,518	62,939	65,457	68,075
<b>Grade 2</b>				
Year 1	63,056	65,578	68,201	70,929
Year 2	65,527	68,148	70,874	73,709
Year 3	68,784	71,535	74,396	77,372
Year 4	71,546	74,408	77,384	80,479

Grade 3				
Year 1	75,308	78,320	81,453	84,711
Year 2	77,634	80,739	83,969	87,328
Year 3	80,683	83,910	87,266	90,757
Year 4	83,906	87,262	90,752	94,382
Grade 4				
Year 1	86,419	89,876	93,471	97,210
Year 2	88,962	92,520	96,221	100,070
Year 3	91,589	95,253	99,063	103,026
Year 4	94,443	98,221	102,150	106,236
Grade 5				
Year 1	97,109	100,993	105,033	109,234
Year 2	100,364	104,379	108,554	112,896
Year 3	103,591	107,735	112,044	116,526
Year 4	107,105	111,389	115,845	120,479
Library Assistant				
Year 1	36,229	37,678	39,185	40,752
Year 2	38,448	39,986	41,585	43,248
Year 3	40,857	42,491	44,191	45,959
Year 4	43,903	45,659	47,485	49,384
Year 5	45,524	47,345	49,239	51,209
Library Technician				
Grade 1				
Year 1	46,320	48,173	50,100	52,104
Year 2	49,012	50,972	53,011	55,131
Year 3	51,784	53,855	56,009	58,249
Year 4	55,010	57,210	59,498	61,878
Grade 2				
Year 1	61,128	63,573	66,116	68,761
Year 2	63,056	65,578	68,201	70,929
Year 3	65,527	68,148	70,874	73,709
Year 4	68,784	71,535	74,396	77,372
Maintenance Attendant, Police Academy	36,915	38,392	39,928	41,525
Maintenance Officer Trades	55,010	57,210	59,498	61,878
Manager Trades				
1st year	76,896	79,972	83,171	86,498
2nd year and there after	77,634	80,739	83,969	87,328
On call Allowance (per hour)	0.73 p/h	0.76 p/h	0.79 p/h	0.82 p/h
Assistant Manager Trades				
1st year	63,056	65,578	68,201	70,929
2nd year and there after	64,250	66,820	69,493	72,273
On call Allowance	0.73 p/h	0.76 p/h	0.79 p/h	0.82 p/h
Pathology Exhibit Courier	42,338	44,032	45,793	47,625
Photogrammetrist				
General Scale				
1st year	27,055	28,137	29,262	30,432
2nd year	32,723	34,032	35,393	36,809
3rd year	35,266	36,677	38,144	39,670
4th year	36,229	37,678	39,185	40,752
5th year	37,762	39,272	40,843	42,477
6th year	38,448	39,986	41,585	43,248
7th year	39,400	40,976	42,615	44,320
8th year	40,857	42,491	44,191	45,959
9th year	42,338	44,032	45,793	47,625
10th year	43,903	45,659	47,485	49,384
11th year	46,320	48,173	50,100	52,104
12th year	47,682	49,589	51,573	53,636

13th year	49,012	50,972	53,011	55,131
14th year	50,356	52,370	54,465	56,644
Officer with HSC aged 19 and over paid not less than	30,656	31,882	33,157	34,483
Class 1				
1st year	51,784	53,855	56,009	58,249
2nd year	53,344	55,478	57,697	60,005
3rd year	55,010	57,210	59,498	61,878
4th year	56,701	58,969	61,328	63,781
Class 2				
1st year	61,128	63,573	66,116	68,761
2nd year	63,056	65,578	68,201	70,929
Class 3				
1st year	65,527	68,148	70,874	73,709
2nd year	67,448	70,146	72,952	75,870
Class 4				
1st year	69,468	72,247	75,137	78,142
2nd year	71,546	74,408	77,384	80,479
Class 5				
1st year	74,527	77,508	80,608	83,832
2nd year	76,896	79,972	83,171	86,498
Class 6				
1st year	79,188	82,356	85,650	89,076
2nd year	81,414	84,671	88,058	91,580
Class 7				
1st year	84,738	88,128	91,653	95,319
2nd year	87,263	90,754	94,384	98,159
Public Relations Officer				
Assistant Publicity Officers				
1st year of service	52,324	54,417	56,594	58,858
2nd year of service	53,847	56,001	58,241	60,571
Publicity Officers				
1st year of service	57,772	60,083	62,486	64,985
2nd year of service	59,428	61,805	64,277	66,848
3rd year of service and thereafter	60,518	62,939	65,457	68,075
Public Relations Officer				
Grade II				
1st year of service	68,784	71,535	74,396	77,372
2nd year of service	70,167	72,974	75,893	78,929
3rd year of service and thereafter	71,546	74,408	77,384	80,479
Grade I				
1st year of service	80,683	83,910	87,266	90,757
2nd year of service	82,244	85,534	88,955	92,513
3rd year of service and thereafter	83,906	87,262	90,752	94,382
Allowance in lieu of overtime (per annum)	10,182	10,589	11,013	11,454
Radio Technician,				
1st year of service	46,807	48,679	50,626	52,651
2nd year of service	47,196	49,084	51,047	53,089
3rd year of service and thereafter	48,143	50,069	52,072	54,155

