

LIVESTOCK HEALTH AND PEST AUTHORITIES SALARIES AND CONDITIONS AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Public Service Association and Professional Officers' Association Amalgamated Union of New South Wales, Industrial Organisation of Employees.

(No. IRC 759 of 2012)

Before The Honourable Justice Boland, President

16 July 2012

VARIATION

- Delete Part B Monetary Rates of the award published 10 August 2012 (373 I.G. 1929) and insert in lieu thereof the following:

PART B

MONETARY RATES

Table 1 - Salaries

- District Veterinarians

Award classification	Salary as at 1 July 2007 inclusive of 4% increase \$	Salary as at 1 July 2008 inclusive of 4% increase \$	Salary as at 1 July 2009 inclusive of 4% increase \$	Salary as at 1 July 2010 inclusive of 4% increase \$	Salary as at 1 July 2011 Inclusive of 2.5% increase \$	Salary as at 1 July 2012 Inclusive of 2.5% increase \$
Grade 1						
Grade 1 - 1st Year	56,465	58,724	61,073	63,515	65,102.88	66,730
Grade 1 - 2nd Year	56,873	59,148	61,514	63,974	65,573.35	67,213
Barrier						
Grade 2						
Grade 2 - 1 st Year	59,725	62,114	64,599	67,183	68,862.58	70,584
Grade 2 - 2 nd Year	62,036	64,517	67,098	69,782	71,526.55	73,315
Grade 2 - 3 rd Year	65,751	68,381	71,116	73,961	75,810.03	77,705
Barrier						
Grade 3						
Grade 3 - 1st Year	69,781	72,572	75,475	78,494	80,456.35	82,468
Grade 3 - 2nd Year	73,442	76,380	79,435	82,612	84,677.30	86,794
Grade 3 - 3rd Year	79,342	82,516	85,816	89,249	91,480.23	93,767
Barrier						
Grade 4						

Grade 4 - 1st Year	83,906	87,262	90,753	94,383	96,742.58	99,161
Grade 4 - 2nd Year	86,419	89,876	93,471	97,210	99,640.25	102,131
Grade 4 - 3rd Year	88,962	92,520	96,221	100,070	102,571.75	105,136

1.1 An additional per annum allowance of \$1,592 shall be paid to those District Veterinarians serving the Albury, Armidale, Bathurst, Casino, Deniliquin, Gloucester, Maitland, Moss Vale, Tamworth, Wagga and Young Districts as at 1 January 1995 until such time as those employees leave those districts.

1.2 No further increases to apply to this allowance.

1A. Senior Veterinary Officer

Classification	Salary as at 11 February 2009	Salary as at 1 July 2009 inclusive of 4% increase	Salary as at 1 July 2010 inclusive of 4% increase	Salary as at 1 July 2011 inclusive of 2.5% increase	Salary as at 1 July 2012 inclusive of 2.5% increase
	\$	\$	\$	\$	\$
Senior Veterinary Officer	101,500	105,560	109,782	112,526.55	115,340

(2) General Managers

Classification	Salary as at 1 December 2008	Salary as at 1 July 2009 inclusive of 4% increase	Salary as at 1 July 2010 inclusive of 4% increase	Salary as at 1 July 2011 inclusive of 2.5% increase	Salary as at 1 July 2012 inclusive of 2.5% increase
	\$	\$	\$	\$	\$
General Manager (other than a General Manager employed in the Western Division)	105,000	109,200	113,568	116,407.20	119,317
General Manager (employed in the Western Division)	68,000	70,720	73,549	75,387.73	77,272

