

# CROWN EMPLOYEES (NSW DEPARTMENT OF JUSTICE) CASINO INSPECTORS TRANSFERRED FROM DEPARTMENT OF GAMING AND RACING AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

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

(Case No. 2016/00006328)

## REVIEWED AWARD

Before Commissioner Stanton

2 August 2016

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### PART B

#### MONETARY RATES

Table 1- Rates of Pay

#### 1. Definitions

"Act" means the *Casino Control Act 1992*.

"Association" means the Public Service Association of New South Wales and the Professional Officers' Association Amalgamated Union of New South Wales.

"Authority" means the Independent Liquor and Gaming Authority constituted under the Act.

"Casino" means premises or part of premises, defined as a casino under section 19 of the Act.

"Chief Executive" means the Department Head of Independent Liquor and Gaming Authority.

"Department" means the NSW Department of Justice.

"Department Head" means the Secretary of the NSW Department of Justice. .

"Industrial Relations Secretary" means the Secretary of Treasury as defined in s49 of the Government Sector Employment Act".

"Domestic Violence" means domestic violence as defined in the *Crimes (Domestic and Personal Violence) Act* 2007.

"Employee" means and includes persons employed on a full-time or part-time shift work basis in the role of Inspector or Supervising Inspector within the Casino.

"Personnel Handbook" means the Personnel Handbook of the NSW Public Service or its replacement as published on the Public Service Commission website and updated from time to time.

"Preliminary Training Rate" means the salary rate paid to Inspectors and/or Supervising Inspectors during their initial training period. Payment of this rate will cease immediately Inspectors and/or Supervising Inspectors commence shiftwork.

"Roster Cycle" means working 15 shifts at the casino and attending one training day of five hours over a five week cycle.

"Shift" means a period working 11 hours 20 minutes plus a 40 minute unpaid meal break but including two 15 minute paid crib breaks.

"Training Day" means one day of five hours for the purposes of providing additional training during a roster cycle.

"Working Day" under Clause 12 means any day except Saturday, Sunday or a public holiday in New South Wales.

"Family" under Clause 6 is the person who needs the employee's care and support and is referred to as the "person concerned" and is:

- (a) a spouse of the employee; or
- (b) a de facto spouse, who in relation to a person, is a person of the opposite sex to the first mentioned person as the husband or wife of that person on a bona fide domestic basis although not legally married to that person; or
- (c) a child or an adult child (including an adopted child, a step child, a foster child or an ex nuptial child), parent (including a foster parent and legal guardian), grandparent, grandchild or sibling of the employee or spouse or de facto spouse of the employee; or
- (d) a same sex partner who lives with the employee as the de facto partner of that employee on a bona fide domestic basis.

"Relative" under Clause 6 is a member of the same household of the employee, where for the purposes of this definition:

- (a) "relative" means a person related by blood, marriage, affinity or aboriginal kinship structures;
- (b) "affinity" means a relationship that one spouse or partner has to relatives of the other; and

- (c) "household" means a family group living in the same domestic dwelling.

## **2. Salaries**

Salaries for employees covered by this Award are set out at Part B Monetary Rates Table 1 - Rates of Pay of the Award. These salaries shall move in accordance with the Crown Employees (Public Sector - Salaries 2016) Award or any variation or replacement Award.

The salary rates expressed in this Award include a 30% allowance in full compensation for shift penalties which includes work on nights, weekends, and public holidays.

## **3. Increments**

- (a) The payment of increments under the scale of salaries prescribed by Part B, Table 1 Rates of Pay shall be subject to satisfactory performance and the approval of the Department Head.
- (b) Subject to satisfactory performance, including training and development requirements for employees, ongoing employees will progress along the relevant incremental rate of pay scale at the completion of each year of continuous employment.