<b>Radio Technician, Senior</b>				
1st year of service	51,277	53,328	55,461	57,679
2nd year of service and thereafter	51,784	53,855	56,009	58,249
<b>Scientific Officer</b>				
<b>Grade I</b>				
1st year of service	46,320	48,173	50,100	52,104
2nd year of service	48,143	50,069	52,072	54,155
3rd year of service	50,829	52,862	54,976	57,175
4th year of service	54,480	56,659	58,925	61,282
5th year of service	58,341	60,675	63,102	65,626
6th year of service and thereafter	61,801	64,273	66,844	69,518
<b>Grade II</b>				
1st year of service	64,827	67,420	70,177	72,922
2nd year of service	66,749	69,419	72,196	75,084
3rd year of service	68,784	71,535	74,396	77,372
4th year of service and thereafter	71,546	74,408	77,384	80,479
<b>Grade III</b>				
1st year of service	74,527	77,508	80,608	83,832
2nd year of service	76,896	79,972	83,171	86,498
3rd year of service and thereafter	78,427	81,564	84,827	88,220
<b>Grade IV</b>				
1st year of service	82,244	85,534	88,955	92,513
2nd year of service	84,738	88,128	91,653	95,319
3rd year of service and thereafter	86,419	89,876	93,471	97,210
<b>Grade V</b>				
1st year of service	89,810	93,402	97,138	101,024
2nd year of service and thereafter	92,500	96,200	100,048	104,050
<b>Grade VI</b>				
1st year of service	95,472	99,291	103,263	107,394
2nd year of service	98,190	102,118	106,203	110,451
<b>Senior Basement Attendant, Police Headquarters</b>				
1st year of service	39,807	41,399	43,055	44,777
2nd year of service	40,466	42,085	43,768	45,519
3rd year of service	40,857	42,491	44,191	45,959
4th year of service and thereafter	41,575	43,238	44,968	46,767
<b>Senior Officers</b>				
<b>Grade 1</b>				
Year 1	118,519	123,260	128,190	133,318
Year 2	127,708	132,816	138,129	143,654
<b>Grade 2</b>				
Year 1	129,868	135,063	140,466	146,085
Year 2	139,025	144,586	150,369	156,384
<b>Grade 3</b>				
Year 1	143,678	149,425	155,402	161,618
Year 2	157,716	164,025	170,586	177,409
<b>Stenographers and Machine Operators (Present Occupants Only)</b>				
1st year (up to 17 years)	20,095	20,899	21,735	22,604
2nd year (or 17 years)	23,852	24,806	25,798	26,830
3rd year (or 18 years)	27,055	28,137	29,262	30,432
4th year (or 19 years)	30,656	31,882	33,157	34,483
5th year (or 20 years)	32,424	33,721	35,070	36,473
6th year (or 21 years)	35,925	37,362	38,856	40,410
7th year	36,915	38,392	39,928	41,525
8th year	38,134	39,659	41,245	42,895
9th year	41,189	42,837	44,550	46,332

