

CROWN EMPLOYEES (PUBLIC SECTOR - SALARIES 2021) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Industrial Relations Secretary.

(Case No. 2021/111220)

Before Commissioner Webster

9 July 2021

AWARD

PART A

Arrangement

Clause No.	Subject Matter
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6.	Dispute Settlement Procedure
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PART B

MONETARY RATES

AWARDS

AGREEMENTS AND DETERMINATIONS

1. Title

This award will be known as the Crown Employees (Public Sector - Salaries 2021) Award.

2. Definitions

In this Award:

- (i) "Association" means the Public Service Association and Professional Officers' Association Amalgamated Union of New South Wales.
- (ii) "Employee" means and includes any person appointed to or performing the duties of any of the positions covered by the Awards, Agreements and Determinations listed in Schedule A to this Award.
- (iii) "Secretary" means the Industrial Relations Secretary, as established under the Government Sector Employment Act 2013.

3. Salaries

- (i) The salaries under this Award are payable to employees appointed to or performing the duties of any of the positions covered by the Awards, Agreements and Determinations listed in Schedule A to this Award.
- (ii) The salaries payable are prescribed in Part B, Monetary Rates, of this Award.
- (iii) The salaries prescribed in Part B reflect:

a 0.3% increase to salaries payable with effect from the first full pay period to commence on or after 1 July 2020;

a 2.04% increase to salaries payable with effect from the first full pay period to commence on or after 1 July 2021.

4. Allowances

- (i) The following allowances in the Awards, Agreements and Determinations in Schedule A are subject to adjustment in line with the salary increases in clause 3, Salaries of this Award:

Additional Responsibilities Allowance

All Incidents of Employment Allowance

Charge Hand Allowance

Community Language Allowance

Diving Allowance

Environmental Allowance

Extraneous Duties Allowance

First Aid Allowance

Flying Allowance

In-Lieu of Overtime Allowance

Leading Hand Allowance

Licence Allowances covered in Trade Based Groups Agreement No. 2301 of 1981 and the Crown Employees (General Staff - Salaries) Award 2007

Officer-in-Charge Allowance

On-Call Allowance

Part-Time Building Managers/House Officers Allowance

Any Wage Related Allowances applicable to the Crown Employees (General Staff - Salaries) Award 2007

Qualifications Allowances - where the qualification is deemed to be a requisite for the position in question

Resident Officers Allowance

Shift Allowances

Special Rates Allowance

Supervision Allowance

Service Increments expressed as a separate sum

Word Processing Allowance

- (ii) In addition to the allowances listed in subclause (i) of this clause, any other allowance in the Awards, Agreements and Determinations listed in Schedule A which is normally moved in accordance with salary increases is to be adjusted in line with the salary increase in clause 3, Salaries of this award.

5. Salary Packaging Arrangements, Including Salary Sacrifice to Superannuation

- (i) The entitlement to salary package in accordance with this clause is available to:

- (a) ongoing full-time and part-time employees;
 - (b) temporary employees, subject to the Department or agency's convenience; and
 - (c) casual employees, subject to the Department or agency's convenience, and limited to salary sacrifice to superannuation in accordance with subclause (vii).
- (ii) For the purposes of this clause:
- (a) "salary" means the salary or rate of pay prescribed for the employee's classification by clause 3, Salaries, Part B of this Award, and any other payment that can be salary packaged in accordance with Australian taxation law.
 - (b) "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, HECS payments, child support payments, and judgement debtor/garnishee orders.
- (iii) By mutual agreement with the Secretary, an employee may elect to package a part or all of their post compulsory deduction salary in order to obtain:
- (a) a benefit or benefits selected from those approved by the Secretary; and
 - (b) an amount equal to the difference between the employee's salary, and the amount specified by the Secretary for the benefit provided to or in respect of the employee in accordance with such agreement.
- (iv) An election to salary package must be made prior to the commencement of the period of service to which the earnings relate.
- (v) The agreement shall be known as a Salary Packaging Agreement.
- (vi) Except in accordance with subclause (vii), 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 Secretary at the time of signing the Salary Packaging Agreement.
- (vii) 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 employer is making compulsory employer superannuation contributions to another complying superannuation fund, paid into the same complying fund; or
 - (c) subject to the Department or agency's agreement, paid into another complying superannuation fund.
- (viii) Where the employee makes an election to salary sacrifice, the employer shall pay the amount of post compulsory deduction salary, the subject of election, to the relevant superannuation fund.
- (ix) Where the employee makes an election to salary package and where the employee is a member of a superannuation scheme established under the:
- (a) Police Regulation (Superannuation) Act 1906;
 - (b) Superannuation Act 1916;
 - (c) State Authorities Superannuation Act 1987; or
 - (d) State Authorities Non-contributory Superannuation Act 1987,

the employee's Department or agency 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.

- (x) 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 (ix) of this clause, the employee's Department or agency 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 or agency may be in excess of superannuation guarantee requirements after the salary packaging is implemented.

- (xi) Where the employee makes an election to salary package:
 - (a) 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
 - (b) 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 3, Salaries, or Part B of this Award if the Salary Packaging Agreement had not been entered into.
- (xii) The Secretary 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.
- (xiii) The Secretary 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.

6. Grievance and Dispute Settling Procedure

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 appropriate agency, if required.

- (i) An employee is required to notify in writing their immediate manager, as to the substance of the dispute or difficulty, request a meeting to discuss the matter and, if possible, state the remedy sought.
- (ii) 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 appropriate Department Head or Delegate.
- (iii) The immediate manager, or other appropriate officer, shall convene a meeting in order to resolve the dispute or difficulty within two (2) days, or as soon as practicable, of the matter being brought to attention.
- (iv) 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) days, or as soon as practicable. This sequence of reference to successive levels of management may be pursued by the employee until the matter is referred to the Department Head.
- (v) The Department Head may refer the matter to the Secretary for consideration.
- (vi) In the event that the matter remains unresolved, the Department Head shall provide a written response to the employee and any other party involved in the dispute or difficulty, concerning action to be taken, or the reasons for not taking action, in relation to the matter
- (vii) An employee, at any stage, may request to be represented by an Association representative.
- (viii) The employee or the Association on their behalf or the Department Head may refer the matter to the Industrial Relations Commission of New South Wales if the matter is unresolved following the use of these procedures.
- (ix) The employee, Association, Department and Secretary shall agree to be bound by any lawful recommendation, order or determination by the Industrial Relations Commission of New South Wales in relation to the dispute.
- (x) Whilst the procedures outlined in (i) to (ix) are being followed, normal work undertaken prior to notification of the grievance or dispute shall continue unless otherwise agreed between the parties, or, in the case involving Occupational Health and Safety, if practicable, normal work shall proceed in such a manner as to avoid any risk to the health and safety of any employee or member of the public.

7. Anti-Discrimination

- (i) 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, age and responsibilities as a carer.
- (ii) 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.
- (iii) 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.
- (iv) 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.
- (v) 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.
 - (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 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."

8. No Extra Claims

- (i) Other than as provided for in the Industrial Relations Act 1996 and the Industrial Relations (Public Sector Conditions of Employment) Regulation 2014, there shall be no further claims/demands or proceedings instituted before the NSW Industrial Relations Commission for extra or reduced wages, salaries, rates of pay, allowances or conditions of employment with respect to the Employees covered by the Award that take effect prior to 30 June 2022 by a party to this Award.

9. Area, Incidence and Duration

- (i) This Award shall apply to employees employed in the classifications covered by the Awards, Agreements and Determinations listed in Schedule A of this Award.
- (ii) This Award shall not apply to:
 - (a) persons falling within the operation of the Livestock Health and Pest Authorities Salaries and Conditions Award and
 - (b) persons employed by Roads and Maritime Services.
- (iii) This Award rescinds and replaces the Crown Employees (Public Sector - Salaries 2019) Award, published on 21 February 2020 (3864 I.G. 436) and all variations thereof and takes effect from 1 July 2021, and remains in force until 30 June 2022.

SCHEDULE A

LIST OF AWARDS, AGREEMENTS AND DETERMINATIONS

The wages, salaries and relevant allowances under this Award are payable to employees appointed to or performing the duties of any of the positions covered by the following Awards, Agreements and Determinations

Awards:

Crown Employees (Administrative and Clerical Officers - Salaries) Award 2007

Crown Employees (Correctional Officers, Department of Attorney General and Justice - Corrective Services NSW) Award

Crown Employees (Correctional Officers, Corrective Services NSW) Award 2007 for Kempsey, Dillwynia and Wellington Correctional Centres

Crown Employees (Departmental Officers) Award

Crown Employees (Sound Reporters) Award

Crown Employees (Department of Communities and Justice (Youth Justice) - 38 Hour week Operational Staff 2019) Reviewed Award

Crown Employees (Office of Sport - Catering Officers) Award

Crown Employees (Office of Sport - Centre Managers) Award

Crown Employees (Office of Sport - Program Officers) Award

Crown Employees (Office of Sport - Services Officers) Award

Crown Employees Department of Family and Community Services NSW (Aboriginal Housing Award) 2016

Crown Employees (Department of Finance, Services and Innovation) Award 2015

Crown Employees (Department of Industry) Food Safety Officers Award

Crown Employees (General Assistants in Schools - Department of Education) Award

Crown Employees (General Managers, Superintendents, Managers Security and Deputy Superintendents, Department of Communities and Justice - Corrective Services NSW) Award 2009

Crown Employees (General Staff - Salaries) Award 2007

Crown Employees Sydney Living Museums (Gardens - Horticulture and Trades Employees) Award 2016

Crown Employees (Interpreters and Translators, Multicultural NSW) Award

Crown Employees (Jenolan Caves Reserve Trust) Salaries Award 2016

Crown Employees - Legal Officers (Crown Solicitor's Office, Legal Aid Commission Staff Agency, Office of the Director of Public Prosecutions and Parliamentary Counsel's Office) Award

Crown Employees (Librarians, Library Assistants, Library Technicians and Archivists) Award

Crown Employees (Lord Howe Island Board Salaries and Conditions 2009) Award

Crown Employees (NSW Department of Community and Justice - Community Services Division) After Hours Service Award 2016

Crown Employees (NSW Department of Finance, Services and Innovation - Graphic Service Operators) Award

Crown Employees (Department of Industry) Domestic Services Officers Award

Crown Employees (NSW Department of Premiers and Cabinet) Exhibition Project Managers and Officers Australian Museum Award

Crown Employees (Department of Industry) Fisheries Employees Award

Crown Employees (Department of Planning and Environment) Geoscientists Award

Crown Employees (Department of Industry) Land Information Officers Award

Crown Employees (Department of Industry) Local Coordinator Allowance Award

Crown Employees (Department of Planning and Environment) Mine Safety and Environment Officers Award

Crown Employees (Department of Industry) Operational Staff Award

Crown Employees (NSW Department of Premier and Cabinet) Museum of Applied Arts and Sciences - Casual Guide Lecturers Award

Crown Employees (Department of Industry) Professional Officers Award

Crown Employees (Department of Industry) Regulatory Officers Award

Crown Employees (NSW Department of Premiers and Cabinet) State Library Security Staff Award

Crown Employees (Department of Industry) Technical Staff Award

Crown Employees (NSW Police Force Administrative Officers and Temporary Employees) Award 2009

Crown Employees (NSW Police Force Communications Officers) Award

Crown Employees (NSW Police Force Police Band) Award

Crown Employees (NSW Police Force Special Constables) (Security) Award

Crown Employees (Office of Environment and Heritage and the Office of Environment Protection Authority) General Award 2018

Crown Employees (Office of Environment and Heritage – National Parks and Wildlife Service) Conditions of Employment Award 2015

Crown Employees (Department of Finance, Services and Innovation – SafeWork NSW Inspectors 2007) Award

Crown Employees (Parks and Gardens - Horticulture and Rangers Staff) Award 2007

Crown Employees (Parliament House Conditions of Employment) Award 2015

Crown Employees (Physiotherapists, Occupational Therapists, Speech Pathologists and Music Therapists) Award

Crown Employees (Planning Officers) Award 2016

Crown Employees (Psychologists) Award

Crown Employees (Public Service Conditions of Employment) Reviewed Award 2009

Crown Employees (Public Service Training Wage) Reviewed Award 2008

Crown Employees (Research Scientists) Award 2007

Crown Employees (Rural Fire Service) Award

Crown Employees (Senior Assistant Superintendents and Assistant Superintendents, Department of Attorney General and Justice - Corrective Services NSW) Award 2009

Crown Employees (Senior Officers Salaries) Award 2012

Crown Employees (Sheriff's Officers) Award 2007

Crown Employees (State Emergency Service) Learning and Development Officers Award 2012

Crown Employees (State Emergency Service) Region Staff Award 2018

Crown Employees (State Emergency Service) State Operations Centre – Continuous Shift Workers Award 2017

Crown Employees (Tipstaves to Justices) Award 2007

Crown Employees (Trades Assistants) Award

Taronga Conservation Society Australia Salaried Employees Award

Agreements and Determinations:

Adventure Facilitator, Oberon Correctional Centre - Department of Corrective Services Section 130 (1) Determination No. 955 of 2007

Architects etc. Agreement No. 1733 of 1971

Artists, etc., Australian Museum; Designers and Senior Designer, National Parks & Wildlife Service; Artist, Chief, Exhibitions Department and Keeper of Exhibits, Museum of Applied Arts and Sciences Agreement No. 2196 of 1975

Bandmaster, Department of Corrective Services, Determination No. 936 of 2004

Cadet Conditions and Rates of Pay, Various Departments Determination No. 938 of 2004

Cartographers, Engineering Survey Drafting Officers, Survey Drafting Officers, Photogrammetrists, Computers All Departments Agreement No. 2439 of 1982

Casual Drug Counsellors - Department of Corrective Services Determination No. 935 of 2004

Community Offender Support Program Centres, Department of Corrective Services Determination No. 965 of 2008

Salaries of Computer Operators - Public Service Board Determination No. 642 of 1981 and Determination No. 801 of 1983

Conditions of Service for Case Workers, Compulsory Drug Treatment Correctional Centre (ADTCC), Department of Corrective Services. Determination No. 968 of 2010

Conditions of Service for Program Support Officers, Offender External Leave Program, Department of Corrective Services. Determination No. 966 of 2009

Conditions of Service for Program Support Officers, Tabulam, Department of Corrective Services. Determination No. 964 of 2008

Conditions of Service for Program Support Officers, Yetta Dhinnakkal Centre, Department of Corrective Services. Determination No. 969 of 2011

Conditions of Service Team Leader and Bail Coordinator, Bail Assistance Line, Juvenile Justice, Department of Human Services. Determination No. 967 of 2010

Conservators, Cultural Institutions Agreement No. 2504 of 1987

Co-ordinators and Directors Community Justice Centres, Department of the Attorney General Determination No. 808 of 1983

Coordinator, Visual Arts, Long Bay Correctional Complex - Department of Corrective Services Determination No. 929 of 2002

Curators and Registrars Cultural Institutions Agreement No. 2508 of 1987

Departmental Professional Officers Determination No. 866 of 1987

Department of Transport Officers Employment Conditions Agreement No. 2548 of 1998

Education Officers, etc., Department of Culture, Sport and Recreation, Public Service Board Determination No. 473 of 1975

Engineers Agreement No. 1734 of 1971

Escorts and Travelling Attendants Agreement No. 2270 of 1980

Gardening, Parks and Horticultural and Landscape Staff Amending Agreement No. 2320 of 1981; Gardening, Parks and Horticultural and Landscape Staff Agreement No. 2266 of 1980; Determination No. 767 of 1982

General Division Driver/Assistant etc Various Departments Agreement No. 2478 of 1985

General Division (Trade Based Groups) Agreement No. 2301 of 1980; Amending Agreement No. 2317 of 1981; Determination No. 764 of 1982

Glenfield Park School Staff, Department of Education, Determination No. 787 of 1983

Guidance Officer, Department of Industrial Relations; Research Officers, Division of Vocational Guidance Services, Department of Industrial Relations, Department of Corrective Services, Department of Family and Community Services, Department of Health NSW; Research Officers (Non-Legally Qualified) Law Reform Commission, Department of Attorney General; Psychologists, Department of Health NSW, Department of Corrective Services, Department of Family and Community Services; Research Anthropologists, Department of Health NSW; Rehabilitation Counsellor Workers Compensation Commission Agreement No. 2405 of 1982; Amending Agreement No. 2520 of 1989

Interpretive Assistants, National Parks and Wildlife Service, Industrial Authority Determination

Laboratory Attendants, Trainee Technical Officers (Scientific), Technical Officers (Scientific) and Senior Technical Officer (Scientific), Various Departments Agreement No. 2369 of 1982

Legal Officers, Various Departments Agreement No. 2375 of 1982

Maintenance Officer State Library of NSW, Determination No 939 of 2004

Media Monitoring Unit, Premier's Department Agreement No. 2546 of 1997

Ministerial Drivers' Salaries and Conditions - New South Wales Premier's Department Determination No. 953 of 2007

Miscellaneous Professional Officers, Department of Water Resources Agreement No. 2535 of 1991

Parliament House, Administrative and Clerical Officers, Determinations of the Presiding Officers

Parliament House, Other Clerical Officers, Determinations of the Presiding Officers

Parliamentary Attendant Staff, Determinations of the Presiding Officers

Parliamentary Staff (Security Officers, Attendants/Gatekeepers, Joint Services Staff, Food and Beverages Staff) Agreement No. 2379 of 1981, Agreement No. 2381 of 1981, Agreement No. 2382 of 1981

Parole Officers, Department of Corrective Services Industrial Authority Determination

Petty Sessions Officers - Local Courts Administration Determination No. 741 of 1982

Pharmacists Agreement No. 2441 of 1982

Psychologists, Community Offender Services, Department of Corrective Services Determination No. 958 of 2008

Publicity Officers and Public Relations Officers Agreement No. 2126 of 1975

Scientific Officers Various Departments Agreement No. 2433 of 1982

Security Officers and Senior Security Officers, Various Departments Determination No. 768 of 1982

Social Workers, Various Departments Agreement No. 2374 of 1982

Stores Officers Various Departments; Agreement No. 2038 of 1973; Determination 534 of 1978; Determination 747 of 1982

Surveyors, Trigonometrical Surveyors and Cartographic Surveyors, Various Departments Agreement No. 2449 of 1982

Technical Officers (Engineering) Determination No. 803 of 1983

Technical Surveyors, All Departments Agreement No. 2494 of 1986

Technician (Security Services), Department of Education and Training, Public Service Board Determination dated 4 February 1988

Timekeepers and/or Storekeepers, Various Departments (other than State Dockyards) Salaries Agreement No. 2418 of 1982

Tracers, Various Departments, Agreement No.2192 of 1975

SCHEDULE B

COMMON SALARY POINTS

(i) History of the Crown Employees (Common Salary Points) Award:

This Schedule contains a summary of the Crown Employees (Common Salary Points) Award made 30 July 1990 published 1 October 1993 (276 I.G. 941) and Erratum published 3 December 1993 (277 I.G. 576).

The parties have agreed to the rescission of the Crown Employees (Common Salary Points) Award in accordance with the s19 Award Review process, and to the inclusion of a summary of the award as a schedule to the Crown Employees (Public Sector - Salaries January, 2000) Award and any replacement award, until such time as a new classification and grading system has been agreed and implemented by the parties.

The Crown Employees (Common Salary Points) Award was introduced under the Structural Efficiency Principle to establish a set of 130 common salary points, replacing about 1400 salary points spread across about 500 separate classifications in the NSW public service. The introduction of common salary points allowed for the simplification of pay structures, the encouragement of the review and redesign of jobs to improve work arrangements and the simplification of pay administration.

Summary of the Crown Employees (Common Salary Points) Award

The Crown Employees (Common Salary Points) Award applied to all persons employed by an organisation specified in Table 1 for whom an annual salary rate was prescribed by an award specified in Table 2 or by an agreement or determination but did not include a person who was occupying a position specified in Table 3.

It took effect from the beginning of the first full pay period to commence on or after 1 July 1991. The annual salary rates applicable to the various classifications of employees were to be drawn from the common salary points prescribed by Table 4. The actual common salary points applicable to a particular classification of employees were to be prescribed by an award, agreement or determination. Annual salary rates prescribed by an award, agreement or determination that exceeded the rate prescribed by the highest common salary point were not affected by the award.

Table 1: Organisations

Table 2: Awards

Table 3: Classifications (by organisation) excluded

Table 4: Common salary points

(ii) Current Common Salary Points

These Common Salary Points apply only to the classifications contained in this Award, as appropriate. Prior relationships between salaries and Common Salary Points continue, but there is no extension of their use by the making of this Award. Where Common Salary Points have been identified in this Award the CSP Numbers have been noted next to the salary rates to assist calculation and checking.

