

TARONGA CONSERVATION SOCIETY AUSTRALIA SALARIED EMPLOYEES AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Taronga Conservation Society Australia.

(No. IRC 1101 of 2012)

Before The Honourable Justice Walton, Vice-President

7 December 2012

VARIATION

1. Delete Part B Monetary Rates of the award published 10 August 2012 (373 I.G. 1999) and insert in lieu thereof the following:

PART B

MONETARY RATES

Table 1 - Rates of Pay

Effective from the first pay period to commence on or after 1 July 2012.

Classification	1/7/12 Per annum
Clerks - General Scale - 1st year (up to 18 years)	\$31,973
2nd year (or 20 years)	\$38,672
3rd year	\$41,679
4th year	\$42,815
5th year	\$44,627
6th year	\$45,437
7th year	\$46,564
8th year	\$48,286
9th year	\$50,036
10th year	\$51,884
At 19 years + (HSC)	\$36,229
Grade 1 - 1st year	\$54,742
2nd year	\$56,351
Grade 2 - 1st year	\$57,922
2nd year	\$59,512
Grade 3 - 1st year	\$61,198
2nd year	\$63,043
Grade 4 - 1st year	\$65,011
2nd year	\$67,010
Grade 5 - 1st year	\$72,242
2nd year	\$74,520

Grade 6 - 1st year 2nd year	\$77,441 \$79,711
Grade 7 - 1st year 2nd year	\$82,098 \$84,553
Grade 8 - 1st year 2nd year	\$88,076 \$90,877
Grade 9 - 1st year 2nd year	\$93,586 \$96,217
Grade 10 - 1st year 2nd year	\$100,145 \$103,128
Grade 11 - 1st year 2nd year	\$108,242 \$112,831
Grade 12 - 1st year 2nd year	\$119,898 \$125,181
Stenographers and Machine Operators 1st year (up to 17 years) 2nd year (or 17 years) 3rd year (or 18 years) 4th year (or 19 years) 5th year (or 20 years) 6th year (or 21 years) 7th year 8th year 9th year 10th year 11th year 12th year	\$23,748 \$28,189 \$31,973 \$36,229 \$38,320 \$42,456 \$43,627 \$45,066 \$48,677 \$49,532 \$50,935 \$51,884
Grade 1 - 1st year 2nd year	\$54,742 \$56,351
Grade 2 - 1st year 2nd year	\$57,922 \$59,512
Grade 3 - 1st year 2nd year	\$61,198 \$63,043
Clerical Assistants - 1st year (or under 17 years) 2nd year (or 17 years) 3rd year (or 18 years) 4th year (or 19 years) 5th year (or 20 years) 6th year (or 21 years) 7th year 8th year 9th year	\$22,256 \$25,000 \$30,080 \$34,164 \$36,229 \$40,192 \$41,679 \$42,815 \$43,627
Class 1 - 1st year 2nd year	\$45,437 \$46,564

Class 2 - 1st year 2nd year	\$48,286 \$49,532
Class 3 - 1st year 2nd year	\$50,514 \$51,884
Class 4 - 1st year 2nd year	\$52,880 \$53,801
Typists and Communications Assistants - 1st year (or under 17) 2nd year (or 17 years) 3rd year (or 18 years) 4th year (or 19 years) 5th year (or 20 years) 6th year (or 21 years) 7th year 8th year	\$23,748 \$26,507 \$30,080 \$34,164 \$38,320 \$41,679 \$42,456 \$43,627
Senior Typist - 1st year 2nd year	\$45,437 \$46,564
Horticulturalist Labourer (Applies to employees engaged prior 1 July 2010) Level 1 Level 2 Level 3	\$45,437 \$47,445 \$49,532
Horticulturalist (Applies to employees engaged prior 1 July 2010) Level 1 Grade 1 Level 1 Grade 2 Level 2 Grade 1 Level 2 Grade 2	\$52,880 \$54,325 \$55,776 \$56,897
Horticultural Technician (Applies to employees engaged prior 1 July 2010) Grade 1 Grade 2	\$59,512 \$60,599
Senior Horticultural Technician (Applies to employees engaged prior 1 July 2010) Grade 1 Grade 2	\$64,384 \$67,010
Horticultural Apprentice (Applies to employees engaged post 1 July 2010) 1st Year 2nd Year 3rd Year 4th Year	\$22,106 \$26,126 \$30,144 \$36,174
Gardener (Applies to employees engaged post 1 July 2010) Grade 1 Grade 2 Grade 3	\$40,192 \$42,090 \$43,225
Horticulturalist (Applies to employees engaged post 1 July 2010) Grade 1 Grade 2 Grade 3 Grade 4	\$51,154 \$52,688 \$54,269 \$56,896