(3) Customer Service Officers

Award classification	Salary as at 1 July 2007 inclusive of 4% increase	Salary as at 1 July 2008 inclusive of 4% increase	Salary as at 1 July 2009 inclusive of 4% increase	Salary as at 1 July 2010 inclusive of 4% increase	Salary as at 1 July 2011 inclusive of 2.5% increase	Salary as at 1 July 2012 inclusive of 2.5% increase
Customer Service Officer (CSO)	\$	\$	\$	\$	\$	\$
CSO Grade 1 1st year	34,510	35,890	37,326	38,819	39,789.48	40,784
CSO Grade 2 1st year	35,106	36,510	37,971	39,489	40,476.23	41,488
CSO Grade 2 2nd year	35,681	37,108	38,593	40,136	41,139.40	42,168
CSO Grade 3 1st year	36,266	37,717	39,225	40,794	41,813.85	42,859
CSO Grade 3 2nd year	37,435	38,932	40,490	42,109	43,161.73	44,241

Barrier						
CSO Grade 4 1st year	38,606	40,150	41,756	43,426	44,511.65	45,624
CSO Grade 4 2nd year	39,775	41,366	43,021	44,741	45,859.53	47,006
Barrier						
Award classification Senior Customer Service Officer (SCSO)	Salary as at 1 July 2007 inclusive of 4% increase \$	Salary as at 1 July 2008 inclusive of 4% increase \$	Salary as at 1 July 2009 inclusive of 4% increase \$	Salary as at 1 July 2010 inclusive of 4% increase \$	Salary as at 1 July 2011 inclusive of 2.5% increase \$	Salary as at 1 July 2012 inclusive of 2.5% increase \$
SCSO Level 1	40,945	42,583	44,286	46,058	47,209.45	48,390
SCSO Level 2	42,699	44,407	46,183	48,031	49,231.78	50,463

- (4) Office Coordinator - Applicable to Office Coordinators appointed in relation to the creation of Livestock Health and Pest Authorities on 1 January 2009.

Classification	Salary as at 11 February 2009 \$	Salary as at 1 July 2009 inclusive of 4% increase \$	Salary as at 1 July 2010 inclusive of 4% increase \$	Salary as 1 July 2011 inclusive of 2.5% increase \$	Salary as 1 July 2012 inclusive of 2.5% increase \$
Office Coordinator	55,000	57,200	59,488	60,975.20	62,500

- (5) Rangers

Award classification Ranger	Salary as at 1 July 2007 inclusive of 4% increase \$	Salary as at 1 July 2008 inclusive of 4% increase \$	Salary as at 1 July 2009 inclusive of 4% increase \$	Salary as at 1 July 2010 inclusive of 4% increase \$	Salary as at 1 July 2011 inclusive of 2.5% increase \$	Salary as at 1 July 2012 inclusive of 2.5% increase \$
Ranger Grade 1						
Ranger Grade 1 1st year	40,822	42,455	44,153	45,919	47,066.98	48,244
Ranger Grade 2						
1st year	42,228	43,917	45,674	47,501	48,688.53	49,906
Level 2 (refer to clause 5.5.3(iii))	42,812	44,524	46,305	48,158	49,361.95	50,596
2nd year	43,806	45,558	47,381	49,276	50,507.90	51,771
Level 2 (refer to clause 5.5.3(iv))	44,391	46,167	48,013	49,934	51,182.35	52,462
3rd year	45,488	47,308	49,200	51,168	52,447.20	53,758
Level 2 (refer to clause 5.5.3(v))	46,072	47,915	49,831	51,825	53,120.63	54,449
Barrier						

Grade 3 Level 1	47,029	48,910	50,867	52,901	54,223.53	55,579
Barrier						
Level 2	48,784	50,735	52,765	54,875	56,246.88	57,653
Grade 4 Level 1	49,215	51,184	53,231	55,360	56,744.00	58,163
Barrier						
Level 2	52,139	54,225	56,394	58,649	60,115.23	61,618
Grade 5 Managing Ranger						
Level 1	54,085 inclusive of supervision allowance	56,248 inclusive of supervision allowance	58,498 inclusive of supervision allowance	60,838 inclusive of supervision allowance	62,358.95	63,918
Barrier						
Level 2	57,010 inclusive of supervision allowance	59,290 inclusive of supervision allowance	61,662 inclusive of supervision allowance	64,128 inclusive of supervision allowance	65,731.20	67,374