10th year	41,912	43,588	45,332	47,145
11th year	43,099	44,823	46,616	48,481
12th year	43,903	45,659	47,485	49,384
Grade 1 -				
1st year	46,320	48,173	50,100	52,104
2nd year	47,682	49,589	51,573	53,636
Grade 2 -				
1st year	49,012	50,972	53,011	55,131
2nd year	50,356	52,370	54,465	56,644
Grade 3 -				
1st year	51,784	53,855	56,009	58,249
2nd year	53,344	55,478	57,697	60,005
Storeman Attendant	35,266	36,677	38,144	39,670
Stores Officers				
Grade 1				
1st year of service	40,466	42,085	43,768	45,519
2nd year of service and thereafter	41,189	42,837	44,550	46,332
Grade 2				
1st year of service	41,575	43,238	44,968	46,767
2nd year of service and thereafter	41,912	43,588	45,332	47,145
Grade 3				
1st year of service	42,338	44,032	45,793	47,625
2nd year of service and thereafter	42,743	44,453	46,231	48,080
Grade 4				
1st year of service	43,543	45,285	47,096	48,980
2nd year of service	44,396	46,172	48,019	49,940
3rd year of service and thereafter	44,396	46,172	48,019	49,940
Technical Officer				
Grade 1				
1st year of service	47,196	49,084	51,047	53,089
2nd year of service	48,518	50,459	52,477	54,576
3rd year of service	49,863	51,858	53,932	56,089
4th year of service	50,829	52,862	54,976	57,175
5th year of service	52,324	54,417	56,594	58,858
Grade 2				
1st year of service	55,010	57,210	59,498	61,878
2nd year of service	56,128	58,373	60,708	63,136
3rd year of service	57,117	59,402	61,778	64,249
4th year of service	58,341	60,675	63,102	65,626
Grade 3				
1st year of service and thereafter	62,330	64,823	67,416	70,113
Senior Technical Officer				
Grade 1				
1st year of service	61,128	63,573	66,116	68,761
2nd year of service	62,330	64,823	67,416	70,113
3rd year of service	64,250	66,820	69,493	72,273
Grade 2				
1st year of service	66,166	68,813	71,566	74,429
2nd year of service	68,051	70,773	73,604	76,548
Grade 3				
	70,862	73,696	76,644	79,710
Technical Officer, Maintenance Services	64,827	67,420	70,117	72,922
Technician				
Class 1				
1st year of service	43,903	45,659	47,485	49,384
2nd year of service	45,188	46,996	48,876	50,831
Class 2				
1st year of service	47,682	49,589	51,573	53,636
2nd year of service	49,012	50,972	53,011	55,131

Class 3				
1st year of service	51,784	53,855	56,009	58,249
2nd year of service	52,810	54,922	57,119	59,404
Class 4				
1st year of service	53,847	56,001	58,241	60,571
2nd year of service	54,480	56,659	58,925	61,282
Transport Officer	44,396	46,172	48,019	49,940
Transport Officer, Mechanical				
Year 1	51,784	53,855	56,009	58,249
Year 2	52,324	54,417	56,594	58,858
Year 3	52,810	54,922	57,119	59,404
Year 4	53,344	55,478	57,697	60,005
Uniform Fitter and Advisory Officer	42,743	44,453	46,231	48,080

**Table 2 - Translation Table for Clerical Officer Classification**

Clerical Officer classification has been translated to the Administrative and Clerical Clerks General Scale and Grades from 1 January 2009

Classification & Grades	1.7.07 Per annum \$	1.7.08 Per annum +4% \$	Administrative and clerical officer classification on translation effective from 1/1/09	From 1/1/09 Per annum \$
Grade 1				
Group A				
1st year of service under 17	18,832	19,585	Clerks General Scale step 1	23,326
2nd year of service or 17	22,429	23,326	Clerks General Scale step 1	23,326
3rd year of service or 18	25,452	26,470	Clerks General Scale step 2	26,470
4th year of service or 19	30,656	31,882	Clerks General Scale step 4	31,882
5th year of service or 20	32,723	34,032	Clerks General Scale step 5	34,032
6th year of service	35,266	36,677	Clerks General Scale step 6	36,677
7th year of service	36,229	37,678	Clerks General Scale step 7	37,678
8th year of service	37,762	39,272	Clerks General Scale step 8	39,272
9th year of service	38,448	39,986	Clerks General Scale step 9	39,986
10th year of service	39,400	40,976	Clerks General Scale step 10	40,976
Group B				
1st year of service under 17	20,095	20,899	Clerks General Scale step 1	23,326
2nd year of service or 17	22,429	23,326	Clerks General Scale step 1	23,326
3rd year of service or 18	25,452	26,470	Clerks General Scale step 3	28,137
4th year of service or 19	30,656	31,882	Clerks General Scale step 4	31,882
5th year of service or 20	32,723	34,032	Clerks General Scale step 5	34,032
6th year of service	35,266	36,677	Clerks General Scale step 6	36,677
7th year of service	36,229	37,678	Clerks General Scale step 7	37,678
8th year of service	37,762	39,272	Clerks General Scale step 8	39,272
9th year of service	38,448	39,986	Clerks General Scale step 9	39,986
10th year of service	39,400	40,976	Clerks General Scale step 10	40,976
Minimum rate at 21	35,266	36,677	Clerks General Scale step 6	36,677
Grade 1/2				
Group C				
1st year of service under 17	21,154	22,000	Clerks General Scale step 1	23,326
2nd year of service or 17	25,452	26,470	Clerks General Scale step 2	26,470
3rd year of service or 18	30,656	31,882	Clerks General Scale step 4	31,882
4th year of service or 19	32,723	34,032	Clerks General Scale step 5	34,032