		1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Common Salary Point:	1	26416	26955
	2	28185	28760
	3	29674	30279
	4	31460	32102
	5	33458	34141
	6	35702	36430
	7	37949	38723
	8	40550	41377
	9	43000	43877
	10	45483	46411
	11	45899	46835
	12	46310	47255
	13	46773	47727
	14	47258	48222
	15	47704	48677
	16	48254	49238
	17	49470	50479
	18	49956	50975
	19	50391	51419
	20	50819	51856
	21	51302	52349
	22	51781	52837
	23	52968	54049
	24	53489	54580
	25	53928	55028
	26	54367	55476
	27	54804	55922
	28	55267	56394
	29	55836	56975
	30	56312	57461
	31	56762	57920
	32	57312	58481
	33	57776	58955
	34	58318	59508
	35	58791	59990
	36	59389	60601
	37	59956	61179
	38	60454	61687
	39	61079	62325
	40	61583	62839
	41	62274	63544
	42	62764	64044
	43	63386	64679
	44	63857	65160
	45	64478	65793
	46	64973	66298
	47	65656	66995
	48	66201	67552
	49	66882	68246
	50	67532	68910
	51	68057	69445
	52	68749	70151
	53	69337	70751
	54	69942	71369
	55	70636	72077
	56	71297	72751
	57	71926	73393
	58	72635	74117
	59	73396	74893
	60	74077	75588
	61	74827	76353
	62	75532	77073
	63	76420	77979

	64	77162	78736
	65	77811	79398
	66	78730	80336
	67	79535	81158
	68	80117	81751
	69	81037	82690
	70	81837	83506
	71	82653	84339
	72	83357	85057
	73	84220	85938
	74	84889	86621
	75	85744	87493
	76	86689	88457
	77	87431	89215
	78	88449	90253
	79	89156	90975
	80	90125	91964
	81	90933	92788
	82	91916	93791
	83	92813	94706
	84	93629	95539
	85	94610	96540
	86	95457	97404
	87	96483	98451
	88	97443	99431
	89	98423	100431
	90	99399	101427
	91	100356	102403
	92	101285	103351
	93	102349	104437
	94	103449	105559
	95	104539	106672
	96	105634	107789
	97	106697	108874
	98	107864	110064
	99	108899	111121
	100	110011	112255
	101	111077	113343
	102	112140	114428
	103	113174	115483
	104	114201	116531
	105	115362	117715
	106	116532	118909
	107	117695	120096
	108	118863	121288
	109	120044	122493
	110	121220	123693
	111	122404	124901
	112	123599	126120
	113	124786	127332
	114	125977	128547
	115	127224	129819
	116	128473	131094
	117	129748	132395
	118	131039	133712
	119	132474	135176
	120	133920	136652
	121	135071	137826
	122	136214	138993
	123	137731	140541
	124	139246	142087
	125	140779	143651
	126	142308	145211
	127	143800	146734
	128	145306	148270
	129	146938	149936
	130	148578	151609

PART B
MONETARY RATES
AWARDS

Crown Employees (Administrative and Clerical Officers - Salaries) Award 2007

Administrative and Clerical Officer			
Classification and Grades	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Clerks General Scale			
Clerks General Scale step 1	4	31460	32102
Clerks General Scale step 2	6	35702	36430
Clerks General Scale step 3 - 1st year of service or 18 years	7	37949	38723
Clerks General Scale step 4 - Minimum for - employee with Business Administration Certificate III, - Government Certificate III or equivalent at 18 years of age - employee with Higher School Certificate qualification at 19 years of age	9	43000	43877
Clerks General Scale step 5 - Minimum for: - employee qualified at Business Administration Certificate III, - Government Certificate III or equivalent and is qualified at HSC standard at 17 years of age - employee 20 years of age	11	45899	46835
Clerks General Scale step 6 - Minimum for employee 21 years of age	17	49470	50479
Clerks General Scale step 7	20	50819	51856
Clerks General Scale step 8	23	52968	54049
Clerks General Scale step 9	25	53928	55028
Clerks General Scale step 10	28	55267	56394
Clerks General Scale step 11	32	57312	58481
Clerks General Scale step 12	36	59389	60601
Clerks General Scale step 13	40	61583	62839
Provided that officers who on 6th December 1979 were on 14th year of General Scale and paid a personal allowance of \$417.00 p.a. in terms of Circular No 202 of 1979 shall be paid by way of allowance above Step 13 of the General Scale	-	64216	65526
Grade 1			
1st year of service	46	64973	66298
Thereafter	49	66882	68246
Grade 2			
1st year of service	52	68749	70151
Thereafter	55	70636	72077
Grade 3			
1st year of service	58	72635	74117
Thereafter	61	74827	76353
Grade 4			
1st year of service	64	77162	78736
Thereafter	67	79535	81158
Grade 5			
1st year of service	75	85744	87493
Thereafter	78	88449	90253
Grade 6			
1st year of service	82	91916	93791
Thereafter	85	94610	96540
Grade 7			
1st year of service	88	97443	99431
Thereafter	91	100356	102403
Grade 8			
1st year of service	95	104539	106672
Thereafter	98	107864	110064
Grade 9			
1st year of service	101	111077	113343

Thereafter	104	114201	116531
Grade 10			
1st year of service	108	118863	121288
Thereafter	111	122404	124901
Grade 11			
1st year of service	116	128473	131094
Thereafter	120	133920	136652
Grade 12			
1st year of service	126	142308	145211
Thereafter	130	148578	151609

Crown Employees (Correctional Officers, Department of Attorney General and Justice - Corrective Services NSW) Award

Classification and Grades	CSP NO.	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Probationary Correctional Officer	45	64478	65793
Correctional Officer -			
1st year	47	65656	66995
2nd year and thereafter	49	66882	68246
Correctional Officer, First Class -1st year	55	70636	72077
2nd year and thereafter	63	76420	77979
Senior Correctional Officer	69	81037	82690
Overseer -			
1st year	55	70636	72077
2nd year and thereafter	63	76420	77979
Senior Overseer	69	81037	82690
Industries and Maintenance Allowance -			
Overseer 1st year		10405	10617
Overseer 2nd year and thereafter		4618	4712
Senior Overseer		9086	9271
Incidental Allowance -			
Probationary Correctional Officer (in training)		n/a	n/a
Probationary Correctional Officer (on graduation)		1060	1082
Correctional Officer 1st year		1553	1585
Correctional Officer 2nd year and thereafter		2126	2169
Correctional Officer, First Class 1st year		3179	3244
Correctional Officer, First Class 2nd year and		3179	3244
Senior Correctional Officer		5299	5407
Overseer 1st year		3179	3244
Overseer 2nd year and thereafter		3179	3244
Senior Overseer		5299	5407

Crown Employees (Correctional Officers, Corrective Services NSW) Award 2007 for Kempsey, Dillwynia and Wellington Correctional Centres

Annualised Salary Package - Kempsey, Dillwynia and Wellington Correctional Centres			
Classification and Grades		1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
General Manager		199061	203122
Manager of Security		167935	171361
Principal Correctional Officer		129754	132401
Chief Correctional Officer		121455	123933
Correctional Officers - Kempsey, Dillwynia and Wellington Correctional Centres			
	Common Salary Points	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Senior Correctional Officer	69	81037	82690
Correctional Officer 1st Class Year 2	63	76420	77979

Correctional Officer 1st Class Year 1	55	70636	72077
Correctional Officer Year 2	49	66882	68246
Correctional Officer Year 1	47	65656	66995
Correctional Officer Probationary	45	64478	65793
Correctional Officer (Training)	45	64478	65793
Incidental Allowance: Senior Correctional Officer Correctional Officer 1st Class Years 1 and 2	-	5299	5407
Correctional Officer Year 2	-	3179	3244
Correctional Officer Year 1	-	2126	2169
Correctional Officer Probationary	-	1592	1624
	-	1060	1082
Principal Industry Officer Level 1	-	135307	138067
Principal Industry Officer Level 2	-	128774	131401
Chief Industry Officer	-	122657	125159
Senior Overseer	80	90125	91964
Overseer	69	81037	82690
Senior Overseer	-	5299	5407
Overseer	-	3179	3244

Crown Employees (Departmental Officers) Award

Departmental Officer			
Classifications and Grades		1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
General Scale	Year 1	37949	38723
	Year 2	45899	46835
	Year 3	49470	50479
	Year 4	50819	51856
	Year 5	52968	54049
	Year 6	53928	55028
	Year 7	55267	56394
	Year 8	57312	58481
	Year 9	59389	60601
	Year 10	61583	62839
Grade 1-2 (Level 1)	Year 1	64973	66298
	Year 2	66882	68246
	Year 3	68749	70151
	Year 4	70636	72077
Grade 3-4 (Level 2)	Year 1	72635	74117
	Year 2	74827	76353
	Year 3	77162	78736
	Year 4	79535	81158
Grade 5-6 (Level 3)	Year 1	85744	87493
	Year 2	88449	90253
	Year 3	91916	93791
	Year 4	94610	96540
Grade 7-8 (Level 4)	Year 1	97443	99431
	Year 2	100356	102403
	Year 3	104539	106672
	Year 4	107864	110064
Grade 9-10 (Level 5)	Year 1	111077	113343
	Year 2	114201	116531
	Year 3	118863	121288
	Year 4	122404	124901
Grade 11 (Level 6)	Year 1	128473	131094
	Year 2	133920	136652
Grade 12 (Level 7)	Year 1	142308	145211
	Year 2	148578	151609
Senior Officer Grade 1 (Level 8)	Year 1	166247	169638
	Year 2	179135	182789
Senior Officer Grade 2 (Level 9)	Year 1	182167	185883
	Year 2	195010	198988

Senior Officer Grade 3 (Level 10)	Year 1	201536	205647
	Year 2	221228	225741

Crown Employees (Sound Reporters) Award

Multi-Skilled Reporters and Sound Reporters Dual Remote			
Classification and Grade	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Trainee Multi-Skilled Sound Reporter Year 1	46	64973	66298
Multi-Skilled Sound Reporter Year 2	52	68749	70151
Multi-Skilled Sound Reporter Year 3	55	70636	72077
Multi-Skilled Sound Reporter Year 4	58	72635	74117
Multi-Skilled Sound Reporter Year 5	61	74827	76353
Sound Reporter Dual Remote	64	77162	78736

Crown Employees (Department of Communities and Justice (Youth Justice) - 38 Hour week Operational Staff 2019) Reviewed Award

Classification and Grades	A & C Grade Equivalent	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Unqualified Youth Officer - Level 1	GS Year 10	61583	62839
Youth Officer Level 2 Year 1	Min 1	64973	66298
Year 2	Max 1	66882	68246
Year 3	Min 2	68749	70151
Level 3 Year 1	Max 2	70636	72077
Shift Supervisor/Assistant Unit Manager - Level 4 Year 1	Min 4	77162	78736
Year 2	Max 4	79535	81158
Year 3	Min 5	85744	87493
Year 4	Max 5	88449	90253
Unit Manager - Level 5 Year 1	Min 6	91916	93791
Year 2	Max 6	94610	96540
Year 3	Min 7	97443	99431
Year 4	Max 7	100356	102403
Assistant Manager - Level 6 Year 1	Min 8	104539	106672
Year 2	Max 8	107864	110064
Year 3	Min 9	111077	113343
Year 4	Max 9	114201	116531
Centre Manager - Level 7 Year 1	Min 10	118863	121288
Year 2	Max 10	122404	124901
Centre Manager - Level 8 Year 1	Min 11	128473	131094
Year 2	Max 11	133920	136652
Centre Manager - Level 9 Year 1	Min 12	142308	145211
Year 2	Max 12	148578	151609
Vocational Instructor (Trade, Maintenance, Grounds) Level 1, Year 1		61583	62839
Level 2, Year 1		64973	66298
Year 2		66882	68246
Year 3		68749	70151
Year 4		70636	72077
Kitchen Support Officer and Vocational Instructor (Cook) Level 1 Year 1		50819	51856

Year 2 Level 2		64973	66298
Year 1		64973	66298
Year 2		66882	68246
Year 3		68749	70151
Year 4		70636	72077
Vocational Instructor (Cook Supervisor)		73442	74940
Logistics Officer Level 4			
Year 1		85744	87493
Year 2		88449	90253
Level 5			
Year 3		91916	93791
Year 4		94610	96540
Court Supervisor - Level 4			
Year 1	Min 4	77162	78736
Year 2	Max 4	79535	81158
Year 3	Min 5	85744	87493
Year 4	Max 5	88449	90253
Drug Detection Security and Intelligence Officer Level 2			
Year 1	Min 1	64973	66298
Year 2	Max 1	66882	68246
Year 3	Min 2	68749	70151
Level 3	Max 2	70636	72077
Chokage Allowance (per day)		5.25	5.30
Uniform Allowance (per week)		5.45	5.50
Trade Allowance (per annum)		1972	2012
Supervisory Allowance (per week)		54.00	55.10
Allocated Youth Officer Additional Responsibilities Allowance (per hour)		1.40	1.42

Crown Employees (Office of Sport - Catering Officers) Award

Classification and Grades	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Level 1	60166	61393
Level 2	62069	63335
Level 3	63939	65243
Level 4	66000	67346
Level 5	68336	69730
Catering Officers - Academy Allowance		
Senior Catering Officer	5260	5367
Catering Officer	2538	2590
Apprentice	2031	2072

Crown Employees (Office of Sport- Centre Managers) Award

Grades and salary rates for classifications in this award are in accordance with the Crown Employees Administrative and Clerical Officers - Salaries) Award 2007 Grades 4 to 12

Allowance	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Annual allowance (Clause 11)	11929	12172

Crown Employees (Office of Sport - Program Officers) Award

Program Officers - Department of the Arts, Sport and Recreation		
Classification and Grades	1.7.20 Per annum	1.7.21 Per annum

	0.3% \$	2.04% \$
Program Officers		
Level 1	60855	62096
Level 2	63238	64528
Level 3	66808	68171
Level 4	71581	73041
Level 5	73965	75474
Level 6	77556	79138
Level 7	81127	82782
Level 8	84715	86443
Level 9	88283	90084
Level 10	91873	93747
Level 11	95436	97383
Level 12	97825	99821
Program Officers - Temporary employees	Per day	Per day
Level 1	233.60	238.35
Level 2	242.10	247.05
Level 3	255.45	260.65
Level 4	274.95	280.55
Level 5	283.45	289.25
Level 6	296.85	302.90
Level 7	311.45	317.80
Level 8	324.80	331.45
Level 9	338.20	345.10
Level 10	351.60	358.75
Level 11	366.20	373.65
Level 12	374.70	382.35
Program Officers - Casual Employees	Per day	Per day
Level 1	262.45	267.80
Level 2	272.70	278.25
Level 3	288.10	294.00
Level 4	308.6	314.90
Level 5	319	325.50
Level 6	334.40	341.20
Level 7	349.85	357.00
Level 8	365.30	372.75
Level 9	380.70	388.45
Level 10	396.20	404.30
Level 11	411.60	420.00
Level 12	421.80	430.40
	Per day	Per day
Program Officer (Group Leader)	203.95 247.40	208.10 252.45
Allowances		
Sport and recreation allowance – Permanent Program Officers (per annum)	11929	12172
Sport and recreation allowance- Temporary Program Officers (per day)	45.75	46.70
Night duty allowance - Casual Program Officers (per night)	97.60	99.60
Night duty allowance - Program Officer (Group Leader) (per night)	47.10	48.05

Crown Employees (Office of Sport - Services Officers) Award

Table 1 - Salary Scale for Services Officers Prior to Competency Attainment		
Classification and Grades	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Level 1	50963	52003
Level 2	53753	54850
Level 3	56066	57210
Level *4	58383	59574
	Per Hour \$	Per Hour \$
Level 1	25.69	26.21

Level 2	27.1	27.65
Level 3	28.28	28.86
Level 4	29.47	30.07
Table 2 - Salary Scale for Services Officers after Competency Attainment		
Classification and Grades	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Level 1	52491	53562
Level 2	55369	56499
Level 3	57753	58931
Level 4*	60135	61362
	Per hour \$	Per hour \$
Level 1	26.50	27.04
Level 2	27.94	28.51
Level 3	29.13	29.72
Level 4	30.32	30.94

* Services Officer (Groundsperson) and Services Officer (Gardener) salary rate

Table 3 - Salary Scale for Assistant Services Officers		
Classification and Grades	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Level 1	50963	52003
Level 2	53753	54850
	Per hour \$	
Level 1	25.69	26.21
Level 2	27.1	27.65

Crown Employees Department of Family and Community Services NSW (Aboriginal Housing Award) 2016

See rates for Crown Employees (Administrative and Clerical Officers - Salaries) Award 2007

Crown Employees (Department of Finance, Services and Innovation) Award 2015

Department of Commerce (other than GCIO, OFT, OIR, Businesslink)		
Classifications and Grades	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
DPWS Professional Staff -		
General Scale 1	38472	39257
General Scale HSC 19 years	43590	44479
General Scale 2 or age 20	46527	47476
General Scale 3 or age 21	50144	51167
General Scale 4	51516	52567
General Scale 5	53690	54785
General Scale 6	54666	55781
General Scale 7	56026	57169
General Scale 8	58097	59282
General Scale 9	60202	61430
General Scale 10	62422	63695
General Scale 11	64257	65568
General Scale 12	65859	67203
General Scale 13	67796	69179
Grade 1		
Year 1	68453	69849
Year 2	72275	73749
Year 3	77463	79043
Year 4	82955	84647
Year 5	87875	89668
Grade 2		
Year 1	93177	95078
Year 2	96765	98739
Year 3	99767	101802

Year 4	102675	104770
Grade 3		
Year 1	108160	110366
Year 2	111518	113793
Year 3	115763	118125
Year 4	119306	121740
Grade 4		
Year 1	125289	127845
Year 2	128959	131590
Year 3	131532	134215
DPWS Senior Professional Staff -		
Senior 1		
Year 1	136921	139714
Year 2	139618	142466
Senior 2		
Year 1	142711	145622
Year 2	145774	148748
Senior 3		
Year 1	148951	151990
Year 2	150614	153687
DPWS Project Staff		
Grade 1		
Year 1	81263	82921
Year 2	82620	84305
Grade 2		
Year 1	87922	89716
Year 2	90457	92302
Grade 3		
Year 1	93242	95144
Year 2	96019	97978
Grade 4		
Year 1	98801	100817
DPWS Senior Management		
Grade 1		
Year 1	163282	166613
Year 2	171515	175014
Grade 2 -		
Year 1	179738	183405
Year 2	187971	191806
DPWS Staff -		
General Scale 1	38472	39257
General Scale HSC 19 yrs	43590	44479
General Scale 2 or age 20	46527	47476
General Scale 3 or age 21	50144	51167
General Scale 4	51516	52567
General Scale 5	53690	54785
General Scale 6	54666	55781
General Scale 7	56026	57169
General Scale 8	58097	59282
General Scale 9	60202	61430
General Scale 10	62422	63695
* Personal	64257	65568
Grade 1 -		
Year 1	65859	67203
Year 2	67796	69179
Grade 2 -		
Year 1	69692	71114
Year 2	71597	73058
Grade 3 -		
Year 1	73632	75134
Year 2	75856	77403
Grade 4 -		
Year 1	78221	79817
Year 2	80623	82268
Grade 5 -		
Year 1	86920	88693

Year 2	89666	91495
Grade 6 - Year 1 Year 2	93177 95904	95078 97860
Grade 7 - Year 1 Year 2	98782 101738	100797 103813
Grade 8 - Year 1 Year 2	105970 109344	108132 111575
Grade 9 - Year 1 Year 2	112600 115763	114897 118125
Grade 10 - Year 1 Year 2	120498 124082	122956 126613
Grade 11 - Year 1 Year 2	130234 135756	132891 138525
Grade 12 - Year 1 Year 2	144258 150614	147201 153687
DPWS Technical Staff (A)		
General Scale 1 or 16 years	31895	32546
General Scale 2 or 17 years	36193	36931
General Scale 3 or 18 years	38472	39257
General Scale 4 or 20 years	43590	44479
General Scale 5 or 21 years	46527	47476
General Scale 6	50144	51167
General Scale 7	51516	52567
General Scale 8	53690	54785
General Scale 9	54666	55781
General Scale 10	56026	57169
General Scale 11	58097	59282
General Scale 12	60202	61430
General Scale 13	62422	63695
General Scale 14	64257	65568
Grade I - Year 1 Year 2 Year 3 Year 4 Year 5	67111 68997 70899 72275 74403	68480 70405 72345 73749 75921
Grade II - Year 1 Year 2 Year 3 Year 4	78221 79808 81219 82955	79817 81436 82876 84647
Grade III - Year 1	88625	90433
DPWS Senior Technical (A) -		
Senior I - Year 1 Year 2 Year 3	86920 88625 91354	88693 90433 93218
Senior II - Year 1 Year 2	94076 96765	95995 98739
Senior III - Year 1	100754	102809
Senior Officer -		
Grade 1 - Year 1 Year 2	168240 181129	171672 184824
Grade 2 - Year 1	184159	187916

Year 2	197005	201024
Grade 3 - Year 1	203531	207683
Year 2	223222	227776

Crown Employees (Department of Industry) Food Safety Officers Award

Food Safety Officers			
Classification and Grades	Common Salary Points	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Grade 1, Year 1	-	65928	67273
Year 2	-	67816	69199
Year 3	55	70636	72077
Grade 2, Year 1	-	74902	76430
Year 2	-	81454	83116
Year 3	82	91916	93791
Grade 3, Year 1	-	98900	100918
Year 2	-	102445	104535
Year 3	98	107864	110064
Grade 4, Year 1	-	112635	114933
Year 2	-	116531	118908
Year 3	111	122404	124901
Grade 5, Year 1	116	128473	131094
Year 2	120	133920	136652
Grade 6, Year 1	126	142308	145211
Year 2	130	148578	151609

Crown Employees (General Assistants in Schools - Department of Education) Award

General Assistants in Schools - Department of Education and Training			
Classification and Grades	Common Salary Points	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Full-time Permanent	-		
Junior - On employment		35275	35995
After 12 months or at 20 years	-	45352	46277
Adult			
Year 1	19	50392	51420
Year 2	20	50819	51856
Year 3	22	51781	52837
Year 4	23	52968	54049
Year 5	25	53928	55028
		Per hour	Per hour
Part-time Permanent (up to 35.5 hpw)			
Junior			
On employment		19.57	19.97
After 12 months or at 20 years		25.16	25.67
Adult		28.74	29.33
Full-time (38 hpw) Temporary - Unloaded			
Junior - On employment		17.80	18.16
After 12 months or at 20 years		22.88	23.35
Adult		25.40	25.92
Full-time Temporary - Loaded			
Junior - On employment		19.29	19.68
After 12 months or at 20 years		24.75	25.25
Adult		27.56	28.12
Part-time Temporary (up to 35.5 hpw)			
Unloaded			
Junior			
On employment		19.57	19.97
After 12 months or at 20 years		25.16	25.67
Adult		28.74	29.33
Loaded			

Junior - On employment		21.21	21.64
After 12 months or at 20 years		27.26	27.82
Adult		31.11	31.74

Crown Employees (General Managers, Superintendents, Managers Security and Deputy Superintendents, Department of Justice - Corrective Services NSW) Award 2009

Rank	Annualised Salary from the first full pay period on or after 1.7.2020 0.3% \$	Annualised Salary from the first full pay period on or after 1.7.2021 2.04% \$
General Manager	199061	203122
Superintendent	182652	186378
Manager Security	167935	171361
Deputy Superintendent	156447	159639

Crown Employees (General Staff - Salaries) Award 2007

General Staff - Salaries			
Classification and Grades	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Corrective Services NSW Canteen Worker	9	43000	43877
Community Liaison Officer, Department of Education	57	71926	73393
Aboriginal Community Liaison Officer, Department of Education			
Year 1			
Year 2	61	74827	76353
Year 3	64	77162	78736
Year 4	67	79535	81158
Farm Foreman, DET			
Grade A			
1st year	39	61079	62325
2nd year	41	62274	63544
3rd year	43	63386	64679
Grade B			
1st year	45	64478	65793
2nd year	47	65656	66995
3rd year	51	68057	69445
Maintenance Officer, DET			
1st year	24	53489	54580
2nd - 7th year	25	53928	55028
8th year	26	54367	55476
Matrons and Sub-Matrons, DET			
Matron			
1st year	45	64478	65793
Thereafter	46	64973	66298
Sub-Matron			
1st year	39	61079	62325
Thereafter	40	61583	62839
Technical Assistant (Art, Ceramics, TV Studio)			
Years 1 - 3	32	57312	58481
Years 4 - 6	34	58318	59508
Year 7	35	58791	59990
Assistant, Dept of Infrastructure Planning and Natural Resources (DIPNR)			
Junior - under 17 (50% of Grade 1, Yr 1)		24978	25488
Aged 17 (60% of Grade 1, Yr 1)		29974	30585
Aged 18 (70% of Grade 1, Yr 1)		34969	35682
Aged 19 (80% of Grade 1, Yr 1)		39965	40780
Aged 20 (90% of Grade 1, Yr 1)		44961	45878
Grade 1			
1st year	18	49956	50975
2nd year	22	51781	52837

3rd year	25	53928	55028
4th year	29	55836	56975
5th year	32	57312	58481
Grade 2			
1st year	34	58318	59508
2nd year	36	59389	60601
3rd year	37	59956	61179
4th year	39	61079	62325
Grade 3			
1st year	46	64973	66298
2nd year	52	68749	70151
Field Services Staff, DIPNR Field Supervisor			
1st year	48	66201	67552
2nd year	51	68057	69445
3rd year	53	69337	70751
4th year	55	70636	72077
5th year	58	72635	74117
Field Service Manager, Years 1-3 only Other locations (not specified)			
1st year	66	78730	80336
2nd year	67	79535	81158
3rd year	69	81037	82690
Specific locations Years 1-4 (Bathurst, Cooma, Glennies Creek, Gosford, Goulburn, Henty, Inverell, Lithgow, Manilla (f.s.), Moss Vale, Nowra, Newcastle, Parkes, Cowra RC, Parramatta, Penrith, Scone, Singleton, Wellington, Braidwood (cons.), Murwillumbah, Coffs Harbour, Kempsey, Grafton, Queanbeyan, Gunnedah RC.	75	85744	87493
4th year			
Regional Field Services Manager	83	92813	94706
Overseers, DIPNR			
Grade 1 (ex Dept of Water Resources only)	60	74077	75588
Grade II	61	74827	76353
Grade III	65	77811	79398
Grade IV	73	84220	85938
Grade V	77	87431	89215
Plant Managers, DIPNR			
Grade 1 (Workshop Supervisors, Goulburn, Inverell, Scone & Wagga Wagga)	65	77811	79398
Grade 2 (Workshop Manager, Wellington & Fleet Managers, Tamworth & Wagga Wagga)			
Year 1	69	81037	82690
Year 2	70	81837	83506
Assistant Education Officers, Powerhouse Museum	43	63386	64679
	47	65656	66995
House Officer, Powerhouse Museum	43	63386	64679
	44	63857	65160
Museum Officer, Powerhouse Museum	18	49956	50975
	19	50391	51419
	20	50819	51856
	21	51302	52349
	23	52968	54049
Photographer			
Grade 1 - Years 1-3 (various agencies)			
1st year	39	61079	62325
2nd year	41	62274	63544
3rd year	43	63386	64679
Grade 2*			
1st year	49	66882	68246
2nd year	51	68057	69445
*Progression from Photographer Grade 1 to Photographer Grade 2 (see Sch A of Award)			
Photographers Grade 3** Years 1-3			
1st year	63	76420	77979
2nd year	65	77811	79398
3rd year	69	81037	82690