## **4. Leave**

Annual Leave:

Employees shall be entitled to 140 hours annual leave per annum plus the dollar equivalent of 35 hours recreation leave in lieu of work performed on Sundays and public holidays. This payment shall commence from 1/12/98 with the payment to be made, at the end of each leave year. All other provisions for annual leave are as contained in the Personnel Handbook or its replacement and the Government Sector Employment Regulation 2014.

Other Leave:

The provision for all other forms of leave as prescribed by the Personnel Handbook or its replacement and/or Government Sector Employment Regulation 2014 shall apply except that the time shall accrue and be taken as hours not days.

### **4A. Leave for Matters Arising from Domestic Violence**

- (a) The definition of domestic violence is found in clause 1, Definitions, of this Award;
- (b) Leave entitlements provided for in clause 6, Family and Community Service Leave/Personal Carers leave, and sick leave provided for clause 4, Leave, may be used by staff members experiencing domestic violence;
- (c) Where the leave entitlements referred to in subclause 4A (b) are exhausted, the Department Head shall grant up to five days Special Leave, per calendar year, to be used for absences from the workplace to attend to matters arising from domestic violence situations;
- (d) The Department Head will need to be satisfied, on reasonable grounds, that domestic violence has occurred and may require proof presented in the form of an agreed document issued by the Police Force, a Court, a Doctor, a Domestic Violence Support Service or Lawyer;
- (e) Personal information concerning domestic violence will be kept confidential by the agency;
- (f) The Department Head where appropriate, may facilitate flexible working arrangements subject to operational requirements, including changes to working times and changes to work location, telephone number and email address.

## **5. Annual Leave Loading**

Employees are entitled to payment of an annual leave loading of 17.5% of the monetary value of 140 hours recreation leave accrued in a leave year. This annual leave loading is based on the salaries as prescribed in clause 2, Salaries.

## **6. Family and Community Service Leave/Personal Carer's Leave**

The Department Head may grant family and community service leave to an employee:

- (a) for reasons related to the family responsibilities of the employee; or
- (b) for reasons related to the performance of community service by the employee; or
- (c) in a case of pressing necessity.

Family and community service leave replaces short leave.

The maximum amount of family and community service leave on full pay that may be granted to an employee is:

- (a) 24.50 hours during the first 12 months of service and 49 hours in any period of 2 years after the first year of service; or
- (b) 7 hours for each year of service after 2 years' of continuous service, minus any period of family and community service leave already taken by the employee, whichever is the greater period.

Family and community service leave is available to part-time employees on a pro rata basis, based on the number of hours worked.

Where family and community service leave has been exhausted, additional paid family and community service leave of up to 14 hours may be granted on a discrete "per occasion" basis on the death of a person defined in clause 1, Definitions.

When family and community service leave is exhausted, sick leave provisions may be used by an employee to care for a sick family member.

Use of sick leave to care for a sick family member - entitlement

- (a) The entitlement to use sick leave in accordance with this clause is subject to
  - (i) the employee being responsible for the care and support of the person concerned, and
  - (ii) the person concerned being as defined in clause 1 Definitions.
- (b) An employee with responsibilities in relation to a person who needs their care and support shall be entitled to use sick leave available from that year's annual sick leave entitlement, minus any sick leave taken from that year's entitlement, to provide care and support for such persons when they are ill.
- (c) Sick leave accumulates from year to year. In addition to the current year's grant of sick leave, sick leave accrued from the previous 3 years may also be accessed by an employee with responsibilities in relation to a person who needs their care and support.
- (d) In special circumstances, the Department Head may make a grant of additional sick leave. This grant can only be taken from sick leave accrued prior to the period referred to in paragraph (c) of this subclause.
- (e) If required, a medical certificate or statutory declaration must be made by the employee to establish the illness of the person concerned and that the illness is such to require care by another person.