Horticultural Supervisor (Applies to employees engaged post 1 July 2010)	
Grade 1	\$60,411
Grade 2	\$62,224
Grade 3	\$64,089
Keeper Grade 4 (Specialist) - Level 2 (only available to employees employed permanently as a Keeper on 8 December 2005)	\$72,242
Trainee Keeper -	
Level 1	\$38,368
Level 2	\$40,924
Level 3	\$43,483
Level 4	\$46,039
Keeper -	
Level 1	\$51,155
Level 2	\$53,712
Level 3	\$56,270
Level 4	\$58,829
Senior Keeper -	
Level 1	\$61,386
Level 2	\$66,500
Keeping Unit Supervisor -	
Year 1	\$74,174
Year 2	\$75,709
Year 3	\$77,243
Keeper before Jan 06	
Grade 1	
Level 01	\$47,822
Level 02	\$48,286
Level 03	\$49,132
Level 04	\$50,035
Grade 4	
Level 01	\$65,557
Level 02	\$72,240
Public Relations Officer -	
Grade 1 -	
1st year	\$81,289
2nd year	\$82,925
3rd year	\$84,553
Grade 2 -	
1st year	\$95,352
2nd year	\$97,197
3rd year	\$99,161
Publicity Officer -	
1st year	\$68,275
2nd year	\$70,232
3rd year	\$71,521
Assistant Publicity Officer -	
1st year	\$61,837
2nd year	\$63,637

Gate Receptionists	\$50,935
Graphic Designer (Applies to employees engaged prior 1 July 2010)	
1st Year	\$50,514
2nd Year	\$51,460
3rd Year	\$52,880
4th Year	\$54,742
5th Year	\$56,351
6th Year	\$57,339
7th Year	\$58,418
8th Year	\$60,069
9th Year	\$62,411
10th Year	\$65,011
11th Year	\$67,010
12th Year	\$69,637
Junior Designer	
Grade 1	\$43,601
Grade 2	\$45,345
Grade 3	\$47,158
Grade 4	\$49,044
Designer	
Grade 1	\$50,514
Grade 2	\$52,786
Grade 3	\$55,162
Grade 4	\$57,645
Grade 5	\$60,238
Senior Designer	
Grade 1	\$63,254
Grade 2	\$66,413
Grade 3	\$69,733

Table 2 - Other Rates and Allowances

Effective from the first pay period to commence or after the dates specified in the table:

Item No.	Clause No.	Brief Description	Amount \$
1	8.4	Overtime Meal Allowance: Dinner Supper	1.7.11 \$26.45 1.7.11 \$9.00
2	11.1	First Aid Allowance Holders of Apply First Aid: Holders of Manage First Aid in the Workplace:	1.7.12 \$15.08 per week 1.7.12 \$22.69 per week
3	11.1	Casual First-aid allowance	1.7.12 \$13.12 per shift

4	11.2	Uniforms - Laundry Allowance	1.7.12 \$6.31 per week
5	11.3	Disability Allowance at Western Plains Zoo Payable only to existing keepers (permanent, temporary and casual) employed before 1 July 2010, for the term of their current contract	\$15.20 per week
6	11.4	Meal Allowance: Breakfast Lunch Dinner	1.7.11 \$21.15 1.7.11 \$24.20 1.7.11 \$41.65

2. This variation shall take effect on and from 1 July 2012.

M. J. WALTON J, *Vice-President*

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