**Grade 3 requirements in Sch A of award				
Photographic Assistant	22	51781	52837	
	23	52968	54049	
	25	53928	55028	
	26	54367	55476	
Preparator, Powerhouse Museum Grade I - Years 1-3	45	64478	65793	
	48	66201	67552	
	51	68057	69445	
	Grade II - Years 1-2	55	70636	72077
		59	73396	74893
Senior Preparator, Powerhouse Museum	63	76420	77979	
	65	77811	79398	
Stores Officer, Powerhouse Museum Grade 1	31	56762	57920	
	33	57776	58955	
	Grade 2	34	58318	59508
		35	58791	59990
	Grade 3	36	59389	60601
		37	59956	61179
	Grade 4	39	61079	62325
		41	62274	63544
	Transport Officer, Powerhouse Museum	47	65656	66995
49		66882	68246	
Field Assistant, Dept of Mineral Resources Year 1	26	54367	55476	
	Year 2	28	55267	56394
	Year 3	31	56762	57920
	Year 4	32	57312	58481
	Year 5	34	58318	59508
Regional Mining Officer, Dept of Mineral Resources	58	72635	74117	
	61	74827	76353	
	64	77162	78736	
	67	79535	81158	
Regional Mining Officer, Lightning Ridge, Dept of Mineral Resources	75	85744	87493	
	79	89156	90975	
	82	91916	93791	
	85	94610	96540	
Craftsman/Framer, Art Gallery	32	57312	58481	
Gallery Services Officer, Art Gallery	18	49956	50975	
	20	50819	51856	
Supervisor, Gallery Services Officers, Art Gallery	23	52968	54049	
Senior Gallery Services Officer	43	63386	64679	
	45	64478	65793	
	47	65656	66995	
	49	66882	68246	
Installation Officer, Art Gallery	26	54367	55476	
	29	55836	56975	
	32	57312	58481	
Senior Installation Officer, Art Gallery	32	57312	58481	
	35	58791	59990	
Display Technician, Art Gallery Grade 1	45	64478	65793	
	48	66201	67552	
	51	68057	69445	
	Grade 2	55	70636	72077
		59	73396	74893
Senior Display Technician	63	76420	77979	
	65	77811	79398	
Bar Manager, Police Academy	34	58318	59508	
Building Manager, NSW Police	60	74077	75588	
	61	74827	76353	
	63	76420	77979	
Driving Instructor, NSW Police College	68	80117	81751	
	69	81037	82690	
	72	83357	85057	

General Assistant, NSW Police College	19	50391	51419	
	20	50819	51856	
	22	51781	52837	
	23	52968	54049	
	25	53928	55028	
Groom, Mounted Police	16	48254	49238	
	18	49956	50975	
Maintenance Attendant, Goulburn Police College	22	51781	52837	
Senior Basement Attendant, Police Headquarters	29	55836	56975	
	31	56762	57920	
	32	57312	58481	
	34	58318	59508	
Storeman/Attendant, Police Headquarters	17	49470	50479	
Uniform Fitter and Advisory Officer, NSW Police	37	59956	61179	
Police Armourer				
Year 1	51	68057	69445	
Year 2	55	70636	72077	
Year 3	58	72635	74117	
Year 4	59	73396	74893	
General Assistant, State Library	23	52968	54049	
Photographic Operator, State Library	23	52968	54049	
	26	54367	55476	
Museum Assistant, Historic Houses Trust Grade 1 Years 1 to 4	20	50819	51856	
	21	51302	52349	
	25	53928	55028	
	27	54804	55922	
	Grade 2, Years 1 to 5	30	56312	57461
		31	56762	57920
		34	58318	59508
		35	58791	59990
		36	59389	60601
Museum Guide, Historic Houses Trust Years 1 to 6	28	55267	56394	
	30	56312	57461	
	32	57312	58481	
	34	58318	59508	
	36	59389	60601	
	39	61079	62325	
Chief Guide, Historic Houses Trust	48	66201	67552	
	51	68057	69445	
Entrance Attendant, Royal Botanic Gardens	30	56312	57461	
Herbarium Assistants, Royal Botanic Gardens Grade 1	18	49956	50975	
	22	51781	52837	
	25	53928	55028	
	29	55836	56975	
	32	57312	58481	
	Grade 2	34	58318	59508
		36	59389	60601
		37	59956	61179
		39	61079	62325
Centre Supervisor, State Sports Centre	37 (+10% all purpose allow.)	59956	61179	
Centre Supervisor, State Sports Centre	40	61583	62839	
Events Technical Officer, State Sports Centre	58	72635	74117	
Maintenance Officer, State Sports Centre	55	70636	72077	
Facilities Manager, State Sports Centre	111	122404	124901	
Assistant Facilities Manager, State Sports Centre	67	79535	81158	
General Assistant, WorkCover	19	50391	51419	
	20	50819	51856	
	22	51781	52837	
	23	52968	54049	
	25	53928	55028	
Day Attendant, Australian Museum	18	49956	50975	
	19	50391	51419	

	20	50819	51856
	21	51302	52349
	23	52968	54049
Preparator Australian Museum Assistant Preparator (55)	29	55836	56975
	34	58318	59508
	39	61079	62325
	43	63386	64679
Cadet Preparator (56)	21	51302	52349
	25	53928	55028
Chief Preparator	82	91916	93791
	84	93629	95539
Preparator (57) Grade I	46	64973	66298
	49	66882	68246
	52	68749	70151
Grade II	56	71297	72751
	60	74077	75588
Senior Preparator	63	76420	77979
	65	77811	79398
Cleaner/Messenger/Courtkeeper - Sheriff's Office, Attorney- General's Dept	30	56312	57461
Courtkeeper and Cleaner, Darlinghurst, Attorney-General's Dept	27	54804	55922
Courtkeeper/Cleaner and Messenger Bathurst, Attorney-General's Dept	25	53928	55028
Courtkeeper/Cleaner and Messenger	25	53928	55028
Queanbeyan, (Local Court), Attorney-General's Dept	17	49470	50479
Security Attendant, Attorney-General's Dept (formerly Assistant Service Officer)	18	49956	50975
	20	50819	51856
	22	51781	52837
Basement Attendant, Attorney-General's Dept (formerly Assistant Service Officer)	23	52968	54049
Property Inspector, Public Trust Office	64	77162	78736
	67	79535	81158
	69	81037	82690
	73	84220	85938

Crown Employees Sydney Living Museums (Gardens - Horticulture and Trades Employees) Award 2016

Classification and Grades	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Horticultural/Trades Officer		
Level One	47704	48677
Level Two Year 1	52968	54049
Level Two Year thereafter	54367	55476
Level Three Year 1	56312	57461
Level Three Year thereafter	58318	59508
Level Four Year 1	60454	61687
Level Four Year thereafter	62274	63544
Level Five Year 1	64478	65793
Level Five Year thereafter	66201	67552
Level Six Year 1	68057	69445
Level Six Year thereafter	69942	71369
Level Seven Year 1	71926	73393
Level Seven Year thereafter	74077	75588
Level Eight Year 1	76420	77979
Level Eight Year thereafter	79535	81158
Level Nine Year 1	82653	84339
Level Nine Year thereafter	85744	87493
Level Ten Year 1	88449	90253
Level Ten Year thereafter	90933	92788
Level Eleven Year 1	98423	100431
Level Eleven Year thereafter	104539	106672

Crown Employees (Interpreters and Translators, Multicultural NSW) Award

Table 1 - Rates of Pay

Classification and Grades	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Interpreting/Translating Officer			
Year 1	49	66882	68246
Year 2	56	71297	72751
Year 3	63	76420	77979
Interpreter/Translator			
Year 1	56	71297	72751
Year 2	63	76420	77979
Year 3	70	81837	83506
Year 4	76	86689	88457
Year 5	81	90933	92788
Senior Interpreter/Translator			
Year 1	84	93629	95539
Year 2	87	96483	98451
Year 3	91	100356	102403

Table 2 - Casual Rates of Pay

Casual Interpreter	1.7.20	1.7.21
Year 1		
Base Hourly Rate (Unloaded)	39.03	39.83
Hourly Rate (Base + 20% + 34.5%)	60.31	61.54
Base Overtime Rate (Base + 34.5%)	52.52	53.59
Year 2		
Base Hourly Rate (Unloaded)	41.86	42.71
Hourly Rate (Base + 20% + 34.5%)	64.65	65.97
Base Overtime Rate (Base + 34.5%)	56.3	57.45
Year 3		
Base Hourly Rate (Unloaded)	44.81	45.72
Hourly Rate (Base + 20% + 34.5%)	69.20	70.61
Base Overtime Rate (Base + 34.5%)	60.28	61.51
Year 4		
Base Hourly Rate (Unloaded)	47.47	48.44
Hourly Rate (Base + 20% + 34.5%)	73.34	74.84
Base Overtime Rate (Base + 34.5%)	63.84	65.14
Year 5		
Base Hourly Rate (Unloaded)	49.77	50.79
Hourly Rate (Base + 20% + 34.5%)	76.90	78.47
Base Overtime Rate (Base + 34.5%)	66.95	68.32
Casual Translator		
Year 1		
Standard Document Translation	30.15	30.77
Non Standard Document Translation		
First 200 words or part thereof	60.31	61.54
Then 100 words thereafter or part thereof	30.15	30.77
Editing		
First 200 words or part thereof	45.24	46.16
Then 100 words thereafter or part thereof	22.62	23.08
Proof Reading		
First 200 words or part thereof	30.15	30.77
Then 100 words thereafter or part thereof	15.08	15.39
Checking		
First 200 words or part thereof	45.24	46.16
Then 100 words thereafter or part thereof	22.62	23.08
Year 2		
Standard Document Translation	32.34	33.00
Non Standard Document Translation		
First 200 words or part thereof	64.65	65.97
Then 100 words thereafter or part thereof	32.34	33.00

Editing		
First 200 words or part thereof	48.51	49.50
Then 100 words thereafter or part thereof	24.24	24.73
Proof Reading		
First 200 words or part thereof	32.34	33.00
Then 100 words thereafter or part thereof	16.15	16.48
Checking		
First 200 words or part thereof	48.51	49.50
Then 100 words thereafter or part thereof	24.24	24.73
Year 3		
Standard Document Translation	34.61	35.32
Non Standard Document Translation		
First 200 words or part thereof	69.2	70.61
Then 100 words thereafter or part thereof	34.61	35.32
Editing		
First 200 words or part thereof	51.91	52.97
Then 100 words thereafter or part thereof	25.97	26.50
Proof Reading		
First 200 words or part thereof	34.61	35.32
Then 100 words thereafter or part thereof	17.31	17.66
Checking		
First 200 words or part thereof	51.91	52.97
Then 100 words thereafter or part thereof	25.97	26.50
Year 4		
Standard Document Translation	36.68	37.43
Non Standard Document Translation		
First 200 words or part thereof	73.34	74.84
Then 100 words thereafter or part thereof	36.68	37.43
Editing		
First 200 words or part thereof	54.99	56.11
Then 100 words thereafter or part thereof	27.51	28.07
Proof Reading		
First 200 words or part thereof	36.68	37.43
Then 100 words thereafter or part thereof	18.32	18.96
Checking		
First 200 words or part thereof	54.99	56.11
Then 100 words thereafter or part thereof	27.51	28.07
Year 5		
Standard Document Translation	38.5	39.29
Non Standard Document Translation		
First 200 words or part thereof	76.89	78.46
Then 100 words thereafter or part thereof	38.5	39.29
Editing		
First 200 words or part thereof	57.7	58.88
Then 100 words thereafter or part thereof	28.84	29.43
Proof Reading		
First 200 words or part thereof	38.5	39.29
Then 100 words thereafter or part thereof	19.25	19.64
Checking		
First 200 words or part thereof	57.7	58.88
Then 100 words thereafter or part thereof	28.84	29.43

Crown Employees (Jenolan Caves Reserve Trust) Salaries Award 2016

Jenolan Caves Reserve Trust Officers		
Classification and Grades	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Administration Officer	60833	62074
Administration Officer (Special)	63047	64333
Business Development Manager	114202	116532
Caretaker Jenolan Cottages	58530	59724
Manager Caving Operations	91916	93791
Director	166247	169638

Guide - Grade 1	58530	59724
Guide - Grade 2	60833	62074
Maintenance Officer	55192	56318
Karst Resources Officer	87820	89612
Senior Finance Officer	97438	99426
Guide - Grade 3	65367	66700
System Administrator/Finance Officer	87820	89612
Team Leader - Electrical	76093	77645
Team Leader - Maintenance	76093	77645
Trades Officer	63047	64333
Trades Officer - Electrical (W/ends)	71783	73247
Visitor Services Officer (Tickers - PT)*	58530	59724
*Visitor Services Officer part-time works four days per week. Base rate is 80 per cent of Level 1A base rate		

Crown Employees - Legal Officers (Crown Solicitors Office, Legal Aid Commission Staff Agency, Office of the Director of Public Prosecutions and Parliamentary Counsel's Office) Award

Legal Officers			
Classification and Grades	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Legal Officers			
Grade I			
1st year of service	51	68057	69445
2nd year of service	55	70636	72077
3rd year of service	58	72635	74117
4th year of service	61	74827	76353
5th year of service	65	77811	79398
Grade II			
1st year of service	73	84220	85938
2nd year of service	78	88449	90253
3rd year of service	84	93629	95539
4th year of service	89	98423	100431
5th year of service	93	102349	104437
Grade III			
1st year of service	98	107864	110064
2nd year of service	101	111077	113343
3rd year of service	105	115362	117715
Grade IV			
1st year of service	112	123599	126120
2nd year of service	114	125977	128547
Grade V			
1st year of service	119	132474	135176
2nd year of service	121	135071	137826
Grade VI			
1st year of service	126	142308	145211
2nd year of service	128	145306	148270

Crown Employees (Librarians, Library Assistants, Library Technicians and Archivists) Award

Classification and Grades	Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Librarians and Archivists			
Grade 1			
Year 1	46	64973	66298
Year 2	52	68749	70151
Year 3	58	72635	74117
Year 4	64	77162	78736
Year 5	69	81037	82690
Year 6	74	84889	86621
Grade 2			
Year 1	78	88449	90253
Year 2	82	91916	93791

Year 3	87	96483	98451
Year 4	91	100356	102403
Grade 3			
Year 1	96	105634	107789
Year 2	99	108899	111121
Year 3	103	113174	115483
Year 4	107	117695	120096
Grade 4			
Year 1	110	121220	123693
Year 2	113	124786	127332
Year 3	116	128473	131094
Year 4	119	132474	135176
Grade 5			
Year 1	122	136214	138993
Year 2	125	140779	143651
Year 3	128	145306	148270
Year 4	-	150236	153301
Library Assistant			
Year 1	20	50819	51856
Year 2	25	53928	55028
Year 3	32	57312	58481
Year 4	40	61583	62839
Year 5	44	63857	65160
Library Technician			
Grade 1			
Year 1	46	64973	66298
Year 2	52	68749	70151
Year 3	58	72635	74117
Year 4	64	77162	78736
Grade 2			
Year 1	75	85744	87493
Year 2	78	88449	90253
Year 3	82	91916	93791
Year 4	87	96483	98451

Crown Employees (Lord Howe Island Board Salaries and Conditions 2009) Award

Classification	Grade	Year	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
LHI Officer	1	1	55176	56302
		2	57635	58811
		3	59062	60267
LHI Officer	2	1	60633	61870
		2	61236	62485
		3	63888	65191
LHI Officer	3	1	64958	66283
		2	66785	68147
		3	68996	70404
LHI Officer	4	1	71000	72448
		2	74371	75888
		3	77219	78794
LHI Officer	5	1	78861	80470
		2	81114	82769
		3	85821	87572
LHI Officer	5A	1	85822	87573
		2	88338	90140
		3	99083	101104
		4	103091	105194
		5	106276	108444
		6	109800	112040
LHI Officer	6	1	88338	90140
		2	99083	101104
		3	103091	105194
LHI Officer	7	1	106276	108444

		2	109800	112040
		3	116820	119203
LHI Officer	8	1	120209	122661
		2	126025	128596
		3	131246	133923
LHI Senior Officer	1	1	145085	148045
		2	151356	154444

Crown Employees (NSW Department of Community and Justice - Community Services Division) After Hours Service Award 2016

After Hour Service				
			1.7.20 Per day 0.3% \$	1.7.21 Per day 2.04% \$
Monday 5.00 pm to Saturday 9.00 am			107.31	109.5
Saturday 9.00 am to Sunday 9.00 am			160.96	164.24
Sunday 9.00 am to Monday 9.00 am			160.96	164.24
Public Holiday			160.96	164.24
Other Rates and Allowances				
Disturbance Rate			32.15	32.81

Crown Employees (NSW Department of Finance and Services - Graphic Service Operators) Award

Classification	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Graphic Service Operator Class 2			
Commencing Salary	46	64973	66298
After completion of stage 1 training	49	66882	68246
After completion of stage 2 training	52	68749	70151
After completion of stage 3 training	55	70636	72077
Graphic Service Operator Class 1			
Commencing Salary	58	72635	74117
After completion of stage 1 training	61	74827	76353
After completion of stage 2 training	64	77162	78736
After completion of stage 3 training	67	79535	81158
After completion of stage 4 training	75	85744	87493
After completion of stage 5 training	78	88449	90253
Graphic Services Operator - Shift Supervisor			
Commencement salary	88	97443	99431
Year 2	91	100356	102403
Year 3	95	104539	106672
Year 4	98	107864	110064

Crown Employees (Department of Industry) Domestic Services Officers Award

Domestic Services Officers			
Classification and Grades	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Domestic Services Officers (A) Full Time (Old Classifications)			
Level 1 Porter, Pantry Person, Store Person, Useful, Steward, House Person, Kitchen Person, Boiler Attendant, Fourth cook, General Services Officer Grade 1	17	49470	50479
Level 2 Cook 1, 2 and 3, Butcher, Kitchen Supervisor, General Services Officer Grade 2, General Services Officer Grade 3, Security Officer Grade 1	23	52968	54049
Level 3 Security Officer Grade 2, Assistant House Supervisor	31	56762	57920

Supervisor, Security Officer Grade 3			
Level 4 House Supervisor	44	63857	65160
Level 5 Manager Catering and Accommodation	70	81837	83506
Apprentice Cook (Per week)			
1st Year	-	524.9	535.6
2nd Year	-	692.8	706.9
3rd Year	-	856.9	874.4
4th Year	-	1002.9	1023.4
Other Rates and Allowances			
Qualification			
Commercial Cookery Trade Course Stage I (per annum)		921	940
Qualification			
Commercial Cookery Trade Course Stage II and III (per annum)		1849	1887
Broken Shift (per day)	-	15.55	15.87

Crown Employees (NSW Department of Premiers and Cabinet) Exhibition Project Managers and Officers Australian Museum Award

Exhibition Project Managers and Project Officers Australian Museum			
Classification and Grades	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Exhibition Project Officer			
Skill Level 1	46	64973	66298
Skill Level 2	52	68749	70151
Skill Level 3	58	72635	74117
Skill Level 4	64	77162	78736
Skill Level 5	67	79535	81158
Skill Level 6	78	88449	90253
Skill Level 7	83	92813	94706
Skill Level 8	88	97443	99431
Exhibition Project Manager			
Year 1	95	104539	106672
Year 2	98	107864	110064
Year 3	102	112140	114428

Crown Employees (Department of Industry) Fisheries Employees Award

Fisheries Staff			
Administrative and Clerical Officers	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
General Scale			
Year 1	9	43000	43877
Year 2	17	49470	50479
Year 3	25	53928	55028
Year 4	32	57312	58481
Year 5	40	61583	62839
Clerical Officers - Grade 1/2			
Year 1	9	43000	43877
Year 2	17	49470	50479
Year 3	25	53928	55028
Year 4	32	57312	58481
Year 5	40	61583	62839
Fisheries Officers - Grade 1			
Year 1	52	68749	70151
Grade 2			
Year 1	58	72635	74117
Year 2	64	77162	78736
Grade 3			

Year 1	64	77162	78736
Year 2	67	79535	81158
District Fisheries Officer			
Year 1	78	88449	90253
Year 2	85	94610	96540
Supervising Fisheries Officer			
Year 1	101	111077	113343
Year 2	104	114201	116531
Clause 4 (i)(a) Fisheries Officers receive a salary loading of 13.7%			
Fisheries Scientific Technicians			
Grade 1			
Year 1	-	47489	48458
Year 2	-	50680	51714
Year 3	-	53928	55028
Year 4	-	57079	58243
Year 5	-	60276	61506
Year 6	-	63467	64762
Grade 2			
Year 1	-	66020	67367
Year 2	-	69492	70910
Year 3	-	72969	74458
Grade 3			
Year 1	-	76443	78002
Year 2	-	80379	82019
Year 3	-	86685	88453
Grade 4			
Year 1	-	88256	90056
Year 2	-	90920	92775
Year 3	-	93629	95539
Grade 5			
Year 1	-	97062	99042
Year 2	-	100538	102589
Year 3	-	104539	106672
Fisheries Maintenance Technician			
Grade 1			
Year 1	-	47489	48458
Year 2	-	50680	51714
Year 3	-	53928	55028
Year 4	-	57079	58243
Year 5	-	60276	61506
Year 6	-	63467	64762
Grade 2			
Year 1	-	66020	67367
Year 2	-	69492	70910
Year 3	-	72969	74458
Grade 3			
Year 1	-	76443	78002
Year 2	-	80379	82019
Year 3	-	86685	88453
Grade 4			
Year 1	-	88256	90056
Year 2	-	90920	92775
Year 3	-	93629	95539
Grade 5			
Year 1	-	97062	99042
Year 2	-	100538	102589
Year 3	-	104539	106672
Fish Hatchery Staff			
Assistant Manager			
Year 1	-	66020	67367
Year 2	-	69492	70910
Year 3	-	72971	74460
Manager			
Year 1	-	76443	78002
Year 2	-	80379	82019
Year 3	-	86689	88457

Clause 4 (i)(c) Fish Hatchery Staff receive a salary loading of 11.05%			
Senior Manager	-		
Year 1	-	154380	157529
Year 2	-	169290	172744
Other Rates and Allowances			
Brief Description			
Regional Dive Coordinator		2203	2248
Regional Dive Officer		1546	1578

Crown Employees (Department of Planning and Environment) Geoscientists Award

Geoscientists			
Classification and Grades	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Geoscientists			
Grade I			
1st year of service	47	65656	66995
2nd year of service	51	68057	69445
3rd year of service	57	71926	73393
4th year of service	64	77162	78736
5th year of service	71	82653	84339
6th year of service and thereafter	77	87431	89215
Grade II			
1st year of service	82	91916	93791
2nd year of service	85	94610	96540
3rd year of service	89	98423	100431
4th year of service and thereafter	94	103449	105559
Senior			
1st year of service	97	106697	108874
2nd year of service	99	108899	111121
3rd year of service	102	112140	114428
4th year of service and thereafter	105	115362	117715
Principal			
1st year of service	111	122404	124901
2nd year of service and thereafter	114	125977	128547
Assistant Director, Geological Survey			
1st year of service	119	132474	135176
2nd year of service	124	139246	142087
3rd year of service and thereafter	128	145306	148270