- (f) The employee is not required to state the exact nature of the relevant illness on either a medical certificate or statutory declaration and has the right to choose which of the two methods to use in the establishment of grounds for leave.
- (g) Wherever practicable, the employee shall give the Department Head prior notice of the intention to take leave, the name of the person requiring care and that person's relationship to the employee. They must also give reasons for taking such leave and the estimated length of absence. If the employee is unable to notify the Department Head beforehand, notification should be given by telephone at the first opportunity on the day of absence.
- (h) In normal circumstances, the employee must not take leave under this subclause where another person has taken leave to care for the same person.

## **7. Hours**

- (a) The normal hours of work for full-time employees shall be 175 hours per five week cycle.
- (b) The standard shift starting and finishing times shall be 7 am and 7 pm respectively. Nevertheless the starting and finishing time may be staggered by up to one hour as determined by the Department Head or delegate in consultation with the employee.
- (c) Normal hours of work shall be structured to avoid broken periods of duty (i.e. there shall be no split shifts).
- (d) Part-time employees shall work the same shift duration as full-time employees but the number and frequency of shifts shall be negotiated having regard to the exigencies of the Authority and then fixed on the same basis as full-time employees.

### **7A. Lactation Breaks**

- (a) This clause applies to employees who are lactating mothers. A lactation break is provided for breastfeeding, expressing milk or other activity necessary to the act of breastfeeding or expressing milk and is in addition to any other rest period and meal break as provided for in this Award.
- (b) A full time employee or a part time employee working more than 4 hours per day is entitled to a maximum of two paid lactation breaks of up to 30 minutes each per day.
- (c) A part time employee working 4 hours or less on any one day is entitled to only one paid lactation break of up to 30 minutes on any day so worked.
- (d) A flexible approach to lactation breaks can be taken by mutual agreement between an employee and their manager provided the total lactation break time entitlement is not exceeded. When giving consideration to any such requests for flexibility, a manager needs to balance the operational requirements of the organisation with the lactating needs of the employee.
- (e) The Department Head shall provide access to a suitable, private space with comfortable seating for the purpose of breastfeeding or expressing milk.
- (f) Other suitable facilities, such as refrigeration and a sink, shall be provided where practicable. Where it is not practicable to provide these facilities, discussions between the manager and employee will take place to attempt to identify reasonable alternative arrangements for the employee's lactation needs.
- (g) Employees experiencing difficulties in effecting the transition from home-based breastfeeding to the workplace will have telephone access in paid time to a free breastfeeding consultative service, such as that provided by the Australian Breastfeeding Association's Breastfeeding Helpline Service or the Public Health System.

- (h) Employees needing to leave the workplace during time normally required for duty to seek support or treatment in relation to breastfeeding and the transition to the workplace may utilise sick leave in accordance with clause 4, Leave of this Award, or access to the flexible working hours scheme provided in clause 7, Hours of this Award, where applicable.

### **8. Overtime**

An employee may be directed by the Department Head to work overtime, provided it is reasonable for the employee to be required to do so. An employee may refuse to work overtime in circumstances where the working of such overtime would result in the employee working unreasonable hours. In determining what is unreasonable the following factors shall be taken into account:

- (a) the employees prior commitment outside the workplace, particularly the employees family and carers responsibilities, community obligations or study arrangements;
- (b) any risk to employee health and safety;
- (c) the urgency of the work required to be performed during overtime, the impact on the operational commitments of the Authority and the effect on client services;
- (d) the notice (if any) given by the Department Head regarding the working of the overtime, and by the employee of their intention to refuse the working of overtime; or
- (e) any other relevant matter.

### **9. Shift Work Arrangements**

- (a) When rostered for shift work the employees shall be at the Casino for 12 hours which comprises of 11 hours 20 minutes on duty and an unpaid 40 minute meal break. There will also be included two 15 minute paid crib breaks.
- (b) Employees are not on duty during a meal break and are not required to answer calls. Employees shall not be required to work in excess of five hours without a crib break or a meal break. The meal break should be taken as near as possible to the middle of the shift.
- (c) The rostered time of a meal break may be varied by up to 15 minutes to suit operational needs.
- (d) Shift rosters once fixed can only be varied, with the approval of the Department Head or delegate. Employees shall ordinarily be given a minimum of eight calendar days notice of roster change and may voluntarily agree to a change in roster in a shorter time frame.
- (e) Where less than 48 hours notice is given of changed shift arrangements, employees will be paid overtime rates for that shift.
- (f) There shall be a minimum of 10 hours break between shifts.

