



NEW SOUTH WALES GOVERNMENT

(0B) **DEPARTMENT OF INDUSTRIAL RELATIONS AND EMPLOYMENT**
PUBLIC EMPLOYMENT INDUSTRIAL RELATIONS AUTHORITY

"Good Relations — Good Business"

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84/764

Ms B. Odewahn
Ext 8548

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15 MAY 1989

**RE: INTERPRETIVE ASSISTANTS - NATIONAL PARKS AND WILDLIFE
SERVICE**

Following correspondence and discussions on the issue of rates and conditions for the abovementioned staff, I enclose for your information a copy of the letter issued to the National Parks and Wildlife Service by the Industrial Authority setting out the rates and conditions that will apply. It is the Industrial Authority's understanding that the rates and conditions are acceptable to the Association.

B. Odewahn

for P. A. Lawson
Secretary



*Salon rates checked
by SK 18/5/89
de.*



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Ext 8548

15 MAY 1989

RE: INTERPRETIVE ASSISTANTS - NATIONAL PARKS AND WILDLIFE
SERVICE

The Industrial Authority has determined, pursuant to Section 63(1) of the Public Sector Management Act, 1988, the following rates and conditions for Interpretive Assistant employed by the National Parks and Wildlife Service as follows:-

FULL TIME POSITIONS

SALARY RATE

The rate for these positions is aligned to the rate applicable for a guide/lecturer at the Museum of Applied Arts and Sciences, under the Public Service General Division Staff Salaries Agreement, No. 2368 of 1982. The rates are as follows:-

SC 59	\$22,589
SC 65	\$23,496

rates effective from 17 March 1989.

PENALTY RATES

Penalty rates are as follows:-

Saturday	:	Time and a half
Sunday	:	Time and three quarters
Public Holidays:		Double time and a half

No extra leave will be granted in lieu for public holiday work.

HOURS

Employees will work a 38 hour week, with a rostered day off every four weeks.

ROSTERS

Employees will work 5 days a week over a seven day basis, with the two rostered days off being consecutive days.

SICK LEAVE

Employees need to work a three month qualifying period. Previous service shall be counted for this purpose. Sick leave shall be granted on a pro rata basis (ie) if employed for six months, an employee would be entitled to seven and a half days sick leave. After an employee has worked in excess of three months, their manager can make a decision about payment for a sick day taken in the first three months.

RECREATION LEAVE

Recreation leave on full pay shall accrue to full time employees at the rate of 20 working days per year. The leave shall accrue from month to month. An entitlement to 17 1/2% leave loading shall be paid in the normal manner.

OTHER TYPES OF LEAVE

Subject to ordinary public service standards the only other type of leave that would generally be applicable is short leave. Whether this is granted is left to the Manager's discretion, based on the individuals situation.

CASUAL POSITIONS

Sydney Harbour District requires a casual pool of staff to maintain the provision of interpretive services. These people are to be hired on a daily basis and employed as and when required.

SALARY RATE

The salary rates will be based on the guide/lecturer rate, as per the full time rate. It will be calculated as follows:-

Annual Rate ÷ by 52.17857 ÷ 38 + 15% = Hourly Rate.

HOURS

Employees shall receive 4/48th of their gross rate in lieu of payment for recreation leave.

PENALTY RATE

Penalty rates will be as follows:-

Saturday	:	Time and a half
Sunday	:	Time and three quarters
Public Holidays:		Double time and a half

The 15% loading is NOT paid on Saturdays, Sundays and Public Holidays. The 4/48th of the gross hourly rate in lieu of payment for recreation leave is however paid.

SICK LEAVE

Employees are not eligible for sick leave.

OTHER TYPES OF LEAVE

Employees are not eligible for other types of leave.

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for P. A Lawson
Secretary