Crown Employees (Department of Industry) Land Information Officers Award

Land Information Officers			
Classification and Grades	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Land Information Officer Level 1			
Year 1	20	50819	51856
Year 2	27	54804	55922
Year 3	36	59389	60601
Year 4	46	64973	66298
Land Information Officer Level 2			
Year 1	52	68749	70151
Year 2	57	71926	73393
Year 3	62	75532	77073
Land Information Officer Level 3			
Year 1	67	79535	81158
Year 2	71	82653	84339
Year 3	75	85744	87493
Year 4	78	88449	90253
Land Information Officer Level 4			
Year 1	82	91916	93791
Year 2	85	94610	96540

Year 3	88	97443	99431
Land Information Officer Level 5			
Year 1	91	100356	102403
Year 2	94	103449	105559
Year 3	98	107864	110064
Land Information Officer Level 6			
Year 1	101	111077	113343
Year 2	105	115362	117715
Year 3	108	118863	121288
Year 4	111	122404	124901
Land Information Officer Level 7			
Year 1	116	128473	131094
Year 2	120	133920	136652
Year 3	126	142308	145211
Year 4	130	148578	151609

Crown Employees (Department of Industry) Local Coordinator Allowance Award

	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Staff Administered by Local Office Coordinator		
Full Allowance -		
Up to three staff	2557	2609
Up to six staff	3831	3909
Up to ten staff	5110	5214
More than ten staff	7667	7823
Partial Allowance -		
Up to three staff	1277	1303
Up to six staff	1915	1954
Up to ten staff	2557	2609
More than ten staff	3833	3911

Crown Employees (Department of Planning and Environment) Mine Safety and Environment Officers Award

Classification and Grades	Classification and Grade	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Inspector Grade 1	Level 1	50	67532	68910
Mine Safety Officer	Level 2	57	71926	73393
Inspector (Information and Analysis)	Level 3	63	76420	77979
Inspector (Mining)	Level 4	69	81037	82690
Inspector (Environment)	Level 5	75	85744	87493
	Level 6	80	90125	91964
	Level 7	92	101285	103351
	Level 8	102	112140	114428
	Level 9	112	123599	126120
Inspector Grade 2 –	Level 1		140720	143591
Inspector (Review, Enforcement and Systems)	Level 2		145450	148417
Inspector (Environment)	Level 3		150075	153137
Inspector (Mining)	Level 4		153850	156989
Mine Safety Officer	Level 5		158969	162212
	Level 6		162880	166203
Inspector Grade 3 -	Level 1		179547	183210
Inspector (Management and/or Systems)	Level 2		186198	189996
Inspector (Mining)	Level 3		193465	197412
Inspector (Environment)	Level 4		200630	204723
	Level 5		207798	212037
Inspector Grade 4-	Level 1		210611	214907
Regional Manager Grade 4	Level 2		218415	222871
Assistant Director				
Deputy Chief Inspector Grade 4				

Crown Employees (Department of Industry) Operational Staff Award

Operational Staff			
Classification and Grades	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Junior			
Under 17	-	36704	37453
at 17 years	-	44566	45475
Grade 1			
Step 1	-	52428	53498
Step 2	26	54367	55476
Step 3	29	55836	56975
Step 4	33	57776	58955
Grade 2			
Step 1	36	59389	60601
Step 2	39	61079	62325
Step 3	43	63386	64679
Step 4	46	64973	66298
Grade 3			
Step 1	46	64973	66298
Step 2	50	67532	68910
Step 3	53	69337	70751
Grade 4			
Step 1	56	71297	72751
Step 2	60	74077	75588
Step 3	63	76420	77979
Grade 5			
Step 1	63	76420	77979
Step 2	66	78730	80336
Step 3	70	81837	83506
Grade 6			
Step 1	73	84220	85938
Step 2	76	86689	88457
Step 3	80	90125	91964
Apprentices Full-time (Weekly Rate)			
Year 1	-	525.1	535.80
Year 2	-	692.8	706.90
Year 3	-	882.6	900.60
Year 4	-	1003	1023.50
Chokage, etc.(per day), allowance per day or part thereof	-	9.85	10.05
Maintenance Operator - Licence and Registration Allowances (Per annum)			
Electricians Licence A Grade	-	2730	2786
B Grade	-	1468	1498
Registration Allowance	-	2055	2097
(a) Plumber's Licence	-	2699	2754
(b) Gasfitter's Licence	-	2699	2754
(c) Drainer's Licence	-	2329	2377
(d) Plumber's/Gasfitter's Licence	-	3601	3674
(e) Gasfitter's/Drainer's Licence	-	3601	3674
(f) Plumber's/Drainer's Licence	-	3601	3674
(g) Plumber's/Gasfitter's/Drainer's Licence	-	4971	5072
Leading Hand Allowance	-	2380	2429
Broken Shift (per day)	-	15.15	15.45
Occupational First Aid Per week)	-	26.95	27.50
First Aid Allowance (per week)	-	18.1	18.45
Refrigeration Allowance (per annum)	-	721	736

Crown Employees (NSW Department of Premier and Cabinet) Museum of Applied Arts and Sciences - Casual Guide Lecturers) Award

Casual Guide Lecturers - Museum of Applied Arts and Sciences		
Classification	1.7.20	1.7.21

	Per hour 0.3% \$	Per hour 2.04% \$
Casual Guide Lecturer	48.08	49.06

Crown Employees (Department of Industry) Professional Officers Award

Professional Officers			
Classification and Grades	Salary Class	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Grade 1			
Year 1	46	64973	66298
Year 2	50	67532	68910
Year 3	56	71297	72751
Year 4	64	77162	78736
Year 5	70	81837	83506
Year 6	76	86689	88457
Grade 2			
Year 1	81	90933	92788
Year 2	84	93629	95539
Year 3	87	96483	98451
Year 4	91	100356	102403
Grade 3			
Year 1	95	104539	106672
Year 2	98	107864	110064
Year 3	100	110011	112255
Year 4	103	113174	115483
Grade 4			
Year 1	107	117695	120096
Year 2	110	121220	123693
Year 3	113	124786	127332
Grade 5			
Year 1	116	128473	131094
Year 2	118	131039	133712
Grade 6			
Year 1	121	135071	137826
Year 2	124	139246	142087
Grade 7			
Year 1	127	143800	146734
Year 2	130	148578	151609
Grade 8			
Year 1	132	155836	159015
Year 2	133	163688	167027
Grade 9			
Year 1	134	171971	175479
Year 2	135	180675	184361
OIC Veterinary Laboratory Allowance		7667	7823

Crown Employees (Department of Industry) Regulatory Officers Award

Classification and Grades	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Grade 1, Year 1	29	55836	56975
Grade 1, Year 2	33	57776	58955
Grade 1, Year 3	37	59956	61179
Grade 2, Year 1	42	62764	64044
Grade 2, Year 2	50	67532	68910
Grade 2, Year 3	56	71297	72751
Grade 3, Year 1	62	75532	77073
Grade 3, Year 2	70	81837	83506
Grade 3, Year 3	74	84889	86621
Grade 4, Year 1	78	88449	90253

Grade 4, Year 2	81	90933	92788
Grade 5, Year 1	85	94610	96540
Grade 5, Year 2	88	97443	99431
Grade 6, Year 1	95	104539	106672
Grade 6, Year 2	98	107864	110064
Grade 7, Year 1	100	110011	112255
Grade 7, Year 2	103	113174	115483
Grade 8, Year 1	107	117695	120096
Grade 8, Year 2	110	121220	123693
Grade 8, Year 3	113	124786	127332
Allowances			
One person crossing relief allowance	-	5987	6109
One person crossing telephone allowance	-	2958	3018

Crown Employees (NSW Department of Premier and Cabinet) State Library Security Staff Award

Security Staff - State Library		
Classification	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
1st year of service	68033	69421
2nd year of service	70459	71896
3rd year of service	72457	73935
4th year of service	74638	76161

Crown Employees (Department of Industry) Technical Staff Award

Technical Staff			
Classification and Grades	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Technical Assistant - Junior			
Under 17	n/a	27184	27739
Age 17	n/a	32620	33285
Age 18	n/a	38057	38833
Age 19	n/a	43497	44384
Age 20	n/a	48932	49930
Grade 1			
1st Year	26	54367	55476
2nd Year	29	55836	56975
3rd Year and thereafter	33	57776	58955
Grade 2			
1st Year	36	59389	60601
2nd Year and thereafter	39	61079	62325
Grade 3			
1st Year	43	63386	64679
2nd Year and thereafter	46	64973	66298
Technical Officer -			
Grade 1			
1st Year	46	64973	66298
2nd Year	50	67532	68910
3rd Year	53	69337	70751
4th Year and thereafter	56	71297	72751
Grade 2			
1st Year	64	77162	78736
2nd Year	67	79535	81158
3rd Year	70	81837	83506
4th Year and thereafter	76	86689	88457
Grade 3			
1st Year	81	90933	92788
2nd Year	84	93629	95539
3rd Year	87	96483	98451

4th Year and thereafter	91	100356	102403
Grade 4			
1st Year	95	104539	106672
2nd Year	98	107864	110064
3rd Year	100	110011	112255
4th Year and thereafter	103	113174	115483
Grade 5			
1st Year	107	117695	120096
2nd Year	110	121220	123693
3rd Year and thereafter	113	124786	127332
Technical Co-ordinator Allowance	-	2919	2979

Crown Employees (NSW Police Administrative Officers and Temporary Employees) Award 2009

Administrative Officer and Temporary Employee Classifications		
Classification and Grades	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Armourer, Police		
1st year of service	76420	77979
2nd year of service	77811	79398
3rd year of service	79535	81158
4th year of service and thereafter	81037	82690
Senior Armourer, Police		
1st year of service	84889	86621
2nd year of service	86689	88457
3rd year of service and thereafter	89156	90975
Administrative and Clerical Clerks General Scale		
Clerks General Scale step 1	31460	32102
Clerks General Scale step 2	35702	36430
Clerks General Scale step 3	37949	38723
- 1st year of service or 18 years		
Clerks General Scale step 4	43000	43877
Minimum for:		
- employee with Business Administration Certificate III, Government Certificate III or equivalent at 18 years of age		
- employee with Higher School Certificate Qualification at 19 years of age		
Clerks General Scale step 5	45899	46835
Minimum for:		
- employee qualified at Business Administration Certificate III, Government Certificate III or equivalent and is qualified at HSC standard at 17 years of age		
- employee 20 years of age		
Clerks General Scale step 6	49470	50479
Minimum for employee 21 years of age		
Clerks General Scale step 7	50819	51856
Clerks General Scale step 8	52968	54049
Clerks General Scale step 9	53928	55028
Clerks General Scale step 10	55267	56394
Clerks General Scale step 11	57312	58481
Clerks General Scale step 12	59389	60601
Clerks General Scale step 13	61583	62839
Provided that officers who on 6th December 1979 were on 14th year of General Scale and paid a personal allowance of \$417.00 p.a. in terms of Circular No. 202 of 1979 shall be paid by way of allowance above step 13 of the General Scale	64216	65526
Grade 1		
1st year of service	64973	66298
Thereafter	66882	68246
Grade 2		
1st year of service	68749	70151
Thereafter	70636	72077
Grade 3		
1st year of service	72635	74117
Thereafter	74827	76353

Grade 4		
1st year of service	77162	78736
Thereafter	79535	81158
Grade 5		
1st year of service	85744	87493
Thereafter	88449	90253
Grade 6		
1st year of service	91916	93791
Thereafter	94610	96540
Grade 7		
1st year of service	97443	99431
Thereafter	100356	102403
Grade 8		
1st year of service	104539	106672
Thereafter	107864	110064
Grade 9		
1st year of service	111077	113343
Thereafter	114201	116531
Grade 10		
1st year of service	118863	121288
Thereafter	122404	124901
Grade 11		
1st year of service	128473	131094
Thereafter	133920	136652
Grade 12		
1st year of service	142308	145211
Thereafter	148578	151609
Bar Manager, Police College		
1st year of service	64478	65793
Thereafter	65656	66995
Building Manager (Sydney Police Centre)		
1st year of service	81837	83506
2nd year of service	82653	84339
PT Building Manager Allowance	1496	1527
Clerical Officer - translated to Administrative and Clerical Clerks classification - see Table 2 of the award		
Clinical Pharmacologist	161303	164594
Computer Systems Officer (CSO)		
CSO Level 1 - Non Graduate		
Year 1A	37949	38723
Year 1B	45899	46835
Year 1C	49470	50479
Year 1D	50819	51856
Year 1E	52968	54049
Year 1F	53928	55028
Year 2	57311	58480
Year 3	66882	68246
Year 4	70636	72077
CSO Level 1 - Graduate		
Year 1A (Any degree)	57312	58481
Year 1B (Degree - Computer Sciences)	59389	60601
Year 2	66889	68254
Year 3	70636	72077
CSO Level 2		
Year 1	74827	76353
Year 2	79535	81158
Year 3	88449	90253
CSO Level 3		
Year 1	91916	93791
Year 2	94610	96540
Year 3	97443	99431
Year 4	100356	102403
Year 5	104539	106672
Year 6	107864	110064
CSO Level 4		
Year 1	111077	113343

Year 2	114201	116531
Year 3	118863	121288
Year 4	122404	124901
CSO Level 5		
Year 1	128473	131094
Year 2	133920	136652
CSO Level 6		
Year 1	142308	145211
Year 2	148578	151609
Departmental Professional Officer		
Grade I -		
1st year of service	64973	66298
2nd year of service	67532	68910
3rd year of service	71297	72751
4th year of service	76420	77979
5th year of service	81837	83506
6th year of service and thereafter	86689	88457
Grade II -		
1st year of service	90933	92788
2nd year of service	93629	95539
3rd year of service	96483	98451
4th year of service and thereafter	100356	102403
Grade III -		
1st year of service	104539	106672
2nd year of service	107864	110064
3rd year of service	110011	112255
4th year of service and thereafter	114201	116531
Grade IV -		
1st year of service	118863	121288
2nd year of service and thereafter	121220	123693
Grade V -		
1st year of service	125977	128547
2nd year of service and thereafter	128473	131094
Grade VI -		
1st year of service	132474	135176
2nd year of service and thereafter	135071	137826
Grade VII -		
1st year of service	139246	142087
2nd year of service and thereafter	142308	145211
Grade VIII -		
1st year of service	146938	149936
2nd year of service and thereafter	148578	151609
Director of Music (Police Band)		
1st year	88449	90253
2nd year	90933	92788
3rd year	93629	95539
4th year	96483	98451
5th year and thereafter	99399	101427
Loading		
1st year	8845	9025
2nd year	9093	9278
3rd year	9363	9554
4th year	9649	9846
5th year and thereafter	9941	10144
Car Drivers		
Driver/General Assistant	57776	58955
Departmental - Driver/Assistant	61079	62325
Police Executive Driver/Assistant		
1st year and thereafter	61043	62288
All incidence of employment allowance	56486	57638
Clothing Allowance \$600 per annum		
Driving Instructor		
1st year	80117	81751
2nd year	81037	82690
3rd year and thereafter	83357	85057
Engineer		

Grade I Diplomat Experience Since Qualifying		
In first year	64973	66298
After one year	67532	68910
After two years	71297	72751
After three years	76420	77979
After four years	81837	83506
After five years	86689	88457
Grade I Graduate Experience Since Qualifying		
In first year	67532	68910
After one year	71297	72751
After two years	76420	77979
After three years	81837	83506
After four years	86689	88457
Grade II		
1st year of service	91916	93791
2nd year of service	95457	97404
3rd year of service	98423	100431
4th year of service and thereafter	101285	103351
Grade III		
1st year of service	106697	108874
2nd year of service	110011	112255
3rd year of service	114201	116531
4th year of service and thereafter	117695	120096
Grade IV		
1st year of service	123599	126120
2nd year of service	127224	129819
3rd year of service and thereafter	129748	132395
Grade V		
1st year of service	135071	137826
2nd year of service and thereafter	137731	140541
Grade VI		
1st year of service	140779	143651
2nd year of service and thereafter	143800	146734
General Assistant (NSW Police Academy)		
1st year	50392	51420
2nd year	50819	51856
3rd year	51781	52837
4th year	52968	54049
5th year and thereafter	53928	55028
Groom, Mounted Police		
1st year	48254	49238
2nd year and there after	49956	50975
Imaging Technician		
1st year	72635	74117
2nd year	74827	76353
3rd year	77162	78736
4th year and thereafter	79535	81158
Interpreters and Translators		
Interpreter/Translator		
Year 1	71297	72751
Year 2	76420	77979
Year 3	81837	83506
Year 4	86689	88457
Year 5	90933	92788
Senior Interpreter/Translator		
Year 1	93629	95539
Year 2	96483	98451
Year 3	100356	102403
Legal Officers		
Grade I		
1st year of service	68057	69445
2nd year of service	70636	72077
3rd year of service	72635	74117
4th year of service	74827	76353
5th year of service	77811	79398
Grade II		

1st year of service	84220	85938
2nd year of service	88449	90253
3rd year of service	93629	95539
4th year of service	98423	100431
5th year of service	102349	104437
Grade III		
1st year of service	107864	110064
2nd year of service	111077	113343
3rd year of service	115362	117715
Grade IV		
1st year of service	123599	126120
2nd year of service	125977	128547
Grade V		
1st year of service	132474	135176
2nd year of service	135071	137826
Grade VI		
1st year of service	142308	145211
2nd year of service	145306	148270
Librarians and Archivists		
Grade 1		
Year 1	64973	66298
Year 2	68749	70151
Year 3	72635	74117
Year 4	77162	78736
Year 5	81037	82690
Year 6	84889	86621
Grade 2		
Year 1	88449	90253
Year 2	91916	93791
Year 3	96483	98451
Year 4	100356	102403
Grade 3		
Year 1	105634	107789
Year 2	108899	111121
Year 3	113174	115483
Year 4	117695	120096
Grade 4		
Year 1	121220	123693
Year 2	124786	127332
Year 3	128473	131094
Year 4	132474	135176
Grade 5		
Year 1	136214	138993
Year 2	140779	143651
Year 3	145306	148270
Year 4	150236	153301
Library Assistant		
Year 1	50819	51856
Year 2	53928	55028
Year 3	57312	58481
Year 4	61583	62839
Year 5	63857	65160
Library Technician		
Grade 1		
Year 1	64973	66298
Year 2	68749	70151
Year 3	72635	74117
Year 4	77162	78736
Grade 2		
Year 1	85744	87493
Year 2	88449	90253
Year 3	91916	93791
Year 4	96483	98451
Maintenance Attendant, Police Academy	51781	52837
Maintenance Officer Trades	77162	78736
Manager Trades		

1st year	107864	110064
2nd year and there after	108899	111121
On call Allowance (per hour)	1.01	1.02
Assistant Manager Trades		
1st year	88449	90253
2nd year and there after	90125	91964
On call Allowance (per hour)	1.01	1.02
Pathology Exhibit Courier	59389	60601
Photogrammetrist		
General Scale		
1st year	37949	38723
2nd year	45899	46835
3rd year	49470	50479
4th year	50819	51856
5th year	52968	54049
6th year	53928	55028
7th year	55267	56394
8th year	57312	58481
9th year	59389	60601
10th year	61583	62839
11th year	64973	66298
12th year	66882	68246
13th year	68749	70151
14th year	70636	72077
Officer with HSC aged 19 and over paid not less than		
Class 1	43000	43877
1st year	72635	74117
2nd year	74827	76353
3rd year	77162	78736
4th year	79535	81158
Class 2		
1st year	85744	87493
2nd year	88449	90253
Class 3		
1st year	91916	93791
2nd year	94610	96540
Class 4		
1st year	97443	99431
2nd year	100356	102403
Class 5		
1st year	104539	106672
2nd year	107864	110064
Class 6		
1st year	111077	113343
2nd year	114201	116531
Class 7		
1st year	118863	121288
2nd year	122404	124901
Public Relations Officer		
Assistant Publicity Officers		
1st year of service	73396	74893
2nd year of service	75532	77073
Publicity Officers		
1st year of service	81037	82690
2nd year of service	83357	85057
3rd year of service and thereafter	84889	86621
Public Relations Officer		
Grade II		
1st year of service	96483	98451
2nd year of service	98423	100431
3rd year of service and thereafter	100356	102403
Grade I		
1st year of service	113174	115483
2nd year of service	115362	117715
3rd year of service and thereafter	117695	120096
Allowance in lieu of overtime (per annum)	14284	14575

Radio Technician, 1st year of service	65656	66995
2nd year of service	66201	67552
3rd year of service and thereafter	67532	68910
Radio Technician, Senior 1st year of service	71926	73393
2nd year of service and thereafter	72635	74117
Scientific Officer Grade I 1st year of service	64973	66298
2nd year of service	67532	68910
3rd year of service	71297	72751
4th year of service	76420	77979
5th year of service	81837	83506
6th year of service and thereafter	86689	88457
Grade II 1st year of service	90933	92788
2nd year of service	93629	95539
3rd year of service	96483	98451
4th year of service and thereafter	100356	102403
Grade III 1st year of service	104539	106672
2nd year of service	107864	110064
3rd year of service and thereafter	110011	112255
Grade IV 1st year of service	115362	117715
2nd year of service	118863	121288
3rd year of service and thereafter	121221	123694
Grade V 1st year of service	125977	128547
2nd year of service and thereafter	129748	132395
Grade VI 1st year of service	133920	136652
2nd year of service	137731	140541
Senior Basement Attendant, Police Headquarters 1st year of service	55836	56975
2nd year of service	56762	57920
3rd year of service	57312	58481
4th year of service and thereafter	58318	59508
Senior Officers Grade 1 Year 1	166247	169638
Year 2	179135	182789
Grade 2 Year 1	182167	185883
Year 2	195010	198988
Grade 3 Year 1	201536	205647
Year 2	221228	225741
Stenographers and Machine Operators (Present Occupants Only) 1st year (up to 17 years)	28185	28760
2nd year (or 17 years)	33458	34141
3rd year (or 18 years)	37949	38723
4th year (or 19 years)	43000	43877
5th year (or 20 years)	45483	46411
6th year (or 21 years)	50392	51420
7th year	51781	52837
8th year	53489	54580
9th year	57776	58955
10th year	58791	59990
11th year	60454	61687
12th year	61583	62839
Grade 1 1st year	64973	66298
2nd year	66882	68246
Grade 2		

1st year	68749	70151
2nd year	70636	72077
Grade 3		
1st year	72635	74117
2nd year	74827	76353
Storeman Attendant	49470	50479
Stores Officers		
Grade 1		
1st year of service	56762	57920
2nd year of service and thereafter	57776	58955
Grade 2		
1st year of service	58318	59508
2nd year of service and thereafter	58791	59990
Grade 3		
1st year of service	59389	60601
2nd year of service and thereafter	59956	61179
Grade 4		
1st year of service	61079	62325
2nd year of service	62274	63544
3rd year of service and thereafter	62274	63544
Technical Officer		
Grade 1		
1st year of service	66201	67552
2nd year of service	68057	69445
3rd year of service	69942	71369
4th year of service	71297	72751
5th year of service	73396	74893
Grade 2		
1st year of service	77162	78736
2nd year of service	78730	80336
3rd year of service	80117	81751
4th year of service	81837	83506
Grade 3		
1st year of service and thereafter	87431	89215
Senior Technical Officer		
Grade 1		
1st year of service	85744	87493
2nd year of service	87431	89215
3rd year of service	90125	91964
Grade 2		
1st year of service	92813	94706
2nd year of service	95457	97404
Grade 3	99399	101427
Technical Officer, Maintenance Services	90933	92788
Technician		
Class 1		
1st year of service	61583	62839
2nd year of service	63385	64678
Class 2		
1st year of service	66882	68246
2nd year of service	68749	70151
Class 3		
1st year of service	72635	74117
2nd year of service	74077	75588
Class 4		
1st year of service	75532	77073
2nd year of service	76420	77979
Transport Officer	62274	63544
Transport Officer, Mechanical		
Year 1	72635	74117
Year 2	73396	74893
Year 3	74077	75588
Year 4	74827	76353
Uniform Fitter and Advisory Officer	59956	61179
Allowances		
On call allowances (per hour)	1.01	1.02