### **10. Car Parking**

Free parking shall be provided for employees at the Casino. It is not available for employees on training days at locations other than the Casino.

### **11. Allowance for Temporary Assignment to Higher Non-executive Roles**

- (a) An allowance may be paid to an employee for performing work in a higher classification of work than the employee's current classification of work. The allowance may be paid on a shift by shift basis dependent on operational requirements.
- (b) Where an employee performs the whole of the duties and assumes all of the responsibilities of that more senior role he or she will, subject to satisfactory performance, be paid the difference between the

employee's present rate of pay and the rate of pay that the employee would be paid if appointed to that role.

- (c) Where an employee does not possess the skills necessary to perform the whole of the duties and responsibilities of the more senior role at the time of relieving the employee will be paid subject to satisfactory performance an allowance based upon the proportion of duties actually performed.

## **12. Grievance and Dispute Settling Procedures**

- (a) All grievances and 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 Department, if required.
- (b) An employee is required to notify in writing their immediate manager, as to the substance of the grievance, dispute or difficulty, request a meeting to discuss the matter, and if possible, state the remedy sought.
- (c) 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 Department Head or delegate.
- (d) The immediate manager, or other appropriate employee, shall convene a meeting in order to resolve the grievance, dispute or difficulty within two (2) working days, or as soon as practicable, of the matter being brought to attention.
- (e) 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) working days, or as soon as practicable. The employee may pursue the sequence of reference to successive levels of management until the matter is referred to the Department Head.
- (f) The Department Head may refer the matter to the Industrial Relations Secretary, for consideration.
- (g) If the matter remains unresolved, the Department Head shall provide a written response to the employee and any other party involved in the grievance, dispute or difficulty, concerning action to be taken, or the reason for not taking action, in relation to the matter.
- (h) An employee, at any stage, may request to be represented by the Association.
- (i) The employee or the Association on their behalf or the Department Head may refer the matter to the New South Wales Industrial Relations Commission if the matter is unresolved following the use of these procedures.
- (j) The Employee, Association, Department and Industrial Relations Secretary, shall agree to be bound by any order or determination by the Industrial Relations Commission of NSW in relation to the dispute.
- (k) Whilst the procedures outlined in subclauses (a) to (j) of this clause are being followed, normal work undertaken prior to notification of the dispute or difficulty shall continue unless otherwise agreed between the parties, or, in the case involving work health and safety, if practicable, normal work shall proceed in a manner which avoids any risk to the health and safety of any employee or member of the public.

## **13. Anti-Discrimination**

- (a) It is the intention of the parties bound by this Award to seek to achieve the objective 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;

- (b) It follows that in fulfilling their obligations under the dispute resolution procedures 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.
- (c) 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.
- (d) Nothing in this clause is to be taken to affect:
  - (i) any conduct or act which is specifically exempted from anti-discrimination legislation;
  - (ii) offering or providing junior rates of pay to persons under 21 years of age;
  - (iii) any act or practice of a body established to propagate religion which is exempted under section 56 (d) of the *Anti-Discrimination Act 1977*;
  - (iv) a party to this Award from pursuing matters of unlawful discrimination in any State or Federal jurisdiction.
- (e) 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.
  - (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."

