

**CROWN EMPLOYEES (DEPARTMENT OF INDUSTRY, SKILLS AND REGIONAL DEVELOPMENT) GEOSCIENTISTS AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(No. IRC 734 of 2015)

Before Commissioner Stanton

28 October 2015

**REVIEWED AWARD**

PART A

Clause No.	Subject Matter
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Table 1 - Salaries

**PART A**

**1. Title**

This award shall be known as the Crown Employees (Department of Industry, Skills and Regional Development) Geoscientists Award.

**2. Definitions**

- (a) "Association" means the Public Service Association and Professional Officers' Association Amalgamated Union of New South Wales.
- (b) "Department" means the Department of Industry, Skills and Regional Development, as specified in Schedule 1, Part 1 of the *Government Sector Employment Act 2013*.
- (c) "Geoscientist" means a staff member who has obtained an Earth Science degree or equivalent requiring a minimum of three years full-time study at a recognised university or tertiary institution, with a major in a Geoscience discipline.
- (d) "Industrial Relations Secretary" means the Secretary of the Treasury, as established under the *Government Sector Employment Act 2013*.

- (e) "Secretary" means the Secretary of the Department of Industry, Skills and Regional Development.
- (f) "Service" means continuous service.
- (g) "Staff member" means and includes all persons assigned to an ongoing full time, ongoing part time or temporary role under the provisions of the *Government Sector Employment Act 2013*.

### **3. Parties to the Award**

The parties to this award are the Industrial Relations Secretary and the Association.

### **4. Salaries**

The rates of salary shall be paid to staff members assigned to the roles specified as set out in Table 1 - Salaries, of Part B, Monetary Rates.

### **5. Progression of Staff**

Progression of staff members from Grade I to Grade II in this award will be subject to:

- (a) completion of 12 months satisfactory service on the maximum salary for Grade I; and
- (b) the staff member having demonstrated a capacity to undertake geo-scientific investigations involving a degree of originality and independence or to perform work of an equivalent importance or value.

The promotion of staff members beyond Geoscientist Grade II will be subject to the occurrence of a vacancy, a comparative assessment.

### **6. Anti-Discrimination**

- (1) 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 and age and responsibilities as a carer.
- (2) 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.
- (3) 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.
- (4) 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.

- (5) This clause does not create legal rights or obligations in addition to those imposed upon the parties by legislation referred to in this clause.
- (a) Employers and employees may also be subject to Commonwealth anti-discrimination legislation.
- (b) Section 56(d) of the *Anti-Discrimination Act 1977* provides:
- "Nothing in this 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".

#### **7. Area, Incidence and Duration**

- (a) This award shall apply to all staff members employed by the Department of Industry, Skills and Regional Development as defined in clause 2, Definitions, of this Award.
- (b) Staff members are entitled to the conditions of employment provided by this Award and by the provisions in the following:
- Government Sector Employment Act 2013;*
- Government Sector Employment Regulation 2014;*
- Government Sector Employment Rules 2014*
- Crown Employees (Public Service Conditions of Employment) Reviewed Award 2009
- Crown Employees (Public Sector - Salaries 2015) Award; or
- any replacement award, except where specifically varied by this award.
- (c) 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 the New South Wales on 28 April 1999 (310 I.G. 359) take effect on and from 28 October 2015.
- (d) 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 - Salaries**

The salaries set out below, shall apply from the beginning of the first pay period on or after 1 July 2015, in accordance with the provisions of the Crown Employees (Public Sector – Salaries 2015) Award be paid to staff members assigned to the roles specified.

Classification and Grades	Common Salary Point	Per annum First full pay period on or after 1 July 2015 (2.5% increase) \$
Geoscientists		
Grade I		
1st year of service	47	59,302
2nd year of service	51	61,471
3rd year of service	57	64,967
4th year of service	64	69,696
5th year of service	71	74,656
6th year of service and thereafter	77	78,971
Grade II		
1st year of service	82	83,022
2nd year of service	85	85,455
3rd year of service	89	88,900
4th year of service and thereafter	94	93,440
Senior		
1st year of service	97	96,373
2nd year of service	99	98,361
3rd year of service	102	101,290
4th year of service and thereafter	105	104,200
Principal		
1st year of service	111	110,560
2nd year of service and thereafter	114	113,787
Assistant Director, Geological Survey		
1st year of service	119	119,657
2nd year of service	124	125,773
3rd year of service and thereafter	128	131,247

J. D. STANTON, Commissioner

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