Community Language Allowance Scheme (per annum)		
Base level rate	1452	1482
Higher level rate	2184	2229
Flying Allowance (per hour)	21.87	22.32
First Aid Allowance (per annum)		
Holders of basic qualification	936	955
Holders of current occupational first aid certificate	1406	1435

Crown Employees (NSW Police Force Communications Officers) Award

Communications Officer - NSW Police Force Classifications	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Communications Officer			
Trainee	35	58791	59990
1st year	40	61583	62839
2nd year	46	64973	66298
3rd year	49	66882	68246
4th year	55	70636	72077
5th year	58	72635	74117
Senior Communications Officer			
1st year	64	77162	78736
2nd year	67	79535	81158
Shift Co-ordinators			
1st year	75	85744	87493
2nd year	78	88449	90253
3rd year	82	91916	93791
4th year	85	94610	96540
Radio and Communications Operators			
4th year	52	68749	70151
5th year	55	70636	72077

Crown Employees (NSW Police Force Police Band) Award

Special Constables (Police Bands) NSW Police Force			
Classification and Grades	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Bandsperson			
1st year of service	41	62274	63544
2nd year of service	43	63386	64679
3rd year of service	45	64478	65793
4th year of service	47	65656	66995
5th year of service	52	68749	70151
6th year of service and thereafter	54	69942	71369
Senior Special Constable	-	72574	74055
Allowance - Doubling		1154	1178

Crown Employees (NSW Police Force Special Constables) (Security) Award

Special Constables (Security) NSW Police Force		
Classification and Grades	1.7.20 Per week 0.3% \$	1.7.21 Per week 2.04% \$
Special Constable (Security)		
1st year of service	1041.40	1062.60
2nd year of service	1059	1080.60
3rd year of service and thereafter	1079.50	1101.50
Special Constable (Security) First Class		
1st year of service and thereafter	1098	1120.40
Senior Special Constable (Security)		
1st year of service	1175.10	1199.10
2nd year of service and Thereafter	1201.80	1226.30

Special Constable (Security), Field Supervisor		
1st year of service	1344.70	1372.10
2nd year of service and Thereafter	1373.50	1401.50
Other rates and allowances		
Full time Special Constables (Security)	71.00	72.45
Monday to Friday Shift Allowance		
Full time Special Constables (Security), Saturday and Sunday Shift Allowance	200.65	204.75

Crown Employees (Office of Environment and Heritage and the Office of Environment Protection Authority)
General Award 2018

Environment Officers - Department of Environment and Climate Change New South Wales		
Classification and Grades	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Class 1		
1	38316	39098
2	46289	47233
3	50807	51843
4	53913	55013
5	56299	57447
6	59369	60580
7	65604	66942
Class 2		
1	65604	66942
2	67532	68910
3	69324	70738
4	71913	73380
Class 3		
1	69324	70738
2	71913	73380
3	75510	77050
4	77782	79369
Class 4		
1	75510	77050
2	77782	79369
3	81013	82666
4	84195	85913
Class 5		
1	81013	82666
2	84195	85913
3	87411	89194
4	90101	91939
Class 6		
1	87411	89194
2	90101	91939
3	93606	95516
4	96451	98419
Class 7		
1	93606	95516
2	96451	98419
3	99369	101396
4	103422	105532
Class 8		
1	99369	101396
2	103422	105532
3	106665	108841
4	112109	114396
Class 9		
1	106665	108841
2	112109	114396
3	115331	117684
4	118823	121247

Class 10		
1	115331	117684
2	118823	121247
3	123563	126084
4	127185	129780
Class 11		
1	123563	126084
2	127185	129780
3	130993	133665
4	136175	138953
Class 12		
1	130993	133665
2	136175	138953
3	140744	143615
4	143765	146698
Class 13		
1	140744	143615
2	143765	146698
3	148533	151563
4	150755	153830
Class 14		
1	148533	151563
2	150755	153830
3	157737	160955
4	164725	168085
Class 15		
1	157737	160955
2	164725	168085
3	171709	175212
4	178688	182333
Other Rates and Allowances - Brief Description		
AHIS weekly allowance: inconvenience and 6 incoming calls after/before normal working hours	494.50	504.60
For each call above 6 incoming calls in an AHIS roster period; not limited	24.15	24.65
Extra per public holiday falling on a weekday	151.65	154.75
Out of hours disturbance (AHIS Supervising Officers)	48.75	49.75

Crown Employees (Office of Environment and Heritage – National Parks and Wildlife Service) Conditions of Employment Award 2015

Classification and Grades	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Trainee Rangers		
1st year of service	58194	59381
2nd year of service	59239	60447
3rd year of service	61024	62269
4th year of service	62118	63385
5th year of service	62764	64044
6th year of service	63672	64971
Rangers		
Grade 1		
1st level	63672	64971
2nd level	66177	67527
3rd level	69869	71294
4th level	74884	76412
5th level	82537	84221
6th level	87368	89150
Grade 2		
1st year	89107	90925
2nd year	91752	93624
3rd year	94544	96473
4th year	98347	100353
Senior Ranger		
1st year & thereafter	105698	107854

Assistant District Manager		
Grade 1	108848	111068
Grade 2	116477	118853
Grade 3	125894	128462
Grade 4	131232	133909
District Manager		
Grade 1	111912	114195
Grade 2	119953	122400
Grade 3	131232	133909
Grade 4	139455	142300
Grade 5	145599	148569
Project/Research Officer Classification		
Grade 1		
1st year	65942	67287
2nd year	68058	69446
3rd year	74241	75756
4th year	80046	81679
5th year	85809	87560
Grade 2*		
1st year	91916	93791
2nd year	94605	96535
3rd year	97443	99431
Grade 3*		
1st year	102349	104437
2nd year	105634	107789
3rd year	108905	111127
4th year	111074	113340
Grade 4*		
1st year	112137	114425
2nd year	115362	117715
Grade 5		
1st year	121215	123688
2nd year	126356	128934
Grade 6		
1st year	134269	137008
2nd year	135678	138446
* Progression criteria applies		
Project Officer (Aboriginal Positions)		
Grade 1		
1st year	65942	67287
2nd year	68058	69446
3rd year	74241	75756
4th year	80046	81679
5th year	85809	87560
Grade 2*		
1st year	91916	93791
2nd year	94605	96535
3rd year	97443	99431
Grade 3*		
1st year	102349	104437
2nd year	105634	107789
3rd year	108905	111127
4th year	111074	113340
Grade 4*		
1st year	112137	114425
2nd year	115362	117715
Grade 5		
1st year	121215	123688
2nd year	126356	128934
Grade 6		
1st year	134269	137008
2nd year	135678	138446
*Progression criteria applies		
Field Officer Classification		
Field Officer Base Grade 1/2 - Employees Engaged on or after 1 July 2007		
Grade 1		

Year 1	50018	51038
Year 2	51281	52327
Grade 2		
Year 1	52464	53534
Year 2	54910	56030
Field Officer Grade 1/4 – Employees Engaged on or after 1 July 2007		
Grade 1		
1st year	50018	51038
2nd year	51281	52327
Grade 2		
1st year	52464	53534
2nd year	54910	56030
Grade 3 (A)		
1st year	62656	63934
2nd year	63761	65062
Grade 4 (A)		
1st year	65546	66883
2nd year	66729	68090
Field Officer Grade B3/B4 – Employees engaged on or before 30 June 2007		
Grade 3 (B)		
1st year	62656	63934
2nd year	63761	65062
Grade 4 (B)		
1st year	65546	66883
2nd year	66729	68090
Senior Field Officer and Senior Field Officer (Plant)		
Grade 1		
1st year	68212	69604
2nd year	69371	70786
Grade 2		
1st year	70774	72218
2nd year	72255	73729
Field Supervisor Classification and Grades		
Grade 1		
1st year	74734	76259
2nd year	76447	78007
Grade 2		
1st year	78160	79754
2nd year	79874	81503
Senior Field Supervisor Classification and Grades		
Grade 1		
1st year	86656	88424
2nd year	88785	90596
Grade 2		
1st year	90916	92771
2nd year	93044	94942

Crown Employees (Department of Finance, Services and Innovation – SafeWork NSW Inspectors 2007) Award

Inspectors - WorkCover Authority			
Classification		1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Inspectorial Stream	Managerial Stream		
Progression Level			
Level 1		99820	101856
Level 2		102553	104645
Level 3		108391	110602
Senior Inspector 1		112627	114925
Senior Inspector 2		113686	116005
Principal Inspector 1	District Coordinator 1	116001	118367
Principal Inspector 2		117087	119476
	District Coordinator 2	118295	120708
Assistant State Inspector 1		122426	124923
Assistant State Inspector 2		123578	126099

State Inspector 1	Team Coordinator 1	130752	133419
State Inspector 2		131981	134673
	Team Coordinator 2	133338	136058
	State Coordinator 1	136909	139702
	State Coordinator 2	138201	141020
	Team Manager 1	154121	157265
	Team Manager 2	170267	173740

Crown Employees (Parks and Gardens - Horticulture and Rangers Staff) Award 2007

Classification and Grades		1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Horticultural Apprentice Year 1	-	29015	29607
Horticultural Apprentice Year 2	-	38687	39476
Horticultural Apprentice Year 3	-	48359	49346
Horticultural Apprentice Year 4	27	54804	55922
Level 1	15	47704	48677
Level 2, Year 1 (Minimum)	23	52968	54049
Level 2, (Maximum)	26	54367	55476
Level 3 Year 1, (Minimum)	30	56312	57461
Level 3, (Maximum)	34	58318	59508
Level 4, Year 1, (Minimum)	38	60454	61687
Level 4, (Maximum)	41	62274	63544
Level 5, Year 1, (Minimum)	45	64478	65793
Level 5, (Maximum)	48	66201	67552
Level 6, Year 1, (Minimum)	51	68057	69445
Level 6, (Maximum)	54	69942	71369
Level 7, Year 1, (Minimum)	57	71926	73393
Level 7, (Maximum)	60	74077	75588
Level 8, Year 1, (Minimum)	63	76420	77979
Level 8, Maximum	67	79535	81158
Level 9, Year 1, (Minimum)	71	82653	84339
Level 9, (Maximum)	75	85744	87493
Level 10, Year 1, (Minimum)	78	88449	90253
Level 10, (Maximum)	81	90933	92788
Level 11, Year 1, (Minimum)	89	98423	100431
Level 11, (Maximum)	95	104539	106672
Level 12, Year 1, (Minimum)	109	120044	122493
Level 12, (Maximum)	112	123599	126120
Level 13, Year 1, (Minimum)	115	127224	129819
Level 13, (Maximum)	118	131039	133712
Level 14, Year 1, (Minimum)	121	135071	137826
Level 14, (Maximum)	124	139246	142087
Level 15, Year 1, (Minimum)	127	143800	146734
Level 15, (Maximum)	130	148578	151609

Crown Employees (Parliament House Conditions of Employment) Award 2015

Allowances	1.7.20 0.3% \$	1.7.21 2.04% \$
Allowance in lieu of overtime Sessional Staff Above Clerk Grade 8 (per occasion)	413.45	421.90

Crown Employees (Physiotherapists, Occupation Therapists, Speech Pathologists and Music Therapists) Award

Physiotherapists, Occupational Therapists, Speech Pathologists and Music Therapists			
Classification and Grade	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Physiotherapists - Grade 1			

1st year of service	46	64973	66298
2nd year of service	50	67532	68910
3rd year of service	56	71297	72751
4th year of service	63	76420	77979
5th year of service	70	81837	83506
6th year of service	76	86689	88457
7th year of service	81	90933	92788
Grade 2	85	94610	96540
Grade 3	92	101285	103351
Grade 4	95	104539	106672
Grade 5	98	107864	110064
Grade 6	100	110011	112255
Grade 7	103	113174	115483
Occupational Therapists			
Grade 1			
1st year of service	46	64973	66298
2nd year of service	50	67532	68910
3rd year of service	56	71297	72751
4th year of service	63	76420	77979
5th year of service	70	81837	83506
6th year of service	76	86689	88457
7th year of service	81	90933	92788
Grade 2	85	94610	96540
Grade 3	92	101285	103351
Grade 4	95	104539	106672
Grade 5	98	107864	110064
Grade 6	100	110011	112255
Speech Pathologist -			
Grade 1			
1st year of service	46	64973	66298
2nd year of service	50	67532	68910
3rd year of service	56	71297	72751
4th year of service	63	76420	77979
5th year of service	70	81837	83506
6th year of service	76	86689	88457
7th year of service	81	90933	92788
Grade 2	85	94610	96540
Grade 3	92	101285	103351
Grade 4	95	104539	106672
Grade 5	98	107864	110064
Music Therapists			
1st year of service	31	56762	57920
2nd year of service	38	60454	61687
3rd year of service	43	63386	64679
4th year of service	49	66882	68246
5th year of service	54	69942	71369
6th year of service	59	73396	74893
7th year of service	63	76420	77979
Sole Allowance - 3(ii)(a)		2733	2789
Part-time Student Unit			
Supervisor Allowance for each student per supervised shift - refer formula in award at 3(ii)(b)		9.92	10.12

Crown Employees (Planning Officers) Award 2016

Classification and Grades	Common salary point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Student Planner			
Year 1	CSP 23	52968	54049
Year 2	CSP 28	55267	56394
Year 3	CSP 32	57312	58481
Year 4	CSP 40	61583	62839
Planning Officer (Professional) Level 1(a)			

Year 1	CSP 59	73396	74893
Year 2	CSP 69	81037	82690
Year 3	CSP 76	86689	88457
Year 4	CSP 80	90125	91964
Year 5	CSP 84	93629	95539
Progression/ promotion soft barrier (clause 4.7.2)			
Level 1(b)			
Year 1	CSP 90	99399	101427
Year 2	CSP 94	103449	105559
Year 3	CSP 97	106697	108874
Year 4	-	112006	114291
Level 2			
Year 1	CSP 108	118863	121288
Year 2	-	122309	124804
Year 3	CSP115	127224	129819
Level 3			
Year 1	CSP 117	129748	132395
Year 2	-	135188	137946
Year 3	CSP 124	139246	142087
Progression/ promotion soft barrier (clause 4.9.2)			
Year 4	CSP 128	145306	148270
Year 5	-	151099	154181
Level 4			
Year 1	-	166586	169984
Year 2	-	173565	177106
Year 3	-	180685	184371
Level 5			
Year 1	-	190275	194157
Year 2	-	195010	198988

Crown Employees (Psychologists) Award

Classification and Grade	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Psychologist -		
1st year	68288	69681
2nd year	71983	73451
3rd year	75671	77215
4th year	80285	81923
5th year	84902	86634
6th year	89517	91343
7th year	94131	96051
8th year	97823	99819
9th year and thereafter	101511	103582
Senior Psychologist -		
1st year	107050	109234
2nd year	111666	113944
3rd year and thereafter	116278	118650
Specialist Psychologist -		
1st year	97823	99819
2nd year	103356	105464
3rd year	108896	111117
4th year	114433	116767
5th year and thereafter	119966	122413
Senior Specialist Psychologist -		
1st year	125506	128066
2nd year	129196	131832
3rd year and thereafter	132891	135602
Chief Psychologist -	139317	142159
1st year		
Principal Psychologist -	151346	154433
1st year and thereafter		
Environmental Allowance (Corrective Services and Juvenile Justice)	3126	3190

Crown Employees (Public Service Conditions of Employment) Reviewed Award 2009

Allowances	1.7.20 0.3% \$	1.7.21 2.04% \$
On call allowance	1.01	1.02
Community Language Allowance Scheme		
Base level rate	1452	1482
Higher level rate	2184	2229
Flying Allowance	21.75	22.20
First Aid Allowance		
Holders of basic qualification	936	955
Holders of current occupational first aid certificate	1405	1434

Crown Employees (Public Service Training Wage) Reviewed Award 2008

Table 1 – Full Time Weekly Wage Rates (Effective from the first full pay period to commence on or after 1 July 2021)

Skill Levels

Diploma	Skill Level A	Skill Level B	Skill Level C
	Arts Administration Business (Office Administration) Clerical Administrative Skills Communications (Call Centres) Financial Services Information Technology Public Administration Sport and Recreation	Laboratory Operations Horticulture Tourism Operations Retail Operations Hospitality Operations	Rural Skills

Diploma - Where the accredited training courses and work performance are for the purposes of generating skills that have been defined for work at Diploma level

Classification	1.7.20 Per week 0.3% \$	1.7.21 Per week 2.04% \$
Trainee - Diploma Level	745.80	761.00
Skill Level A Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level A:		
Highest Year of Schooling Completed		
Year 10		
School leaver	329.20	335.90
Plus 1 year out of school	362.90	370.30
Plus 2 years	435.10	444.00
Plus 3 years	507.40	517.80
Plus 4 years	588.70	600.70
Plus 5 years or more	673.40	687.10
Year 11		
School leaver	362.60	370.00
Plus 1 year out of school	435.10	444.00
Plus 2 years	507.40	517.80
Plus 3 years	588.70	600.70
Plus 4 years	673.40	687.10
Plus 5 years or more	673.40	687.10
Year 12		
School leaver	435.10	444.00
Plus 1 year out of school	507.40	517.80

Plus 2 years	588.70	600.70
Plus 3 years	673.40	687.10
Plus 4 years	673.40	687.10
Plus 5 years or more	673.40	687.10
Skill Level B Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level B:		
Highest Year of Schooling Completed		
Year 10		
School leaver	329.20	335.90
Plus 1 year out of school	362.60	370.00
Plus 2 years	421.70	430.30
Plus 3 years	485.20	495.10
Plus 4 years	569.90	581.50
Plus 5 years or more	649.60	662.90
Year 11		
School leaver	362.80	370.20
Plus 1 year out of school	421.70	430.30
Plus 2 years	485.20	495.10
Plus 3 years	569.90	581.50
Plus 4 years	649.60	662.90
Plus 5 years or more	649.60	662.90
Year 12		
School leaver	421.70	430.30
Plus 1 year out of school	485.20	495.10
Plus 2 years	569.90	581.50
Plus 3 years	649.60	662.90
Plus 4 years	649.60	662.90
Plus 5 years or more	649.60	662.90
Skill Level C Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level C:		
Highest Year of Schooling Completed		
Year 10		
School leaver	329.20	335.90
Plus 1 year out of school	362.80	370.20
Plus 2 years	417.80	426.30
Plus 3 years	470.20	479.80
Plus 4 years	495.10	505.20
Plus 5 years or more	586.20	598.20
Year 11		
School leaver	362.80	370.20
Plus 1 year out of school	417.80	426.30
Plus 2 years	470.20	479.80
Plus 3 years	523.60	534.30
Plus 4 years	586.20	598.20
Plus 5 years or more	586.20	598.20
Year 12		
School leaver	417.80	426.30
Plus 1 year out of school	470.20	479.80
Plus 2 years	523.60	534.30

Plus 3 years	586.20	598.20
Plus 4 years	586.20	598.20
Plus 5 years or more	586.20	598.20
School-Based Traineeships		
Year of Schooling		
School based traineeships Skill Levels A, B and C		
Year 11	329.20	335.90
Year 12	367.10	374.60
The average proportion of time spent in structured training that has been taken into account in setting the rate is 20%.		

Table 2 – Hourly Wage Rates

These rates should be read in conjunction with clause 10 of the Crown Employees (Public Service Training Wage) Reviewed Award

Trainees who have left school:

Diploma - Where the accredited training courses and work performance are for the purposes of generating skills that have been defined for work at Diploma level:

Classification	1.7.20 Per hour 0.3% \$	1.7.21 Per hour 2.04% \$
Trainee Diploma Level part-time	26.58	27.12
Skill Level A Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level A:		
Highest Year of Schooling Completed		
Year 10		
School leaver	11.84	12.08
Plus 1 year out of school	12.94	13.20
Plus 2 years	15.65	15.97
Plus 3 years	18.05	18.42
Plus 4 years	21.06	21.49
Plus 5 years or more	24.07	24.56
Year 11		
School leaver	12.94	13.20
Plus 1 year out of school	15.65	15.97
Plus 2 years	18.05	18.42
Plus 3 years	21.06	21.49
Plus 4 years	24.07	24.56
Plus 5 years or more	24.07	24.56
Year 12		
School leaver	15.65	15.97
Plus 1 year out of school	18.05	18.42
Plus 2 years	21.06	21.49
Plus 3 years	24.07	24.56
Plus 4 years	24.07	24.56
Plus 5 years or more	24.07	24.56
Skill Level B Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level B:		
Highest Year of Schooling Completed		
Year 10		
School leaver	11.84	12.08

Plus 1 year out of school	12.94	13.20
Plus 2 years	15.04	15.35
Plus 3 years	17.35	17.70
Plus 4 years	20.46	20.88
Plus 5 years or more	23.17	23.64
Year 11		
School leaver	12.94	13.20
Plus 1 year out of school	15.04	15.35
Plus 2 years	17.35	17.70
Plus 3 years	20.46	20.88
Plus 4 years	23.17	23.64
Plus 5 years or more	23.17	23.64
Year 12		
School leaver	15.04	15.35
Plus 1 year out of school	17.35	17.70
Plus 2 years	20.46	20.88
Plus 3 years	23.17	23.64
Plus 4 years	23.17	23.64
Plus 5 years or more	23.17	23.64
Skill Level C Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level C:		
Highest Year of Schooling Completed		
Year 10		
School leaver	11.84	12.08
Plus 1 year out of school	12.94	13.20
Plus 2 years	14.94	15.24
Plus 3 years	16.85	17.19
Plus 4 years	18.66	19.04
Plus 5 years or more	20.96	21.39
Year 11		
School leaver	12.94	13.20
Plus 1 year out of school	14.94	15.24
Plus 2 years	16.85	17.19
Plus 3 years	18.66	19.04
Plus 4 years	20.96	21.39
Plus 5 years or more	20.96	21.39
Year 12		
School leaver	14.94	15.24
Plus 1 year out of school	16.85	17.19
Plus 2 years	18.66	19.04
Plus 3 years	20.96	21.39
Plus 4 years	20.96	21.39
Plus 5 years or more	20.96	21.39
School Based Trainees		
Wage Levels A, B and C		
Year 11	11.84	12.08
Year 12	12.94	13.20

Crown Employees (Research Scientists) Award 2007

Research Scientists			
Classification and Grades	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Research Scientist -			
1st year of service	86	95457	97404
2nd year of service	91	100356	102403
3rd year of service	96	105634	107789
4th year of service	100	110011	112255
Efficiency Barrier -			
5th year of service	105	115362	117715
6th year of service	109	120044	122493
7th year of service	113	124786	127332
Senior Research Scientist -			
1st year of service	115	127224	129819
2nd year of service	118	131039	133712
3rd year of service	121	135071	137826
Efficiency Barrier -			
4th year of service	124	139246	142087
5th year of service	127	143800	146734
Principal Research Scientist -			
1st year of service	130	148578	151609
2nd year of service	-	151978	155078
3rd year of service	-	155836	159015
Senior Principal Research Scientist -			
1st year of service	-	167071	170479
2nd year of service	-	179224	182880
Efficiency Barrier -			
3rd year of service	-	194495	198463

Crown Employees (Rural Fire Service) Award

RFS Officers - These rates are inclusive of Annual Leave Loading

Classification and Grades	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
RFS Officer Level 1		
Year 1	38463	39248
Year 2	46518	47467
Year 3	50136	51159
Year 4	51508	52559
Year 5	53685	54780
Year 6	54656	55771
Year 7	56012	57155
Year 8	58088	59273
Year 9	60188	61416
Year 10	62410	63683
RFS Officer Level 2		
Year 1	65849	67192
Year 2	67785	69168
RFS Officer Level 3		
Year 1	69675	71096
Year 2	71585	73045
RFS Officer Level 4		
Year 1	73617	75119
Year 2	75835	77382
RFS Officer Level 5		
Year 1	78205	79800
Year 2	80607	82251
RFS Officer Level 6		
Year 1	86899	88672