#### **14. Deduction of Union Membership Fees**

- (a) The union shall provide the employer with a schedule setting out union fortnightly membership fees payable by members of the union in accordance with the union's rules.
- (b) The union shall advise the employer of any change to the amount of fortnightly membership fees made under its rules. Any variation to the schedule of union fortnightly membership fees payable shall be provided to the employer at least one month in advance of the variation taking effect.
- (c) Subject to (a) and (b) above, the employer shall deduct union fortnightly membership fees from the pay of any employee who is a member of the union in accordance with the union's rules, provided that the employee has authorised the employer to make such deductions.
- (d) Monies so deducted from employee's pay shall be forwarded regularly to the union together with all necessary information to enable the union to reconcile and credit subscriptions to employees' union membership accounts.
- (e) Unless other arrangements are agreed to by the employer and the union, all union membership fees shall be deducted on a fortnightly basis.
- (f) Where an employee has already authorised the deduction of union membership fees from his or her pay prior to this clause taking effect, nothing in this clause shall be read as requiring the employee to make a fresh authorisation in order for such deductions to continue.

#### **15. Secure Employment**

- (a) Work Health and Safety



- (i) For the purposes of this subclause, the following definitions shall apply:
  - (1) A "labour hire business" is a business (whether an organisation, business enterprise, company, partnership, co-operative, sole trader, family trust or unit trust, corporation and/or person) which has as its business function, or one of its business functions, to supply staff employed or engaged by it to another employer for the purpose of such staff performing work or services for that other employer.
  - (2) A "contract business" is a business (whether an organisation, business enterprise, company, partnership, co-operative, sole trader, family trust or unit trust, corporation and/or person) which is contracted by another employer to provide a specified service or services or to produce a specific outcome or result for that other employer which might otherwise have been carried out by that other employer's own employees.
- (ii) Any employer which engages a labour hire business and/or a contract business to perform work wholly or partially on the employer's premises shall do the following (either directly, or through the agency of the labour hire or contract business):
  - (1) consult with employees of the labour hire business and/or contract business regarding the workplace work health and safety consultative arrangements;
  - (2) provide employees of the labour hire business and/or contract business with appropriate work health and safety induction training including the appropriate training required for such employees to perform their jobs safely;
  - (3) provide employees of the labour hire business and/or contract business with appropriate personal protective equipment and/or clothing and all safe work method statements that they would otherwise supply to their own employees; and
  - (4) ensure employees of the labour hire business and/or contract business are made aware of any risks identified in the workplace and the procedures to control those risks.
- (iii) Nothing in this subclause (a) is intended to affect or detract from any obligation or responsibility upon a labour hire business arising under the Work Health and Safety Act 2011 or the Workplace Injury Management and Workers Compensation Act 1998.

(b) Disputes Regarding the Application of this Clause

Where a dispute arises as to the application or implementation of this clause, the matter shall be dealt with pursuant to the disputes settlement procedure of this Award.

- (c) This clause has no application in respect of organisations which are properly registered as Group Training Organisations under the *Apprenticeship and Traineeship Act 2001* (or equivalent interstate legislation) and are deemed by the relevant State Training Authority to comply with the national standards for Group Training Organisations established by the ANTA Ministerial Council.

**16. Salary Packaging Arrangements, Including Salary Sacrifice to Superannuation**

- (a) The entitlement to salary package in accordance with this clause is available to:
  - (i) ongoing full-time and part-time employees;
  - (ii) temporary employees, subject to the Authority's convenience; and
  - (iii) casual employees, subject to the Authority's convenience, and limited to salary sacrifice to superannuation in accordance with subclause 16(g).
- (b) For the purposes of this clause:

- (i) "salary" means the salary or rate of pay prescribed for the employee's classification by clause 2, Salaries, Part B of this Award, and any other payment that can be salary packaged in accordance with Australian taxation law.
  - (ii) "post compulsory deduction salary" means the amount of salary available to be packaged after payroll deductions required by legislation or order have been taken into account. Such payroll deductions may include, but are not limited to, taxes, compulsory superannuation payments, HELP payments, child support payments, and judgement debtor/garnishee orders.
- (c) By mutual agreement with the Department Head an employee may elect to package a part or all of their post compulsory deduction salary in order to obtain:
- (i) a benefit or benefits selected from those approved by the Department Head and
  - (ii) an amount equal to the difference between the employee's salary, and the amount specified by the Department Head for the benefit provided to or in respect of the employee in accordance with such agreement.
- (d) An election to salary package must be made prior to the commencement of the period of service to which the earnings relate.
- (e) The agreement shall be known as a Salary Packaging Agreement.
- (f) Except in accordance with subclause 16(g), 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 Department Head at the time of signing the Salary Packaging Agreement.
- (g) Where an employee makes an election to sacrifice a part or all of their post compulsory deduction salary as additional employer superannuation contributions, the employee may elect to have the amount sacrificed:
- (a) paid into the superannuation fund established under the First State Superannuation Act 1992; or
  - (b) where the Department is making compulsory employer superannuation contributions to another complying superannuation fund, paid into the same complying fund; or
  - (c) subject to the Departments agreement, paid into another complying superannuation fund.
- (h) Where the employee makes an election to salary sacrifice, the Department shall pay the amount of post compulsory deduction salary, the subject of election, to the relevant superannuation fund.
- (i) Where the employee makes an election to salary package and where the employee is a member of a superannuation scheme established under the:
- (i) *Police Regulation (Superannuation) Act 1906;*
  - (ii) *Superannuation Act 1916;*
  - (iii) *State Authorities Superannuation Act 1987;* or
  - (iv) *State Authorities Non-contributory Superannuation Act 1987,*
- the Department must ensure that the employee's superable salary for the purposes of the above Acts, as notified to the SAS Trustee Corporation, is calculated as if the Salary Packaging Agreement had not been entered into.
- (j) Where the employee makes an election to salary package, and where the employee is a member of a superannuation fund other than a fund established under legislation listed in subclause 16(i) of this

clause, the Department must continue to base contributions to that fund on the salary payable as if the Salary Packaging Agreement had not been entered into. This clause applies even though the superannuation contributions made by the Department may be in excess of superannuation guarantee requirements after the salary packaging is implemented.

- (k) Where the employee makes an election to salary package:
  - (i) 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
  - (ii) 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 rate of pay, shall be calculated by reference to the rate of pay which would have applied to the employee under clause 2, Salaries, or Part B of this Award if the Salary Packaging Agreement had not been entered into.
- (l) The Department Head 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 date of such variation.
- (m) The Department Head 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.

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

- (a) This Award covers Casino Inspectors transferred to the Authority as a result of the Casino Control Act 1992 from the Department of Gaming and Racing on 1 July 2001. Casino Inspectors recruited after 30 June 2001 are not under this Award but are employed under the *Casino Control Act 1992*.
- (b) 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) and take effect on and from 2 August 2016.
- (c) Changes made to this Award subsequent to it first being published on 26 October 2007 (364 I.G. 97) have been incorporated into this Award as part of the review.
- (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 - Rates of Pay**

Casino Inspectors, transferred from Department of Gaming and Racing		
Classification and Grades	Common Salary Point	1.7.16 Per annum 2.5% \$
Preliminary Training Rates - Inspectors		
Inspector - 1st Year of Service	64	71,438
Inspector - 2nd Year of Service	67	73,635
Inspector - 3rd Year of Service	75	79,384
Thereafter	78	81,888

Salary Rates - Inspectors		
Inspector - 1st Year of Service		92,872
Inspector - 2nd Year of Service		95,723
Inspector - 3rd Year of Service		103,200
Thereafter		106,455
Preliminary Training Rates - Supervising Inspectors		
Supervising Inspector - 1st year of Service	88	90,215
Supervising Inspector - 2nd year of Service	91	92,912
Supervising Inspector - 3rd year of Service	95	96,784
Thereafter	98	99,862
Salary Rates - Supervising Inspector		
Supervising Inspector - 1st year of Service	-	117,280
Supervising Inspector - 2nd year of Service	-	120,786
Supervising Inspector - 3rd year of Service	-	125,821
Thereafter	-	129,820

J. D. STANTON, Commissioner

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