- 5.1 An amount of \$1000 shall be added to the salary of Rangers Grades 1, 2 and 3 and \$1500 added to the salary of Rangers Grades 4 and 5 and Senior Rangers, on attaining a Diploma that, in the opinion of State Council, is relevant, OR
- 5.2 An amount of \$2000 shall be added to the salary of Rangers Grades 1, 2, and 3, and \$2500 added to the salary of Rangers Grades 4 and 5 and Senior Rangers, on attaining a Degree that, in the opinion of State Council, is relevant.
- 5.3 The amounts set out in 5.1 and 5.2 shall not be cumulative.
- 5A. Senior Rangers

Classification	Salary as at 11 February 2009	Salary as at 1 July 2009 inclusive of 4% increase	Salary as at 1 July 2010 inclusive of 4% increase	Salary as at 1 July 2011 inclusive of 2.5% increase	Salary as at 1 July 2012 inclusive of 2.5% increase
	\$	\$	\$	\$	\$
Senior Ranger (other than a Senior Ranger employed in the Western Division)	70,000	72,800	75,712	77,604.80	79,545
Senior Ranger (employed in the Western Division)	57,000	59,280	61,651	63,192.28	64,772

(6) Field Assistants

Award classification	Salary as at 1 July 2007 includes 4% increase	Salary as at 1 July 2008 includes 4% increase	Salary as at 1 July 2009 includes 4% increase	Salary as at 1 July 2010 includes 4% increase	Salary as at 1 July 2011 inclusive of 2.5% increase	Salary as at 1 July 2012 inclusive of 2.5% increase
	\$	\$	\$	\$	\$	\$
Level 1	35,233	36,642	38,108	39,632	40,622.80	41,638
Level 2	37,731	39,240	40,810	42,442	43,503.05	44,591
Senior	40,822	42,455	44,153	45,919	47,066.98	48,244

Table 2 - Allowances

As at 1 July 2012

Item No.	Clause No.	Brief Description	Amount				
1	5.5.2	Supervising Field Assistants, Rangers, Labourers or Contractors	\$48.50 per week. (effective 1 July 2012)				
	21	Living Allowance - (Grades as defined in Public Service Handbook) for Employees employed before 1.1.1995 only.	With Dependants Per annum		Without Dependants Per annum		
2	21	Grade A	\$1,083.00		\$758.00		
3	21	Grade B	\$1,444.00		\$1,012.00		
4	21	Grade C	\$1,926.00		\$1,348.00		
5	22(b) 29.2	Travelling Allowance If the Employees private car is used	63.0 cents/km		(engine capacity under 1600cc)		
			74.0 Cents/km		(engine capacity from 1601cc - 2600cc)		
			75.0 cents/km		(engine capacity over 2601cc)		
5	22(c) 29.3	Travelling Allowance If the Employees private car is used (casual rate)	25.2 cents/km		(engine capacity under 1600cc)		
			29.6 Cents/km		(engine capacity from 1601cc - 2600cc)		
			30.0 cents/km		(engine capacity over 2601cc)		
6	23	Accommodation Allowances					
		Incidental Expenses Allowance when claiming Actual Expenses	\$17.30 per day				
7	23	Accommodation Allowances					
		Capital Cities	Per Day \$	High Cost Country	Per Day \$	Tier 2 Country	Per Day \$
		Adelaide	270.10	Maitland	244.60	Armidale	224.30
		Brisbane	314.10	Newcastle	255.60	Bathurst	224.30
		Canberra	278.10	Wollongong	241.10	Broken Hill	224.30
		Darwin	302.10			Coffs Harbour	224.30
		Hobart	238.10			Cooma	224.30
		Melbourne	286.10			Dubbo	224.30
		Perth	289.10			Gosford	224.30
		Sydney	296.10			Goulburn	224.30
				All Other Country Locations \$ per day 204.30		Mudgee	224.30
						Muswellbrook	224.30
						Orange	224.30
						Port Macquarie	224.30
						Queanbeyan	
						Tamworth	
						Tumut	
						Wagga Wagga	
		Meal Expenses	Capital Cities & High Cost Country		Tier 2 & Other Country Centres		
8	23.2	Breakfast	Max \$23.65		Max \$21.15		
9	23.2	Lunch	Max \$26.55		Max \$24.20		
10	23.2	Dinner	Max \$45.60		Max \$41.65		