Year 2	89642	91471
RFS Officer Level 7		
Year 1	93155	95055
Year 2	95885	97841
RFS Officer Level 8		
Year 1	98760	100775
Year 2	101713	103788
RFS Officer Level 9		
Year 1	105949	108110
Year 2	109315	111545
RFS Officer Level 10		
Year 1	112577	114874
Year 2	115744	118105
RFS Officer Level 11		
Year 1	120467	122925
Year 2	124055	126586
RFS Officer Level 12		
Year 1	130203	132859
Year 2	135731	138500
RFS Officer Level 13		
Year 1	144229	147171
Year 2	150580	153652

RFS Officers (OCC) - These rates are NOT inclusive of Annual Leave Loading

Classification and Grades	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
RFS Officer Level A (OCC Operator)		
Year 1	43000	43877
Year 2	45899	46835
Year 3	49470	50479
Year 4	50819	51856
Year 5	52968	54049
Year 6	53928	55028
Year 7	55267	56394
Year 8	57311	58480
Year 9	59389	60601
Year 10	61583	62839
RFS Officer Level B (OCC Operational Communications Officer)		
Year 1	64973	66298
Year 2	66882	68246
Year 3	68749	70151
Year 4	70636	72077
RFS Officer Level C (OCC Senior Operational Communications Officer)		
Year 1	72635	74117
Year 2	74826	76352
Year 3	74947	76476
Year 4	79535	81158

Crown Employees (Senior Assistant Superintendents and Assistant Superintendents, Department of Justice - Corrective Services NSW) Award 2009

Classification	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Commissioned Correctional Officers:		
Senior Assistant Superintendent - 7 day or any 5/7 days	129754	132401
Assistant Superintendent - 7 day or any 5/7 days	121455	123933
Senior Assistant Superintendent - 5 day	122657	125159
Assistant Superintendent - 5 day	114356	116689
Commissioned Industries Officers:		

Regional Business Manager - 5 day		
Year 1	137796	140607
Year 2	141337	144220
Year 3	147404	150411
Year 4	152851	155969
Operations Manager	146637	149628
Manager of Industries Level 1 - 5 day	135307	138067
Manager of Industries Level 2 - Any 5 of 7 days	135875	138647
Manager Centre Services and Employment Manager of Industries Level 2 - 5 day	128774	131401
Manager Business Unit - any 5/7 days	129754	132401
Manager Business Unit - 5 day	122657	125159

Crown Employees (Senior Officers Salaries) Award 2012

Senior Officers		
Classification and Grades	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Grade 1		
Year 1	166247	169638
Year 2	179135	182789
Grade 2		
Year 1	182167	185883
Year 2	195010	198988
Grade 3		
Year 1	201536	205647
Year 2	221228	225741

Crown Employees (Sheriff's Officers) Award

Sheriff's Officers			
Classification and Grades	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Chief Inspector			
Year 2	85	94610	96540
Year 1	82	91916	93791
Inspector			
Year 2	78	88449	90253
Year 1	75	85744	87493
Sergeant			
Year 4	67	79535	81158
Year 3	64	77162	78736
Year 2	61	74827	76353
Year 1	58	72635	74117
Sheriff's Officer			
Year 4	55	70636	72077
Year 3	52	68749	70151
Year 2	49	66882	68246
Year 1	46	64973	66298
Probationary Sheriff's Officer	36	59389	60601

Crown Employees (State Emergency Service) Learning and Development Officers Award 2012

Learning and Development Officers - Full-time, State Emergency Service			
Classification	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
1st year of service	82	91916	93791
2nd year of service	85	94610	96540
3rd year of service	88	97443	99431
Thereafter	91	100356	102403

Crown Employees (State Emergency Service) Region Staff Award 2018

Classification	Fpp 1.7.20 Per annum 0.3% \$	Fpp 1.7.21 Per annum 2.04% \$
Full Time Region Controllers – Clerk Grade 9/10		
1st year of service	111077	113343
2nd year of service	114201	116531
3rd year of service	118863	121288
Thereafter	122404	124901
Deputy Region Controller - Clerk Grade 7/8		
1st year of service	97443	99431
2nd year of service	10086	10292
3rd year of service	104539	106672
Thereafter	107864	110064
Business Manager - Clerk Grade 5/6		
1st year of service	85744	87493
2nd year of service	88449	90253
3rd year of service	91916	93791
Thereafter	94610	96540
Community Engagement Officer - Clerk Grade 5/6		
1st year of service	85744	87493
2nd year of service	88449	90253
3rd year of service	91916	93791
Thereafter	94610	96540
Volunteer Support Officer - Clerk Grade 3/4		
1st year of service	72635	74117
2nd year of service	74827	76353
3rd year of service	77162	78736
Thereafter	79535	81158
Region Learning and Development Officer - Clerk Grade 5/6		
1st year of service	85744	87493
2nd year of service	88449	90253
3rd year of service	91916	93791
Thereafter	94610	96540

Crown Employees (State Emergency Service) State Operations Centre – Continuous Shift Workers Award 2017

Classifications and Grades	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Duty Operations Officers Clerk Grade 7/8			
1st year of service	88	97443	99431
2nd year of service	91	100356	102403
3rd year of service	95	104539	106672
Thereafter	98	107864	110064
State Operations Centre Team Leader, Clerk Grade 3/4			
1st year of service	58	72635	74117
2nd year of service	61	74827	76353
3rd year of service	64	77162	78736
Thereafter	67	79535	81158
State Operations Centre Communications Officers, Clerk Grade 1/2			
1st year of service	46	64973	66298
2nd year of service	49	66882	68246
3rd year of service	52	68749	70151
Thereafter	55	70636	72077

Crown Employees (Tipstaves to Justices) Award 2007

Classification and Grades	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
1st year of service	40	61583	62839
2nd year of service	42	62764	64044
3rd year of service	44	63857	65160
Tipstaff to the Chief Justice	46	64973	66298

Crown Employees (Trades Assistants) Award

Classification and Grades	1.7.20 Per week 0.3% \$	1.7.21 Per week 2.04% \$
Blacksmith's striker	966.10	985.80
Cold saw operator	973.60	993.50
Driller (stationary machines)	966.10	985.80
Dresser and grinder (portable machines)	983	1003.10
Dresser, shot blast or sand blast-		
(a) who operates from outside a properly enclosed cabin	973.60	993.50
(b) other	1015.50	1036.20
Dogman and/or crane chaser	983	1003.10
Forger's assistant	966.10	985.80
Assistant Furnaceperson	973.60	993.50
Hammer driver	973.60	993.50
Heat treater operative	983	1003.10
Machinist second class (Metal Trades)	1025.40	1046.30
Operator of straight line oxy-acetylene Cutting machine	983	1003.10
Pipe fitter	1025.40	1046.30
Rigger and/or splicer (other than construction work)	1059	1080.60
Rigger and/or splicer (construction work)	1078.70	1100.70
Spray painter (ironwork) and/or brush hand	983	1003.10
Tool and/or material storeman	1015.50	1036.20
Trades assistant (Metal Trades)	966.10	985.80
Trades assistant (Electrical Trades)	992.30	1012.50
Trades assistant	973.60	993.50
Cupola furnaceperson (foundries)	1025.40	1046.30
Allowances:	Per Hour	Per Hour
Cold Places per hour	0.84	0.85
Confined Spaces per hour	1.05	1.06
Dirty Work per hour	0.84	0.85
Height Money per hour:		
- At a height of 7.5 m	0.84	0.85
- For every additional 3m	0.27	0.27
Hot Places per hour:		
- 46C-54C	0.84	0.85
- Above 54C	1.05	1.06
Insulation Material per hour:		
- Pumice or other recognised insulator	0.83	0.85
- Silicate	1.04	1.06
Smoke Boxes etc per hour:		
- Working on repairs to smoke boxes, furnaces etc	0.53	0.54
- Working on repairs inside oil-fired boilers	2.08	2.12
Wet Places per hour	0.84	0.85
Working on a boat or punt per day	3.23	3.30
Working knee deep in mud or water per day	6.61	6.74
Acid, furnaces, stills, etc per hour	4.25	4.34
Towers per hour	0.84	0.85
Depth money per hour	0.84	0.85
Swing Scaffolds:		
- First four hours (fixed rate)	6.17	6.30
- Each hour thereafter	1.26	1.28

- Solid plasterers per hour	0.27	0.27
Septic Tanks per day	9.93	10.13
Distant Places per day:		
- Area re paragraph 4.17.1	1.64	1.66
- Area re paragraph 4.17.2	2.64	2.69
- Area re paragraph 4.17.3	2.64	2.69
Epoxy Materials per hour	1.05	1.06
- Applying to air-conditioned buildings per hour	0.74	0.74
- Employees in close proximity per hour	0.84	0.85
Foundry per hour	0.61	0.61
Asbestos Eradication per hour	2.79	2.85
First Aid per day	3.65	3.72

Taronga Conservation Society Australia Salaried Employees Award

Classification and Grades	Common salary point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Clerks -			
General Scale			
1st year (up to 18 years)	7	37949	38723
2nd year (or 20 years)	11	45899	46835
3rd year	17	49470	50479
4th year	20	50819	51856
5th year	23	52968	54049
6th year	25	53928	55028
7th year	28	55267	56394
8th year	32	57312	58481
9th year	36	59389	60601
10th year	40	61583	62839
At 19 years + (HSC)	9	43000	43877
Grade 1 -			
1st year	46	64973	66298
2nd year	49	66882	68246
Grade 2 -			
1st year	52	68749	70151
2nd year	55	70636	72077
Grade 3 -			
1st year	58	72635	74117
2nd year	61	74827	76353
Grade 4 -			
1st year	64	77162	78736
2nd year	67	79535	81158
Grade 5 -			
1st year	75	85744	87493
2nd year	78	88449	90253
Grade 6 -			
1st year	82	91916	93791
2nd year	85	94610	96540
Grade 7 -			
1st year	88	97443	99431
2nd year	91	100356	102403
Grade 8 -			
1st year	95	104539	106672
2nd year	98	107864	110064
Grade 9 -			
1st year	101	111077	113343
2nd year	104	114201	116531
Grade 10 -			
1st year	108	118863	121288
2nd year	111	122404	124901
Grade 11 -			
1st year	116	128473	131094
2nd year	120	133920	136652
Grade 12 -			

1st year	126	142308	145211
2nd year	130	148578	151609
Clerical Assistants -			
1st year (or under 17 years)	1	26416	26955
2nd year (or 17 years)	3	29674	30279
3rd year (or 18 years)	6	35702	36430
4th year (or 19 years)	8	40550	41377
5th year (or 20 years)	9	43000	43877
6th year (or 21 years)	15	47704	48677
7th year	17	49470	50479
8th year	20	50819	51856
9th year	22	51781	52837
Class 1 -			
1st year	25	53928	55028
2nd year	28	55267	56394
Class 2 -			
1st year	32	57312	58481
2nd year	35	58791	59990
Class 3 -			
1st year	37	59956	61179
2nd year	40	61583	62839
Class 4 -			
1st year	42	62764	64044
2nd year	44	63857	65160
Horticulturalist Labourer - (Applies to employees engaged prior 1 July 2010)			
Grade 1	25	53928	55028
Grade 2	30	56312	57461
Grade 3	35	58791	59990
Horticulturalist Level 1 - (Applies to employees engaged prior 1 July 2010)			
Grade 1	42	62764	64044
Grade 2	45	64478	65793
Horticulturalist Level 2 (Applies to employees engaged prior 1 July 2010)			
Grade 1	48	66201	67552
Grade 2	50	67532	68910
Horticultural Technician (Applies to employees engaged prior 1 July 2010)			
Grade 1	55	70636	72077
Grade 2	57	71926	73393
Senior Horticultural Technician (Applies to employees engaged prior 1 July 2010)			
Grade 1	63	76420	77979
Grade 2	67	79535	81158
Horticultural Apprentice (Applies to employees engaged post 1 July 2010)			
1st Year		26236	26771
2nd Year		31010	31643
3rd Year		35778	36508
4th Year		42936	43812
Gardener (Applies to employees engaged post 1 July 2010)			
Grade 1	15	47704	48677
Grade 2	18	49956	50975
Grade 3	21	51302	52349
Horticulturalist (Applies to employees engaged post 1 July 2010)			
Grade 1		60715	61954
Grade 2		62536	63812
Grade 3		64413	65727
Grade 4		67531	68909
Horticultural Supervisor (Applies to employees engaged post 1 July 2010)			
Grade 1		71702	73165
Grade 2		73854	75361
Grade 3		76070	77622

Keeper Grade 4 (Specialist) Level 2 (only available to employees employed permanently as a Keeper on 8 December 2005)	75	85744	87493
Trainee Keeper -			
Level 1	-	45538	46467
Level 2	-	48572	49563
Level 3	-	51609	52662
Level 4	-	54644	55759
Keeper -			
Level 1	-	60716	61955
Level 2	-	63751	65052
Level 3	-	66786	68148
Level 4	-	69825	71249
Senior Keeper -			
Level 1	-	72859	74345
Level 2	-	78930	80540
Keeping Unit Supervisor -			
Year 1	-	88039	89835
Year 2	-	89861	91694
Year 3	-	91679	93549
Keeper before Jan 06			
Grade 1			
Level 01		56761	57919
Level 02		57311	58480
Level 03		58258	59446
Level 04		59388	60600
Grade 2			
Level 01		75912	77461
Level 02		83651	85357
Gate Receptionists	38	60454	61687
Junior Designer			
Grade 1		51751	52807
Grade 2		53821	54919
Grade 3		55972	57114
Grade 4		58209	59396
Designer			
Grade 1		59956	61179
Grade 2		62650	63928
Grade 3		65471	66807
Grade 4		68420	69816
Grade 5		71496	72955
Senior Designer			
Grade 1		75077	76609
Grade 2		78828	80436
Grade 3		82768	84456
Allowances:			
Casual first aid allowance (per shift)		17.95	18.30
Laundry Allowance for staff other than Gate Receptionists (per week)		7.50	7.60
Laundry Allowance for Gate Receptionists (per week)		13.55	13.85

Agreements and Determinations

Adventure Facilitator, Oberon Correctional Centre - Department of Corrective Services. Section 130 (1)
Determination No: 955 of 2007

Adventure Facilitator	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Year 1	97443	99431
Year 2	100356	102403
Year 3	104539	106672
Year 4	107864	110064

Architects etc. Agreement No. 1733 of 1971

Architects			
Classification and Grades	Common salary point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Grade I			
1st year of service	46	64973	66298
2nd year of service	50	67532	68910
3rd year of service	56	71297	72751
4th year of service	63	76420	77979
5th year of service	70	81837	83506
6th year of service and thereafter	76	86689	88457
Grade II			
1st year of service	82	91916	93791
2nd year of service	86	95457	97404
3rd year of service	89	98423	100431
4th year of service and thereafter	92	101285	103351
Grade III			
1st year of service	97	106697	108874
2nd year of service	100	110011	112255
3rd year of service	104	114201	116531
4th year of service and thereafter	107	117695	120096
Grade IV			
1st year of service	112	123599	126120
2nd year of service	115	127224	129819
3rd year of service and thereafter	117	129748	132395
Grade V			
1st year of service	121	135071	137826
2nd year of service and thereafter	123	137731	140541
Grade VI			
1st year of service	125	140779	143651
2nd year of service	127	143800	146734

Artists, etc., Australian Museum; Designers and Senior Designer, National Parks & Wildlife Service; Artist, Chief, Exhibitions Department and Keeper of Exhibits, Museum of applied Arts and Sciences; Agreement No.2196 of 1975

Artists, Designers, Exhibitions Officers, etc.			
Classification and Grades	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Artists Australian Museum and Museum of Applied Arts and Sciences			
Grade I			
1st year of service	28	55267	56394
2nd year of service	31	56762	57920
3rd year of service	34	58318	59508
4th year of service	37	59956	61179
5th year of service	39	61079	62325
6th year of service	43	63386	64679
7th year of service and thereafter	46	64973	66298
Grade II			
1st year of service	49	66882	68246
2nd year of service	51	68057	69445
3rd year of service and thereafter	53	69337	70751
Grade III			
1st year of service	58	72635	74117
2nd year of service and thereafter	61	74827	76353
Keeper Of Exhibits (Non Graduate) Museum of Applied Arts & Sciences			
1st year of service	44	63857	65160
2nd year of Service	47	65656	66995
3rd year of service	51	68057	69445
4th year of service	53	69337	70751

5th year of service	58	72635	74117
6th year of service and thereafter	58	72635	74117
Designers (Exhibitions and Publications)			
1st year of service	37	59956	61179
2nd year of service	39	61079	62325
3rd year of service	42	62764	64044
4th year of service	46	64973	66298
5th year of service	49	66882	68246
6th year of service	51	68057	69445
7th year of service	53	69337	70751
8th year of service	56	71297	72751
9th year of service	60	74077	75588
10th year of service	64	77162	78736
11th year of service	67	79535	81158
12th year of service	71	82653	84339
Senior Designer (Exhibitions and Publications) National Parks and Wildlife Service			
On Appointment	77	87431	89215
Exhibitions Officer, Australian Museum			
Grade I			
1st year of service	56	71297	72751
2nd year of service	60	74077	75588
3rd year of service	64	77162	78736
4th year of service	67	79535	81158
5th year of service and thereafter	71	82653	84339
Grade II			
1st year of service	75	85744	87493
2nd year of service	77	87431	89215
Chief, Exhibitions Department Museum of Applied Arts and Sciences			
1st year of service	92	101285	103351

Bandmaster, Department of Corrective Services, Determination No 936 of 2004

The rate of pay for the Bandmaster, Department of Corrective Services shall be an annual salary equivalent to a Clerk Grade 5/6 under the Crown Employees (Administrative and Clerical Officers) Award 2017.

Cadet Conditions and Rates of Pay, Various Departments; Determination No.938 of 2004

Cadet Conditions and Rates of Pay, Various Departments			
Classification and Grades	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Level 1 At 18 years of age	7	37949	38723
Level 1 At 19 years of age with HSC	9	43000	43877
Level 2 Or minimum at 20 years	11	45899	46835
Level 3 Or minimum at 21 years	17	49470	50479
Level 4	20	50819	51856
Level 5	23	52968	54049
Level 6	25	53928	55028
Level 7	28	55267	56394
Level 8	32	57312	58481
Level 9	36	59389	60601
Level 10	40	61583	62839

Cartographers, Engineering Survey Drafting Officers, Survey Drafting Officers, Photogrammetrists, Computers All Departments Agreement No. 2439 of 1982

Cartographers, Engineering Survey Drafting Officers,			
Classification and Grades	Common Salary	1.7.20 Per annum	1.7.21 Per annum

	Point	0.3% \$	2.04% \$
General Scale			
1st year	7	37949	38723
2nd year	11	45899	46835
3rd year	17	49470	50479
4th year	20	50819	51856
5th year	23	52968	54049
6th year	25	53928	55028
7th year	28	55267	56394
8th year	32	57312	58481
9th year	36	59389	60601
10th year	40	61583	62839
11th year	46	64973	66298
12th year	49	66882	68246
13th year	52	68749	70151
14th year	55	70636	72077
Officer with HSC aged 19 and over paid not less than	9	43000	43877
Class 1			
1st year	58	72635	74117
2nd year	61	74827	76353
3rd year	64	77162	78736
4th year	67	79535	81158
Class 2			
1st year	75	85744	87493
2nd year	78	88449	90253
Class 3			
1st year	82	91916	93791
2nd year	85	94610	96540
Class 4			
1st year	88	97443	99431
2nd year	91	100356	102403
Class 5			
1st year	95	104539	106672
2nd year	98	107864	110064
Class 6			
1st year	101	111077	113343
2nd year	104	114201	116531
Class 7			
1st year	108	118863	121288
2nd year	111	122404	124901

Casual Drug Counsellors - Department of Corrective Services Determination No.935 of 2004

Department of Corrective Services			
Classification and Grades		1.7.20 Per hour 0.3% \$	1.7.21 Per hour 2.04% \$
Sessional Specialist HIV/Health Promotion (The rates are inclusive of a 15% casual loading for Monday to Friday work, plus 1/12 th in lieu of recreation leaves		83.33	85.03
Environmental Allowance for working within a correctional centre		1.93	1.97

Community Offender Support Program Centres, Department of Corrective Services, Determination No. 965 of 2008

Community Offender Support Program Centres DCS			
Classification and Grades	Common Salary Point No	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Throughcare and Placement Officer:			
1st year	88	97443	99431
2nd year	91	100356	102403
3rd year	95	104539	106672
Thereafter	98	107864	110064

Accommodation Support Worker:			
1st year	75	85744	87493
2nd year	78	88449	90253
3rd year	82	91916	93791
Thereafter	85	94610	96540
Assistant Support Worker:			
1st year	46	64973	66298
2nd year	49	66882	68246
3rd year	52	68749	70151
Thereafter	55	70636	72077

Salaries of Computer Operators - Public Service Board Determination No. 642 of 1981 and Determination No. 801 of 1983

Computer Operators, All Departments			
Classification and Grades	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Trainee Computer Operator			
At 18 and under	7	37949	38723
At 19	9	43000	43877
At 20	11	45899	46835
At 21	17	49470	50479
Computer Operator - Grade 1			
1st year of service	20	50819	51856
2nd year of service	23	52968	54049
3rd year of service	25	53928	55028
4th year of service and thereafter	28	55267	56394
Computer Operator - Grade 2			
1st year of service	32	57312	58481
2nd year of service	36	59389	60601
3rd year of service and thereafter	40	61583	62839
Senior Computer Operator - Grade 1			
1st year of service	46	64973	66298
2nd year of service	49	66882	68246
3rd year of service	52	68749	70151
4th year of service	55	70636	72077
Senior Computer Operator - Grade 2			
1st year of service	58	72635	74117
2nd year of service	61	74827	76353
3rd year of service	64	77162	78736
4th year of Service	67	79535	81158

Conditions of Service for Case Workers, Compulsory Drug Treatment Correctional Centre (ADTCC), Department of Corrective Services. Determination No.968 of 2010

Classification and Grades	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Operations Manager - Clerk 11/12		
1st year of service	128473	131094
2nd year of service	133920	136652
3rd year of service	142308	145211
Thereafter	148578	151609
Assistant Operations Manager - Clerk 9/10		
1st year of service	111077	113343
2nd year of service	114201	116531
3rd year of service	118863	121288
Thereafter	122404	124901
Senior Case Worker - Clerk 5/6		
1st year of service	85744	87493
2nd year of service	88449	90253
3rd year of service	91916	93791
Thereafter	94610	96540

Conditions of Service for Program Support Officers, Offender External Leave Program, Department of Corrective Services. Determination No. 966 of 2009

Classification and Grades	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Assistant Manager		
1st year of service	102696	104791
2nd year of service	105585	107739
3rd year of service	109895	112137
Thereafter	113169	115478
Co-ordinator Program Support & Security		
1st year of service	90090	91928
2nd year of service	92787	94680
3rd year of service	96651	98623
Thereafter	99724	101758
Senior Program Support Officer		
1st year of service	79275	80892
2nd year of service	81776	83444
3rd year of service	84979	86713
Thereafter	87473	89257
Program Support Officer		
1st year of service	67155	68525
2nd year of service	69180	70591
3rd year of service	71339	72794
Thereafter	73533	75033

Conditions of Service for Program Support Officers, Tabulam, Department of Corrective Services. Determination No. 964 of 2008