5th year of service or 20	35,266	36,677	Clerks General Scale step 6	36,677
6th year of service	36,229	37,678	Clerks General Scale step 7	37,678
7th year of service	37,762	39,272	Clerks General Scale step 8	39,272
8th year of service	38,448	39,986	Clerks General Scale step 9	39,986
9th year of service	39,400	40,976	Clerks General Scale step 10	40,976
10th year of service	40,857	42,491	Clerks General Scale step 11	42,491
11th year of service	42,338	44,032	Clerks General Scale step 12	44,032
12th year of service	43,903	45,659	Clerks General Scale step 13	45,659
Group D only				
1st year of service or 17	30,656	31,882	Clerks General Scale step 4	31,882
2nd year of service or 17	32,723	34,032	Clerks General Scale step 5	34,032
3rd year of service or 18	35,266	36,677	Clerks General Scale step 6	36,677
4th year of service or 19	36,229	37,678	Clerks General Scale step 7	37,678
5th year of service or 20	37,762	39,272	Clerks General Scale step 8	39,272
6th year of service	38,448	39,986	Clerks General Scale step 9	39,986
7th year of service	39,400	40,976	Clerks General Scale step 10	40,976
8th year of service	40,857	42,491	Clerks General Scale step 11	42,491
9th year of service	42,338	44,032	Clerks General Scale step 12	44,032
10th year of service	43,903	45,659	Clerks General Scale step 13	45,659
*Minimum rate for HSC at 19 years of age	30,656	31,882	Clerks General Scale step 4	31,882
Minimum rate at 21	36,229	37,678	Clerks General Scale step 7	37,678
Grade 3				
1st year of service	46,320	48,173	Clerk Grade 1 1 <sup>st</sup> year of service	48,173
2nd year of service	47,682	49,589	Clerk grade 1 thereafter	49,589
Grade 3/4				
1st year of service	46,320	48,173	Clerk Grade 1 1 <sup>st</sup> year of service	48,173
2nd year of service	47,682	49,589	Clerk grade 1 thereafter	49,589
3rd year of service	49,012	50,972	Clerk Grade 2 1 <sup>st</sup> year of service	50,972
4th year of service	50,356	52,370	Clerk grade 2 thereafter	52,370
Grade 4				
1st year of service	49,012	50,972	Clerk Grade 2 1 <sup>st</sup> year of service	50,972
2nd year of service	50,356	52,370	Clerk grade 2 thereafter	52,370
Grade 5				
1st year of service	51,784	53,855	Clerk Grade 3 1 <sup>st</sup> year of service	53,855
2nd year of service	53,344	55,478	Clerk grade 3 thereafter	55,478
Grade 6				
1st year of service	55,010	57,210	Clerk Grade 4 1 <sup>st</sup> year of service	57,210
2nd year of service	56,701	58,969	Clerk grade 4 thereafter	58,969
Grade 7				
1st year of service	61,128	63,573	Clerk Grade 5 1 <sup>st</sup> year of service	63,573
2nd year of service	63,056	65,578	Clerk grade 5 thereafter	65,578
Grade 8				
1st year of service	65,527	68,148	Clerk Grade 6 1 <sup>st</sup> year of service	68,148
2nd year of service	67,448	70,146	Clerk grade 6 thereafter	70,146

E. A. R. BISHOP, Commissioner

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