11	24	Camping allowance	\$37.55 per night - takes into account supplying own food, incidentals and general disability
12	24	Equipment Allowance if camping equipment not provided by the Authority	\$28.20 per night for supplying own camping equipment.
13	24	Bedding Allowance if bedding or sleeping bag not provided by the Authority	\$4.70 per day for supplying own sleeping bag
14	24	Excess Allowance If required to camp in excess of 40 consecutive days	\$9.00 per day in addition to any other allowance
15	26	Employee requested by the Authority to supply own horse and saddle, including responsibility for feeding, grooming and caring in own time	\$9.82 per week (effective 1 July 2012)
16	27	Employee requested by the Authority to supply own dog, including responsibility for housing, caring and feeding in own time	\$5.10 per week per dog (effective 1 July 2012)
17	28	Flying Allowance	\$17.90 per hour
18	31	Home Office allowance	\$823 per annum (or such other amount as specified in the Crown Employees Public Service Conditions Award).

NOTE: For reimbursements regarding removal expenses see clause 19, Removal Expenses of Part A.

Table 3 - Long Service Leave Accrual

LONG SERVICE LEAVE ACCRUAL TABLE BASED ON A FIVE (5) DAY WEEK							
All figures in this table refer to working days							
Years 1 to 5 are shown for accrual purposes ONLY.							
Years	0-10 Years		Years	10+ Years	Years	10+ Years	
1	4.4	days	11	55 days	21	165	days
2	8.8		12	66	22	176	
3	13.2		13	77	23	187	
4	17.6		14	88	24	198	
5	22.0		15	99	25	209	
6	26.4		16	110	26	220	
7	30.8		17	121	27	231	
8	35.2		18	132	28	242	
9	39.6		19	143	29	253	
10	44.0		20	154	30	264	
					31	275	
					32	286	
Months	0-10 Years		Months	10+ Years	33	297	
1	0.4	days	1	0.9 days	34	308	
2	0.7		2	1.8	35	319	
3	1.1		3	2.7	36	330	
4	1.4		4	3.6	37	341	
5	1.8		5	4.5	38	352	
6	2.2		6	5.4	39	363	
7	2.5		7	6.3	40	374	
8	2.9		8	7.2	41	385	
9	3.3		9	8.1	42	396	
10	3.6		10	9.1	43	407	
11	4.0		11	10.0	44	418	
					45	429	
Weeks	0-10 Years		Weeks	10+ Years	46	440	
1	0.09	days	1	0.23 days	47	451	
2	0.18		2	0.45	48	462	
3	0.27		3	0.68	49	473	
4	0.36		4	0.91	50	484	
					51	495	
Days	0-10 Years		Days	10+ Years	52	506	
1	0.02	days	1	0.05 days	53	517	
2	0.04		2	0.09	54	528	
3	0.05		3	0.14	55	539	
4	0.07		4	0.18	56	550	
5	0.09		5	0.23			

NOTE: To convert leave taken on a seven (7) day week basis up to 1 July 2004, to a five (5) day week basis in accordance with this Table, multiply the total days taken , (including Saturdays and Sundays), by 5/7.

Example:

Assume 3 weeks (21 days) Long Service Leave taken before 1 July 2004.

Multiply $21 \times 5/7 = 15$ working days.

15 days to be deducted from accrued entitlements in the above table as at 1 July 2004.

2. This variation shall take effect from the first full pay period commencing on or after 1 July 2012 in relation to salaries and from 1 July 2012 in relation to allowances.

R. P. BOLAND J , *President*

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