Classification and Grades	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Co-ordinator Program Support & Security		
1st year of service	97443	99431
2nd year of service	100356	102403
3rd year of service	104539	106672
Thereafter	107864	110064
Senior Program Support Officer		
1st year of service	85744	87493
2nd year of service	88449	90253
3rd year of service	91916	93791
Thereafter	94610	96540
Program Support Officer		
1st year of service	72635	74117
2nd year of service	74827	76353
3rd year of service	77162	78736
Thereafter	79535	81158
Mobile Work Camps Allowance (per day)	154.5	157.65

Conditions of Service for Program Support Officers, Yetta Dhinnakkal Centre, Department of Corrective Services. Determination No. 969 of 2011

Classification and Grades	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Senior Program Support Officer		
1st year of service	85744	87493
2nd year of service	88449	90253
3rd year of service	91916	93791
Thereafter	94610	96540
Program Support Officer		
1st year of service	72635	74117

2nd year of service	74827	76353
3rd year of service	77162	78736
Thereafter	79535	81158

Conditions of Service Team leader and Bail Coordinator, Bail Assistance Line, Juvenile Justice, Department of Human Services. Determination No. 967 of 2010

Classification and Grades	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Team Leader (Administrative and Clerical Officer Grade 7/8)		
1st year of service	97443	99431
Thereafter	100356	102403
Grade 8		
1st year of service	104539	106672
Thereafter	107864	110064
Allowance	27234	27790
Bail Coordinator (Administrative and Clerical Officer Grade 5/6)		
Grade 5		
1st year of service	85744	87493
Thereafter	88449	90253
Grade 6		
1st year of service	91916	93791
Thereafter	94610	96540
Allowance	24640	25143

Conservators, Cultural Institutions Agreement No.2504 of 1987

Conservators, Cultural Institutions			
Classifications and Grade	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Assistant Conservator - Class 1			
1st year of service	40	61583	62839
2nd year of service	42	62764	64044
3rd year of service	44	63857	65160
4th year of service	47	65656	66995
5th year of service	49	66882	68246
6th year of service	52	68749	70151
Class 2			
1st year of service	55	70636	72077
2nd year of service	56	71297	72751
3rd year of service	58	72635	74117
Conservator - Grade 1			
1st year of service	62	75532	77073
2nd year of service	64	77162	78736
3rd year of service	66	78730	80336
4th year of service	68	80117	81751
5th year of service	70	81837	83506
Grade 2			
1st year of service	74	84889	86621
2nd year of service	79	89156	90975
3rd year of service	83	92813	94706
4th year of service	87	96483	98451
5th year of service	91	100356	102403
Grade 3			
1st year of service	94	103449	105559
2nd year of service	97	106697	108874
3rd year of service	99	108899	111121
Head Conservator			
1st year of service	105	115362	117715
2nd year of service	108	118863	121288
3rd year of service	110	121220	123693

Coordinators and Directors, Community Justice Centres, Attorney-General's Department Determination No.808 of 1983

Coordinators and Directors, Community Justice Centres - Attorney General's Department			
Classification and Grades	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Co-ordinator	61	74827	76353
Director	104	114201	116531

Coordinator, Visual Arts, Long Bay Correctional Complex - Department of Corrective Services Determination No.929 of 2002

Coordinator, Visual Arts, Long Bay Correctional Complex Department of Corrective Services			
Classification and Grades	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Co-ordinator, Visual Arts	102	112140	114428
Environmental Allowance	-	3126	3190
All Incidents Allowance	-	10753	10972

Curators and Registrars Cultural Institutions Agreement No. 2508 of 1987

Curatorial Staff			
Classification and Grades	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Assistant Curator/Assistant Registrar - Grade I			
1st year of service	40	61583	62839
2nd year of service	46	64973	66298
3rd year of service	51	68057	69445
4th year of service	57	71926	73393
5th year of service and thereafter	62	75532	77073
Assistant Curator/Assistant Registrar - Grade II			
1st year of service	64	77162	78736
2nd year of service	67	79535	81158
3rd year of service	70	81837	83506
4th year of service	73	84220	85938
5th year of service and thereafter	75	85744	87493
Curator/Registrar - Grade I			
1st year of service	77	87431	89215
2nd year of service	82	91916	93791
3rd year of service	86	95457	97404
4th year of service	91	100356	102403
5th year of service and thereafter	95	104539	106672
Curator/Registrar - Grade II			
1st year of service	99	108899	111121
2nd year of service	102	112140	114428
3rd year of service	105	115362	117715
4th year of service	108	118863	121288
5th year of service	110	121220	123693
Senior Curator Senior Registrar	114	125977	128547

Departmental Professional Officers Determination No.866 of 1987

Departmental Professional Officers - All Departments			
Classification and Grades	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Grade I - 1st year of service	46	64973	66298

2nd year of service	50	67532	68910
3rd year of service	56	71297	72751
4th year of service	63	76420	77979
5th year of service	70	81837	83506
6th year of service and thereafter	76	86689	88457
Grade II -			
1st year of service	81	90933	92788
2nd year of service	84	93629	95539
3rd year of service	87	96483	98451
4th year of service and thereafter	91	100356	102403
Grade III -			
1st year of service	95	104539	106672
2nd year of service	98	107864	110064
3rd year of service	100	110011	112255
4th year of service and thereafter	104	114201	116531
Grade IV -			
1st year of service	108	118863	121288
2nd year of service and thereafter	110	121220	123693
Grade V -			
1st year of service	114	125977	128547
2nd year of service and thereafter	116	128473	131094
Grade VI -			
1st year of service	119	132474	135176
2nd year of service and thereafter	121	135071	137826
Grade VII -			
1st year of service	124	139246	142087
2nd year of service and thereafter	126	142308	145211
Grade VIII -			
1st year of service	129	146938	149936
2nd year of service and thereafter	130	148578	151609

Department of Transport Officers Employment Conditions Agreement No.2548 of 1998

Transport Officers		
Classification and Grades	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Grade I -		
One	49399	50407
Two	51124	52167
Three	52912	53991
Four	54764	55881
Five	56682	57838
Grade 2		
One	56682	57838
Two	58671	59868
Three	60718	61957
Four	62851	64133
Five	65047	66374
Grade 3		
One	65047	66374
Two	67322	68695
Three	69675	71096
Four	72116	73587
Five	74646	76169
Grade 4		
One	74646	76169
Two	77253	78829
Three	79957	81588
Four	82759	84447
Five	85761	87511
Grade 5		
One	85761	87511
Two	88650	90458
Three	91938	93814

Four	94967	96904
Five	98292	100297
Grade 6		
One	98292	100297
Two	101734	103809
Three	105290	107438
Four	108973	111196
Five	112790	115091
Grade 7		
One	112790	115091
Two	116739	119120
Three	120823	123288
Four	125050	127601
Five	129429	132069
Grade 8		
One	129429	132069
Two	133960	136693
Three	142336	145240
Four	148605	151637
Five	153805	156943
Grade 9		
One	153805	156943
Two	162068	165374
Three	170443	173920
Four	176711	180316
Five	181914	185625

Education Officers, etc., Department of Culture, Sport and Recreation, Public Service Board Determination No. 473 of 1975

Education Officers, Department of Culture, Sport and Recreation, (Art Gallery, Australian Museum & Museum of Applied Arts & Sciences)			
Classifications and Grade	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Education Officer -			
1st year of service	43	63386	64679
2nd year of service	48	66201	67552
3rd year of service	54	69942	71369
4th year of service	60	74077	75588
5th year of service	66	78730	80336
6th year of service	71	82653	84339
7th year of service	75	85744	87493
8th year of service	79	89156	90975
9th year of service and thereafter	84	93629	95539
Senior Education Officer -			
1st year of service	98	107864	110064
2nd year of service and thereafter	101	111077	113343
Allowance after 12 months on the 9th year of service: \$ per annum	-	2935	2995
After a further 12 months: \$ per annum	-	2935	2995

Engineers Agreement No. 1734 of 1971

Engineers			
Classification and Grades	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Grade I Diplomat Experience Since Qualifying			
In first year	46	64973	66298
After one year	50	67532	68910
After two years	56	71297	72751
After three years	63	76420	77979
After four years	70	81837	83506

After five years	76	86689	88457
Grade I Graduate Experience Since Qualifying			
In first year	50	67532	68910
After one year	56	71297	72751
After two years	63	76420	77979
After three years	70	81837	83506
After four years	76	86689	88457
Grade II			
1st year of service	82	91916	93791
2nd year of service	86	95457	97404
3rd year of service	89	98423	100431
4th year of service and thereafter	92	101285	103351
Grade III			
1st year of service	97	106697	108874
2nd year of service	100	110011	112255
3rd year of service	104	114201	116531
4th year of service and thereafter	107	117695	120096
Grade IV			
1st year of service	112	123599	126120
2nd year of service	115	127224	129819
3rd year of service and thereafter	117	129748	132395
Grade V			
1st year of service	121	135071	137826
2nd year of service and thereafter	123	137731	140541
Grade VI			
1st year of service	125	140779	143651
2nd year of service and thereafter	127	143800	146734

Escorts and Travelling Attendants Agreement No.2270 of 1980

Escorts and Travelling Attendants		
Classification and Grades	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Travelling Attendant		
1st Year	50218	51242
2nd Year	50218	51242
3rd Year	50699	51733
4th Year	52366	53434
Travelling Attendant (Hourly Rate)		
1st Year	25.34	25.86
2nd Year	25.34	25.86
3rd Year	25.58	26.10
4th Year	26.40	26.94
Escorts		
1st Year	59845	61066
2nd Year	59845	61066
3rd Year	60388	61620
4th Year	62427	63701
Rate A Applicable Mon-Fri and all overtime/travelling time weekdays and public holidays = Hrly rate of Travelling Attendant + 10% +4/48ths		
1st Year	30.20	30.82
2nd Year	30.20	30.82
3rd Year	30.47	31.09
4th Year	31.47	32.11
Rate B Applicable first 8 hours on Saturday = Hrly rate of Travelling Attendant + 50% +4/48ths		
1st Year	41.17	42.01
2nd Year	41.17	42.01
3rd Year	41.54	42.39
4th Year	42.92	43.80
Rate C Applicable first 8 hours on Sunday = Hrly rate of Travelling Attendant + 75% +4/48ths		
1st Year	48.01	48.99

2nd Year	48.01	48.99
3rd Year	48.47	49.46
4th Year	50.07	51.09
Rate D Applicable first 8 hours on a Public Holiday = Hrly Rate of Travelling Attendant + 150%+4/48ths		
1st Year	68.6	70.00
2nd Year	68.6	70.00
3rd Year	69.23	70.64
4th Year	71.54	73.00

Gardening, Parks and Horticultural and Landscape Staff Amending Agreement No.2320 of 1981; Gardening Parks and Horticultural and Landscape Staff Agreement No.2266 of 1980; Determination No.767 of 12982

Gardening, Parks and Horticultural and Landscape Staff			
Classification and Grades	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Gardener Tradesman	37	59956	61179
Gardener Experienced	30	56312	57461
Garden Labourer	20	50819	51856
Garden Labourer, 1st class	23	52968	54049
Chief Propagator (Royal Botanical Gardens)	43	63386	64679
Groundsman	33	57776	58955
Horticultural and Landscape Officers:			
Horticultural Assistants -			
1st year of service	33	57776	58955
2nd year of service	36	59389	60601
3rd year of service	38	60454	61687
4th year of service	40	61583	62839
5th year of service	42	62764	64044
6th year of service	44	63857	65160
7th year of service	46	64973	66298
Promotion beyond 3rd year rate dependent upon possession of the Certificate of Horticulture			
Ranger	30	56312	57461
Senior Ranger (plus appropriate Leading Hand Allowance)	30	56312	57461
Foreman	61	74827	76353
Foreman Special Grade	65	77811	79398
Superintendent, Centennial Park Supervisor	77	87431	89215
Royal Botanic Gardens and Mount Tomah			
1st year of service	68	80117	81751
2nd year of service	71	82653	84339
3rd year of service	73	84220	85938
Development Officer (Horticulture)			
	81	90933	92788
	82	91916	93791
	84	93629	95539
Living Collections Registrar			
Mount Tomah	46	64973	66298
	50	67532	68910
	53	69337	70751
	56	71297	72751

General Division Driver/Assistant etc Various Departments Agreement No.2478 of 1985

Car Drivers/Assistants			
Classification and Grades	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Car Drivers - Driver/General Assistant	33	57776	58955
Departmental - Driver/Assistant	39	61079	62325
Departmental - Driver/Assistant (in Charge), Public Works Department	43	63386	64679
Ministerial Driver/Assistant			
* Salary Class 52 with allowance to Salary Class 122	39	61079	62325
	80	90125	91964

General Division (Trade Based Groups) Agreement No.2301 of 1980; Amending Agreement 2317 of 1981; Determination No.764 of 1982

General Division (Trade Based Groups) Agreement			
	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Artificer, Australian Museum and Art Gallery of NSW			
1st year of service	43	63386	64679
2nd year of service and thereafter	45	64478	65793
Clerk of Works - Various Departments			
1st year of service	68	80117	81751
2nd year of service	70	81837	83506
3rd year of service	73	84220	85938
4th year of service	75	85744	87493
5th year of service and thereafter	77	87431	89215
(Provided that in respect of officers appointed after 10th December 1980, progression beyond the third year of service shall be dependent upon possession of the Building Foreman and Clerk of Works Certificate of the TAFE NSW*or a qualification deemed by the Industrial Authority to be appropriate and equivalent). (*Agencies are advised to check with TAFE institutes with regard to course qualifications)			
Deputy Senior Electrical Inspector, All Departments			
1st year of service	78	88449	90253
2nd year of service	80	90125	91964
Electrical Foreman, Various			
Grade 2	64	77162	78736
Grade 3	68	80117	81751
Grade 5	77	87431	89215
Electrical Inspectors, Various			
1st year of service	75	85744	87493
2nd year of service	77	87431	89215
Estimator, Various Departments			
1st year of service	68	80117	81751
2nd year of service	70	81837	83506
Fitter Operators, Various			
On appointment	51	68057	69445
Provided that, in addition to the above salary, allowances shall be paid to a Fitter Operator who has a licence or certificate specified hereunder and who is required to act upon such licence or certificate during the course of his duties			
(i) NSW Electrician's Licence		55.83	56.97
(ii) Department of Industrial Relations First Class Refrigeration Certificate		17.66	18.02
(iii) Department of Industrial Relations Electrically Fired Boiler Attendant's Certificate		9.40	9.59
(iv) Department of Industrial Relations Open All Class Boiler Attendant's Certificate		17.67	18.03
(v) Refrigeration Mechanic's Certificate Course of the Sydney Technical College		17.67	18.03
Food and Beverage Controller			
(S.C. 53) 1st year		61079	62325
(S.C. 57) 2nd year		62764	64044
Food School Assistant			
(S.C. 23) 1st year		49956	50975
(S.C. 24) 4th year		50391	51419
(S.C. 26) 7th year		50819	51856
Foreman Electrical			
Grade 2 (T83)	64	77162	78736
Grade 3 (T96)	68	80117	81751
Grade 5 (T126)	77	87431	89215
Other than Electrical -			
Grade 1 (T59)	57	71926	73393

Grade 2 (T72)	61	74827	76353
Grade 3 (T85)	65	77811	79398
Grade 4 (T111)	73	84220	85938
Grade 5 (T125)	77	87431	89215
Assistant Mechanical Foreman (T72) -	61	74827	76353
Property and Maintenance Officer, Youth and Community Services			
1st year of service	77	87431	89215
2nd year of service and thereafter	80	90125	91964
Property Inspector, Public Trust Office			
1st year of service	64	77162	78736
2nd year of service	67	79535	81158
3rd year of service	69	81037	82690
4th year of service and thereafter	73	84220	85938
Radio Technician, Police			
1st year of service	47	65656	66995
2nd year of service	48	66201	67552
3rd year of service and thereafter	50	67532	68910
Scientific Instrument Maker, Various Departments			
1st year of service and thereafter	51	68057	69445
Senior Apprenticeship Supervisor, Department of Industrial Relations			
On appointment	78	88449	90253
Senior Electrical Inspector, Various Departments			
1st year of service	83	92813	94706
2nd year of service	85	94610	96540
Senior Estimator, Various Departments	71	82653	84339
Senior Mechanical Inspector			
1st year of service	83	92813	94706
2nd year of service and thereafter	85	94610	96540
Senior Radio Technician, Police and Forestry Commission			
1st year of service	57	71926	73393
2nd year of service and thereafter	58	72635	74117
Senior Works Supervisors, Various Departments			
1st year of service	83	92813	94706
2nd year of service and thereafter	85	94610	96540
Textile Maintenance Officer			
1st year	44	63857	65160
2nd year	46	64973	66298
3rd year	47	65656	66995
4th year	49	66882	68246
Works Supervisors, Various Departments			
1st year of service	78	88449	90253
2nd year of service and thereafter	80	90125	91964

Glenfield Park School Staff, Department of Education Determination No. 787 of 1983

Department of Education			
Classification and Grades	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Gardener Glenfield Park SSP	27	54804	55922

Guidance Officer, Department of Industrial Relations; Research Officers, Division of Vocational Guidance Services, Department of Industrial Relations, Department of Corrective Services, Department of Family and Community Services, Department of Health NSW; Research Officers (Non-Legally Qualified) Law Reform Commission, Department of Attorney General; Psychologists, Department of Health NSW, Department of Corrective Services, Department of Family and Community Services; Research Anthropologists, Department of Health NSW; Rehabilitation Counsellor Workers Compensation Commission Agreement No. 2405 of 1982; Amending Agreement No. 2520 of 1989

Guidance Officers, etc. (Excluding Department of Health)			
Classification and Grades	Common Salary Point	1.7.20 Per annum 0.3%	1.7.21 Per annum 2.04%

		\$	\$
(A) Non-Classified Positions Guidance Officer Department of Industrial Relations; Research Officer Department of Industrial Relations, Family and Community Services, Corrective Services, Department of Health NSW; Research Officer Non-Legally Qualified Law Reform Commission, Attorney General; Psychologist Department of Health NSW, Corrective Services, Family and Community Services; Research Anthropologists Department of Health NSW; Social Anthropologists Department of Health NSW; Youth Counselling Officers Department of Industrial Relations			
1st year of service	43	63386	64679
2nd year of service	48	66201	67552
3rd year of service	54	69942	71369
4th year of service	60	74077	75588
5th year of service	66	78730	80336
6th year of service	71	82653	84339
7th year of service	75	85744	87493
8th year of service	79	89156	90975
9th year of service and thereafter	84	93629	95539
Clinical Psychologist - Department of Health; Family and Community Services; Department of Attorney General			
1st year of service	79	89156	90975
2nd year of service	86	95457	97404
3rd year of service	91	100356	102403
4th year of service	96	105634	107789
5th year of service and thereafter	101	111077	113343
A Clinical Psychologist appointed to one of the following positions shall be paid as follows:			
Program Co-ordinator			
1st year of service	101	111077	113343
2nd year of service and thereafter	105	115362	117715
Senior Program Co-ordinator			
1st year of service	105	115362	117715
2nd year of service and thereafter	108	118863	121288
Program Director			
1st year of service	108	118863	121288
2nd year of service and thereafter	110	121220	123693
Project Director Department of Health NSW			
1st year of service	91	100356	102403
2nd year of service and thereafter	96	105634	107789
Rehabilitation Counsellor Workers Compensation Commission			
1st year of service	66	78730	80336
2nd year of service	71	82653	84339
3rd year of service and thereafter	75	85744	87493
Senior Rehabilitation Counsellor Workers Compensation Commission			
1st year of service	79	89156	90975
2nd year of service and thereafter	84	93629	95539
(B) Classified Positions (Group a) – On Appointment Senior Guidance Officer, District Guidance Officer Grade I, Careers Research Officer - Division of Vocational Guidance Services, Department of Industrial Relations Senior Research Psychologist Department of Health NSW	101	111077	113343
Group (b) On Appointment Deputy Senior Psychologist, Family and Community Services Chief Research Psychologist - Department of Health NSW Senior Research Officer, Senior Psychologist – Corrective Services District Guidance Officer Grade II OIC Research Section, OIC Special Section for Handicapped Persons – Division of Vocational Guidance Services	105	115362	117715

Principal Counsellor, Youth Counselling Service, Department of Industrial Relations			
Group (c) – On Appointment Senior Clinical Psychologist, Department of Health NSW and Family and Community Services Regional Psychologist New England Region, Department of Health NSW Psychologist In Charge Department of Health NSW	105	115362	117715
Group (d) Chief Guidance Officer Department of Industrial Relations On Appointment	110	121220	123693
Chief Psychologist Corrective Services On Appointment	114	125977	128547
Assistant Director Division of Vocational Guidance Services, Department of Industrial Relations On Appointment	115	127224	129819
Deputy Director, Division of Health Services, Research Department of Health, NSW Principal Clinical Psychologist, Principal Psychologist – Department of Health NSW, Senior Research Consultant (Personal to Dr. J. Kraus) Family and Community Services Principal Psychologist Psychological Counselling Service, Family and Community Services Principal Psychologist (Bureau of Personal Health Services) Department of Health NSW On Appointment	120	133920	136652
Deputy Director, Division of Vocational Guidance Services Department of Industrial Relations On Appointment	125	140779	143651

Note: For Psychologist classifications refer to the Crown Employees (Psychologists) Award 2017 or Psychologists, Community Offender Services, Department of Corrective Services Determination No. 958 of 2008

Interpretive Assistants, National Parks and Wildlife Service, Industrial Authority Determination

Interpretive Assistants, National Parks and Wildlife Service			
Classification and Grades	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Interpretive Assistants			
Year 1	43	63386	64679
Year 2	47	65656	66995

Laboratory Attendants, Trainee Technical Officers (Scientific), Technical Officers (Scientific), Various Departments; Agreement No.2369 of 1982

Laboratory Attendants, Trainee Technical Officers (Scientific), Technical Officers (Scientific), Various Departments			
Classifications	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Laboratory Attendant (Junior)			
At 16 and under	4	31460	32102
At 17	6	35702	36430
At 18	8	40550	41377
At 19	11	45899	46835
At 20	18	49956	50975
Laboratory Attendant General Scale (Adult)			
1st year of service	24	53489	54580
2nd year of service	26	54367	55476
3rd year of service and thereafter	28	55267	56394
Laboratory Attendant Grade 1 (Adult)			
1st year of service	28	55267	56394

2nd year of service	31	56762	57920
3rd year of service and thereafter	33	57776	58955
Technical Officer (Scientific) Grade I			
1st year of service	36	59389	60601
2nd year of service	38	60454	61687
3rd year of service	41	62274	63544
4th year of service	43	63386	64679
5th year of service	46	64973	66298
6th year of service and thereafter	50	67532	68910
7th year of service	53	69337	70751
8th year of service and thereafter	56	71297	72751
Technical Officer (Scientific) Grade II			
1st year of service	63	76420	77979
2nd year of service	66	78730	80336
3rd year of service	70	81837	83506
4th year of service	76	86689	88457
Senior Technical Officer (Scientific) Grade 1			
1st year of service	81	90933	92788
2nd year of service	83	92813	94706
3rd year of service and thereafter	84	93629	95539
Senior Technical Officer (Scientific) Grade II			
1st year of service	84	93629	95539
2nd year of service	87	96483	98451
3rd year of service	89	98423	100431
4th year of service	92	101285	103351
5th year of service and thereafter	95	104539	106672
Trainee Technical Officer (Scientific)			
1st year	5	33458	34141
2nd year	7	37949	38723
3rd year	9	43000	43877
4th year	13	46773	47727

Legal Officers, Various Departments Agreement No.2375 of 1982

Legal Officers, Various Departments			
Classification and Grades	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Legal Officers			
Grade I			
1st year of service	51	68057	69445
2nd year of service	55	70636	72077
3rd year of service	58	72635	74117
4th year of service	61	74827	76353
5th year of service	65	77811	79398
Grade II			
1st year of service	73	84220	85938
2nd year of service	78	88449	90253
3rd year of service	84	93629	95539
4th year of service	89	98423	100431
5th year of service	93	102349	104437
Grade III			
1st year of service	98	107864	110064
2nd year of service	101	111077	113343
3rd year of service	105	115362	117715
Grade IV			
1st year of service	112	123599	126120
2nd year of service	114	125977	128547
Grade V			
1st year of service	119	132474	135176
2nd year of service	121	135071	137826
Grade VI			
1st year of service	126	142308	145211
2nd year of service	128	145306	148270

Maintenance Officer State Library of NSW, Determination No.939 of 2004

Maintenance Officer State Library of NSW		
Classification	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Maintenance Officer		
1st year of service	64817	66139
2nd year of service	68268	69661

Media Monitoring Unit, Premier's Department Agreement No.2546 of 1997

Media Monitors			
Classification and Grades	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Media Monitor, Level 1			
1st year of service	61	74827	76353
2nd year of service	65	77811	79398
3rd year of service	69	81037	82690
4th year of service	74	84889	86621
Senior Media Monitor, Level 2			
1st year of service	78	88449	90253
2nd year of service	82	91916	93791
3rd year of service	86	95457	97404
4th year of service	89	98423	100431

Ministerial Drivers' Salaries and Conditions - New South Wales Premier's Department Determination No.953 of 2007

Ministerial Drivers			
	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Ministerial Driver	39	61079	62325
Out of Hours Work Allowance (calculated at 34 hours at ordinary time of base salary)	-	54648	55763

Miscellaneous Professional Officers, Department of Water Resources Agreement No.2535 of 1991

Miscellaneous Professional Officers, Department of Water Resources			
Classification and Grades	Common Salary Points	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Cadets/Trainees			
1st year of service	8	40550	41377
2nd year of service	11	45899	46835
3rd year of service	17	49470	50479
4th year of service	25	53928	55028
5th year of service	32	57312	58481
6th year of service	37	59956	61179
General Scale			
1st year of service	37	59956	61179
2nd year of service	44	63857	65160
3rd year of service	51	68057	69445
4th year of service	58	72635	74117
5th year of service	64	77162	78736
6th year of service	71	82653	84339
Grade 1			
1st year of service	72	83357	85057
2nd year of service	75	85744	87493
3rd year of service	78	88449	90253

Thereafter	81	90933	92788
Grade 2			
1st year of service	85	94610	96540
Thereafter	87	96483	98451
Grade 3			
1st year of service	90	99399	101427
Thereafter	95	104539	106672
Grade 4			
1st year of service	99	108899	111121
Thereafter	102	112140	114428
Grade 5			
1st year of service	108	118863	121288
Thereafter	111	122404	124901
Grade 6			
1st year of service	116	128473	131094
Thereafter	121	135071	137826

Parliament House, Administrative and Clerical Officers, Determination of the Presiding Officers

Administrative and Clerical Officers, Parliament House			
Classification and Grades	Common Salary Points	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Clerks General Scale			
1st year of service or 18	7	37949	38723
2nd year of service min. at 20	11	45899	46835
3rd year of service min. at 21	17	49470	50479
4th year of service	20	50819	51856
5th year of service	23	52968	54049
6th year of service	25	53928	55028
7th year of service	28	55267	56394
8th year of service	32	57312	58481
9th year of service	36	59389	60601
10th year of service	40	61583	62839
Officer with HSC at 19 paid not less than	9	43000	43877
Grade 1 -			
1st year of service	46	64973	66298
Thereafter	49	66882	68246
Grade 2 -			
1st year of service	52	68749	70151
Thereafter	55	70636	72077
Grade 3 -			
1st year of service	58	72635	74117
Thereafter	61	74827	76353
Grade 4 -			
1st year of service	64	77162	78736
Thereafter	67	79535	81158
Grade 5 -			
1st year of service	75	85744	87493
Thereafter	78	88449	90253
Grade 6 -			
1st year of service	82	91916	93791
Thereafter	85	94610	96540
Grade 7 -			
1st year of service	88	97443	99431
Thereafter	91	100356	102403
Grade 8 -			
1st year of service	95	104539	106672
Thereafter	98	107864	110064
Grade 9 -			
1st year of service	101	111077	113343
Thereafter	104	114201	116531
Grade 10 -			
1st year of service	108	118863	121288
Thereafter	111	122404	124901

Grade 11 - 1st year of service	116	128473	131094
Thereafter	120	133920	136652
Grade 12 - 1st year of service	126	142308	145211
Thereafter	130	148578	151609

Parliament House, Other Clerical Officers Determinations of the Presiding Officers

Other Clerical Officers, Parliament House			
Classification and Grades	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Grade 1 - Group A - 1st year of service or under 17	1	26416	26955
2nd year of service or 17	4	31460	32102
3rd year of service or 18	6	35702	36430
Group B - 1st year of service or under 17	2	28185	28760
2nd year of service or 17	4	31460	32102
3rd year of service	6	35702	36430
Grade 1 - 4th year of service 19	9	43000	43877
5th year of service 20	11	45899	46835
6th year of service	17	49470	50479
7th year of service	20	50819	51856
8th year of service	23	52968	54049
9th year of service	25	53928	55028
10th year of service	28	55267	56394
Grade 1/2 - Group C - 1st year of service or under 17	3	29674	30279
2nd year of service or 17	6	35702	36430
3rd year of service or 18	9	43000	43877
Group D only - Officer with HSC at 19 paid not less than	9	43000	43877
4th year of service or 19	11	45899	46835
5th year of service or 20	17	49470	50479
6th year of service	20	50819	51856
7th year of service	23	52968	54049
8th year of service	25	53928	55028
9th year of service	28	55267	56394
10th year of service	32	57312	58481
11th year of service	36	59389	60601
12th year of service	40	61583	62839
Grade 3 - 1st year of service	46	64973	66298
2nd year of service	49	66882	68246
Grade 3/4 - 1st year of service	46	64973	66298
2nd year of service	49	66882	68246
3rd year of service	52	68749	70151
4th year of service	55	70636	72077
Grade 4 - 1st year of service	52	68749	70151
2nd year of service	55	70636	72077
Grade 5 - 1st year of service	58	72635	74117
2nd year of service	61	74827	76353
Grade 6 - 1st year of service	64	77162	78736
2nd year of service	67	79535	81158
Grade 7 - 1st year of service	75	85744	87493

2nd year of service	78	88449	90253
Grade 8 -			
1st year of service	82	91916	93791
2nd year of service	85	94610	96540

Parliamentary Attendant Staff, Determinations of the Presiding Officers

Parliamentary Attendant Staff			
Classification and Grades	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Parliamentary Officer - Attendant, Grade 1			
1st year of service	32	57312	58481
2nd year of service	36	59389	60601
Thereafter	40	61583	62839
Grade 2			
1st year of service	41	62274	63544
Thereafter	43	63386	64679
Grade 3			
1st year of service (Level 1)	46	64973	66298
Thereafter (Level 2)	49	66882	68246
Grade 4	55	70636	72077
Grade 5	61	74827	76353

Parliamentary Staff (Security Officers, Attendants/Gatekeepers, Joint Services Staff, Food and Beverages Staff), Agreement 2379 of 1981, Agreement 2381 of 1981, Agreement 2382 of 1981

Parliamentary Staff (Security Officers, Attendants/Gatekeepers, Joint Services Staff, Food and Beverages Staff)			
Classification and Grades	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
**Parliamentary Officers Chef - Grade 4 (Head Chef)			
1st year	82	91916	93791
2nd year and thereafter	85	94610	96540
**Parliamentary Officer Chef - Grade 3 (Chef)	47	65656	66995
**Parliamentary Officer Chef - Grade 2 - (Assistant Chef)	37	59956	61179
Parliamentary Steward			
1st year	48	66201	67552
2nd year and thereafter	50	67532	68910
Dining Room Supervisor	40	61583	62839
Assistant Dining Room Supervisor	32	57312	58481
**Catering Supervisor (Cafeteria Supervisor)	34	58318	59508
**Catering Supervisor (Room Service Supervisor)	32	57312	58481
Senior Dining Room Attendant/Cleaner	29	55836	56975
Dining Room Attendant/Cleaner	27	54804	55922
Senior Bartender	30	56312	57461
Bartender	-	53465	54556
Kitchen Attendant	27	54804	55922
Kitchen Assistant	-	51707	52762
Stock Clerk -			
1st year	38	60454	61687
2nd year	40	61583	62839
3rd year and thereafter	43	63386	64679
Pantry Supervisor	34	58318	59508
Assistant Pantry Supervisor	30	56312	57461
**Cleaning Supervisor (Foreman Cleaner)	30	56312	57461
**Assistant Cleaning Supervisor (Assistant Foreman Cleaner)	-	53465	54556
General Useful	-	51707	52762
Stores Officer			
1st year	-	61079	62325
2nd year and thereafter	-	62274	63544

Housekeeper	-	50285	51311
*Senior Laundry Assistant	-	49831	50848
Laundry Assistant	-	49337	50343
Cleaner	-	49337	50343
**Horticulturalist Grade 2 (Gardener – experienced)	32	57312	58481
*Attendant/Gatekeeper	-	51707	52762
*Parliament House Security Officer	41	62274	63544
*Position deleted from establishment.			
**Title of position changed - old title appears in brackets.			

Parole Officers, Department of Corrective Services, Industrial Authority Determination

Parole Officers, Department of Corrective Services			
Classification and Grades	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Parole Officer			
Min 3	58	72635	74117
Max 3	61	74827	76353
Min 4	64	77162	78736
Max 4	67	79535	81158
Min 5	75	85744	87493
Max 5	78	88449	90253
Min 6	82	91916	93791
Max 6	85	94610	96540
Unit Leader			
Min 7	88	97443	99431
Max 7	91	100356	102403
Min 8	95	104539	106672
Max 8	98	107864	110064
District Manager 4			
Min 7	88	97443	99431
Max 7	91	100356	102403
Min 8	95	104539	106672
District Manager 3			
Min 8	95	104539	106672
Max 8	98	107864	110064
Min 9	101	111077	113343
Max 9	104	114201	116531
District Manager 2			
Min 9	101	111077	113343
Max 9	104	114201	116531
Min 10	108	118863	121288
Max 10	111	122404	124901
District Manager 1			
Min 10	108	118863	121288
Max 10	111	122404	124901
Min 11	116	128473	131094
Max 11	120	133920	136652

Petty Sessions Officers - Local Courts Administration Determination 741 of 1982

Petty Sessions Officers - Local Courts Administration			
Classification and Grades	Common Salary	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Grade 1/2			
1st year of service	7	37949	38723
2nd year of service	11	45899	46835
3rd year of service	17	49470	50479
4th year of service	20	50819	51856
5th year of service	23	52968	54049
6th year of service	25	53928	55028
7th year of service	28	55267	56394

8th year of service	32	57312	58481
9th year of service	36	59389	60601
10th year of service	40	61583	62839
Officer with HSC at 19 paid not less than	9	43000	43877
General Scale			
Grade 3			
1st year of service Max 1	49	66882	68246
2nd year of service Min 2	52	68749	70151
Thereafter Max 2	55	70636	72077
Grade 4			
1st year of service Max 3	61	74827	76353
2nd year of service Min 4	64	77162	78736
Thereafter Max 4	67	79535	81158
Grade 5			
1st year of service Max 5	78	88449	90253
2nd year of service Min 6	82	91916	93791
Thereafter Max 6	85	94610	96540
Grade 6			
1st year of service Min 8	95	104539	106672
Thereafter Max 9	104	114201	116531
Grade 7			
1st year of service Min 11	116	128473	131094
Thereafter Min 12	126	142308	145211

Pharmacists Agreement 2441 of 1982

Pharmacists		
Classification and Grade	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Pharmacist - Grade 1		
1st year	62176	63444
2nd year	64499	65815
3rd year	68448	69844
4th year	73163	74656
5th year	78238	79834
6th year	83207	84904
7th year	87239	89019
8th year	90048	91885
Pharmacist - Grade 2 After 2 yrs on maximum	92736	94628
Part-time Pharmacist (per hour)	49.56	50.57
Pharmaceutical Advisor, Pharmaceutical Services Branch		
1st year	100746	102801
2nd year	104125	106249
3rd year	107035	109219
4th year	109950	112193
Principal Pharmaceutical Advisor, Pharmaceutical Services Branch		
1st year	120387	122843
2nd year	123424	125942
Deputy Chief Pharmacist, Pharmaceutical Services Branch		
1st year	127513	130114
2nd year	130687	133353
Chief Pharmacist, Pharmaceutical Services Branch		
1st year	140746	143617
2nd year	144050	146989
Chief Pharmacist Group 1 & 3, Grade 5 Corrections Health Service		
1st year	120381	122837
2nd year	123425	125943

Psychologists, Community Offender Services, Department of Corrective Services Determination No. 963 of 2008

Psychologists, Community Offender Services - Department of Corrective Services		
Classification and Grades	Common	1.7.20
		1.7.21

	Salary Points	Per annum 0.3% \$	Per annum 2.04% \$
Senior Psychologist Year 1	-	123403	125920
Senior Psychologist Year 2	-	128594	131217
Senior Psychologist Year 3 and thereafter	-	133783	136512
Senior Specialist Psychologist Year 1	-	144166	147107
Senior Specialist Psychologist Year 2	-	148309	151335
Senior Specialist Psychologist Year 3 and thereafter	-	152490	155601
Community Based Incidental Allowance	-	3126	3190

Publicity Officers and Public Relations Officers Agreement No.2126 of 1975

Publicity Officers and Public Relations Officers			
Classification and Grades	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Assistant Publicity Officers			
1st year of service	59	73396	74893
2nd year of service	62	75532	77073
Publicity Officers			
1st year of service	69	81037	82690
2nd year of service	72	83357	85057
3rd year of service and thereafter	74	84889	86621
Senior Publicity Officers, Dept of Education & Training			
1st year of service and thereafter	100	110011	112255
Public Relations Officer			
Grade II			
1st year of service	87	96483	98451
2nd year of service	89	98423	100431
3rd year of service and thereafter	91	100356	102403
Grade I			
1st year of service	103	113174	115483
2nd year of service	105	115362	117715
3rd year of service and thereafter	107	117695	120096
Allowance in lieu of overtime (per annum)	-	12698	12957

Scientific Officers Various Departments Agreement No. 2433 of 1982

Scientific Officers, Various Departments			
Classification and Grades	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Grade I			
1st year of service	46	64973	66298
2nd year of service	50	67532	68910
3rd year of service	56	71297	72751
4th year of service	63	76420	77979
5th year of service	70	81837	83506
6th year of service and thereafter	76	86689	88457
Grade II			
1st year of service	81	90933	92788
2nd year of service	84	93629	95539
3rd year of service	87	96483	98451
4th year of service and thereafter	91	100356	102403
Grade III			
1st year of service	95	104539	106672
2nd year of service	98	107864	110064
3rd year of service and thereafter	100	110011	112255
Grade IV			
1st year of service	105	115362	117715
2nd year of service	108	118863	121288
3rd year of service and thereafter	110	121220	123693
Grade V			

1st year of service	114	125977	128547
2nd year of service and thereafter	117	129748	132395
Grade VI			
1st year of service	120	133920	136652
2nd year of service	123	137731	140541

Security Officers and Senior Security Officers Various Departments Determination No.768 of 1982

Security Officers and Senior Security Officers, Various Departments			
Classification and Grades	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Security Officer	25	53928	55028
Senior Security Officer	30	56312	57461
Chief Security Controller - Sydney			
1st year	75	85744	87493
2nd year	78	88449	90253
Chief Security Officer - Sydney			
(S.C. 85) 1st year	60	74077	75588
(S.C. 92) 2nd year	64	77162	78736
Newcastle - (S.C. 80)	57	71926	73393

Social Workers, Various Departments Agreement No.2374 of 1982

Social Workers, Various Departments			
Classification and Grades	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Social Worker, Community Services Consultant			
1st year of service	44	63857	65160
2nd year of service	49	66882	68246
3rd year of service	55	70636	72077
4th year of service	61	74827	76353
5th year of service	67	79535	81158
6th year of service	71	82653	84339
7th year of service	75	85744	87493
8th year of service	79	89156	90975
9th year of service and thereafter	84	93629	95539
Senior Allotment Officer	89	98423	100431
Community Services Officer	96	105634	107789
Social Worker Grade I	89	98423	100431
Senior Social Worker	96	105634	107789
Regional Social Work Adviser			
South Eastern, Orana and Far West and South Western Health Regions	89	98423	100431
Central Western, North Coast, Illawarra and New England Health Regions	96	105634	107789
Southern Metropolitan, Northern Metropolitan, Western Metropolitan and Hunter Health Regions	107	117695	120096

Stores Officers Various Departments Agreement No. 2038 of 1973; Determination 534 of 1978; Determination 747 of 1982

Stores Officer, Various Departments			
Classification and Grades	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Stores Officers			
Grade 1			
1st year of service	31	56762	57920
2nd year of service and thereafter	33	57776	58955
Grade 2			

1st year of service	34	58318	59508
2nd year of service and thereafter	35	58791	59990
Grade 3			
1st year of service	36	59389	60601
2nd year of service and thereafter	37	59956	61179
Grade 4			
1st year of service	39	61079	62325
2nd year of service	41	62274	63544
3rd year of service and thereafter	41	62274	63544
Stores and Despatch Officer Art Gallery of N.S.W.			
1st year of service	39	61079	62325
2nd year of service	40	61583	62839
3rd year of service and thereafter	41	62274	63544
Drug Checker and Counter Hand Commercial Services Group			
1st year of service	37	59956	61179
2nd year of service and thereafter	38	60454	61687
Area Supervisors Commercial Services Group			
1st year of service	46	64973	66298
2nd year of service and thereafter	48	66201	67552
Second O.I.C. (Other Areas) Commercial Services Group			
1st year of service	37	59956	61179
2nd year of service and thereafter	38	60454	61687
Area Supervisors (Shea's Creek Stores) Despatch Section, Government Supply Department			
1st year of service	52	68749	70151
2nd year of service and thereafter	55	70636	72077
Packing Section and Sheds 68-72 Commercial Services Group			
1st year of service	49	66882	68246
2nd year of service and thereafter	51	68057	69445
Section O.I.C. (Areas) Commercial Services Group			
1st year of service	41	62274	63544
2nd year of service and thereafter	43	63386	64679
Packing Section and Sheds 68-72 Commercial Services Group			
1st year of service	39	61079	62325
2nd year of service and thereafter	40	61583	62839
Assistant Inspector of Packing and Quality Control, Commercial Services Group			
	56	71297	72751
Inspector of Packing and Quality Control, Commercial Services Group			
	59	73396	74893
Controller of Order Processing, Commercial Services Group			
	59	73396	74893
Stores Controller, CMA			
	46	64973	66298
Assistant Stores Controller, CMA			
	40	61583	62839
Chief Stores Officer, Government Motor Garage			
1st year of service	46	64973	66298
2nd year of service	48	66201	67552
3rd year of service and thereafter	49	66882	68246

Surveyors, Trigonometrical surveyors and Cartographic Surveyors, Various Departments Agreement No. 2449 of 1982

Surveyors, Trigonometrical Surveyors and Cartographic Surveyors, Various Departments			
Classification and Grades	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Grade I			
1st year of service	50	67532	68910
2nd year of service	56	71297	72751
3rd year of service	63	76420	77979
4th year of service	70	81837	83506
5th year of service and thereafter	76	86689	88457
Grade II			
1st year of service	82	91916	93791
2nd year of service	86	95457	97404
3rd year of service	89	98423	100431
4th year of service and thereafter	92	101285	103351

Grade III			
1st year of service	97	106697	108874
2nd year of service	100	110011	112255
3rd year of service	104	114201	116531
4th year of service and thereafter	107	117695	120096
Grade IV			
1st year of service	112	123599	126120
2nd year of service	115	127224	129819
3rd year of service and thereafter	117	129748	132395
Grade V			
1st year of service	121	135071	137826
2nd year of service and thereafter	123	137731	140541

Technical Officers (Engineering) Determination No.803 of 1983

Technical Officers (Engineering)			
Classification and Grades	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Grade 1			
1st year of service	48	66201	67552
2nd year of service	51	68057	69445
3rd year of service	54	69942	71369
4th year of service	56	71297	72751
5th year of service	59	73396	74893
Grade 2			
1st year of service	64	77162	78736
2nd year of service	66	78730	80336
3rd year of service	68	80117	81751
4th year of service	70	81837	83506
Grade 3			
1st year of service and thereafter	77	87431	89215
Senior Technical Officer			
Grade 1			
1st year of service	75	85744	87493
2nd year of service	77	87431	89215
3rd year of service	80	90125	91964
Grade 2			
1st year of service	83	92813	94706
2nd year of service	86	95457	97404
Grade 3			
	90	99399	101427

Technical Surveyors, All Departments Agreement No. 2494 of 1986

Technical Surveyors, All Departments			
Classification and Grades	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Assistant Technical Surveyors			
1st year of service	2	28185	28760
2nd year of service	5	33458	34141
3rd year of service	7	37949	38723
4th year of service	11	45899	46835
5th year of service	17	49470	50479
6th year of service	20	50819	51856
7th year of service	23	52968	54049
8th year of service	25	53928	55028
9th year of service	28	55267	56394
10th year of service	32	57312	58481
11th year of service	36	59389	60601
12th year of service	40	61583	62839
13th year of service	46	64973	66298
14th year of service	49	66882	68246
15th year of service	52	68749	70151

16th year of service	55	70636	72077
Officer with HSC at 19 paid not less than	9	43000	43877
Technical Surveyor Grade 1			
1st year of service	58	72635	74117
2nd year of service	61	74827	76353
3rd year of service	64	77162	78736
4th year of service	67	79535	81158
Grade 2			
1st year of service	73	84220	85938
2nd year of service	76	86689	88457
3rd year of service	80	90125	91964
4th year of service	83	92813	94706
Grade 3			
1st year of service	88	97443	99431
2nd year of service	91	100356	102403

Technician (Security Services), Department of Education and Training, Public Service Board Determination, dated 4 February, 1988

Technician (Security Services) - Department of Education and Training			
Classification and Grades	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Grade 1			
Year 1	59	73396	74893
Thereafter	60	74077	75588
Grade 2			
Year 1	62	75532	77073
Thereafter	63	76420	77979
On call allowance (per week)	-	277.40	283.05

Timekeepers and/or Storekeepers, Various Departments (other than State Dockyard) Salaries Agreement No.2418 of 1982

Timekeepers and/or Storekeepers, Various Departments (other than State Dockyard)			
Classification and Grades	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
Timekeeper and/or Storekeeper Grade I			
1st year of service	34	58318	59508
2nd year of service	37	59956	61179
Grade II			
1st year of service	39	61079	62325
2nd year of service	42	62764	64044
Assistant to Supervisory Timekeeper On Appointment	43	63386	64679
Special Grade			
1st year of service	45	64478	65793
2nd year of service	46	64973	66298

Tracers, Various Departments Agreement No.2192 of 1975

Tracers, Various Departments			
Classification and Grades	Common Salary Point	1.7.20 Per annum 0.3% \$	1.7.21 Per annum 2.04% \$
General Scale			
1st year of service or under 17	2	28185	28760
2nd year of service or 17	4	31460	32102
3rd year of service or 18	6	35702	36430
4th year of service or 19	8	40550	41377

5th year of service or 20	10	45483	46411
6th year of service or 21	17	49470	50479
7th year of service	19	50391	51419
8th year of service	23	52968	54049
9th year of service	25	53928	55028
Grade 1			
1st year of service	26	54367	55476
2nd year of service	28	55267	56394
Grade 2			
1st year of service	31	56762	57920
2nd year of service	33	57776	58955
Grade 3			
1st year of service	35	58791	59990
2nd year of service	37	59956	61179
Grade 4			
1st year of service	39	61079	62325
2nd year of service	40	61583	62839

J. Webster, Commissioner