

CROWN EMPLOYEES (PUBLIC SECTOR - SALARIES 2022) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Industrial Relations Secretary.

(Case No. 2022/194712)

Before Chief Commissioner Constant
Commissioner Sloan
Commissioner Webster

8 August 2022

AWARD

PART A

Arrangement

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PART B

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AWARDS

AGREEMENTS AND DETERMINATIONS

1. Title

This award will be known as the Crown Employees (Public Sector - Salaries 2022) 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 2.53% increase to salaries payable with effect from the first full pay period to commence on or after 1 July 2022;

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 2023 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 2021) Award, published on 9 July 2021 (390 I.G. 185) and all variations thereof and takes effect from 1 July 2022, and remains in force until 30 June 2023.

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 Communities and Justice - Corrective Services NSW) Award

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

Crown Employees (Departmental Officers) Award

Crown Employees Sound Reporters Award

Crown Employees (NSW (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 Planning, Industry and Environment) 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 2020

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) Reviewed 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 2019

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

Crown Employees (Department of Industry, Skills and Regional Development) 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, Skills and Regional Development) Fisheries Employees Award

Crown Employees (Department of Industry, Skills and Regional Development) Geoscientists Award

Crown Employees (Department of Industry) Local Coordinator Allowance Award

Crown Employees (Department of Industry, Skills and Regional Development) 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 2018

Crown Employees (NSW Police Force Special Constables) (Security) Award 2018

Crown Employees (Office of Environment and Heritage and the Office of Environment Protection Authority) General Award 2021

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

Crown Employees (Department of Customer Service - SafeWork NSW Inspectors 2007) Reviewed Award

Crown Employees (Parks and Gardens - Horticulture and Rangers Staff) Award 2016

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 2021

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 Justice - Corrective Services NSW) Award 2009

Crown Employees (Sheriff's Officers) Award

Crown Employees (State Emergency Service) Region Staff Award 2018

Crown Employees (State Emergency Service) State Operations Centre – Continuous Shift Workers Award 2021

Crown Employees (Tipstaves to Justices) Award

Crown Employees (Trades Assistants) Award 2019

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.

		1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Common Salary Point:	1	26,955	27,637
	2	28,760	29,488
	3	30,279	31,045
	4	32,102	32,914
	5	34,141	35,005
	6	36,430	37,352
	7	38,723	39,703
	8	41,377	42,424
	9	43,877	44,987
	10	46,411	47,585
	11	46,835	48,020
	12	47,255	48,451
	13	47,727	48,934
	14	48,222	49,442
	15	48,677	49,909
	16	49,238	50,484
	17	50,479	51,756
	18	50,975	52,265
	19	51,419	52,720
	20	51,856	53,168
	21	52,349	53,673
	22	52,837	54,174
	23	54,049	55,416
	24	54,580	55,961
	25	55,028	56,420
	26	55,476	56,880
	27	55,922	57,337
	28	56,394	57,821
	29	56,975	58,416
	30	57,461	58,915
	31	57,920	59,385
	32	58,481	59,961
	33	58,955	60,447
	34	59,508	61,014
	35	59,990	61,508
	36	60,601	62,134
	37	61,179	62,727
	38	61,687	63,248
	39	62,325	63,902
	40	62,839	64,429
	41	63,544	65,152
	42	64,044	65,664
	43	64,679	66,315
	44	65,160	66,809
	45	65,793	67,458
	46	66,298	67,975
	47	66,995	68,690
	48	67,552	69,261
	49	68,246	69,973
	50	68,920	70,664
	51	69,445	71,202
	52	70,151	71,926
	53	70,751	72,541
	54	71,369	73,175
	55	72,077	73,901
	56	72,751	74,592
	57	73,393	75,250
	58	74,117	75,992
	59	74,893	76,788
	60	75,588	77,500
	61	76,353	78,285
	62	77,073	79,023
	63	77,979	79,952

	64	78,736	80,728
	65	79,398	81,407
	66	80,336	82,369
	67	81,158	83,211
	68	81,751	83,819
	69	82,690	84,782
	70	83,506	85,619
	71	84,339	86,473
	72	85,057	87,209
	73	85,938	88,112
	74	86,621	88,813
	75	87,493	89,707
	76	88,457	90,695
	77	89,215	91,472
	78	90,253	92,536
	79	90,964	93,265
	80	91,964	94,291
	81	92,788	95,136
	82	93,791	96,164
	83	94,706	97,102
	84	95,539	97,956
	85	96,540	98,982
	86	97,404	99,868
	87	98,451	100,942
	88	99,431	101,947
	89	100,431	102,972
	90	101,427	103,993
	91	102,403	104,994
	92	103,351	105,966
	93	104,437	107,079
	94	105,559	108,230
	95	106,672	109,371
	96	107,789	110,516
	97	108,874	111,629
	98	110,064	112,849
	99	111,121	113,932
	100	112,255	115,095
	101	113,343	116,211
	102	114,428	117,323
	103	115,483	118,405
	104	116,531	119,479
	105	117,715	120,693
	106	118,909	121,917
	107	120,096	123,134
	108	121,288	124,357
	109	122,493	125,592
	110	123,693	126,822
	111	124,901	128,061
	112	126,120	129,311
	113	127,332	130,553
	114	128,547	131,799
	115	129,819	133,103
	116	131,094	134,411
	117	132,395	135,745
	118	133,712	137,095
	119	135,176	138,596
	120	136,652	140,109
	121	137,826	141,313
	122	138,993	142,510
	123	140,541	144,097
	124	142,087	145,682
	125	143,651	147,285
	126	145,211	148,885
	127	146,734	150,446
	128	148,270	152,021
	129	149,936	153,729
	130	151,609	155,445

PART B
MONETARY RATES

AWARDS

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

Classification and Grades	Common Salary Point	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Clerks General Scale			
Clerks General Scale step 1	4	32,102	32,914
Clerks General Scale step 2	6	36,430	37,352
Clerks General Scale step 3 - 1st year of service or 18 years	7	38,723	39,703
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	43,877	44,987
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	46,835	48,020
Clerks General Scale step 6 - Minimum for employee 21 years of age	17	50,479	51,756
Clerks General Scale step 7	20	51,856	53,168
Clerks General Scale step 8	23	54,049	55,416
Clerks General Scale step 9	25	55,028	56,420
Clerks General Scale step 10	28	56,394	57,821
Clerks General Scale step 11	32	58,481	59,961
Clerks General Scale step 12	36	60,601	62,134
Clerks General Scale step 13	40	62,839	64,429
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	-	65,526	67,184
Grade 1			
1st year of service	46	66,298	67,975
Thereafter	49	68,246	69,973
Grade 2			
1st year of service	52	70,151	71,926
Thereafter	55	72,077	73,901
Grade 3			
1st year of service	58	74,117	75,992
Thereafter	61	76,353	78,285
Grade 4			
1st year of service	64	78,736	80,728
Thereafter	67	81,158	83,211
Grade 5			
1st year of service	75	87,493	89,707
Thereafter	78	90,253	92,536
Grade 6			
1st year of service	82	93,791	96,164
Thereafter	85	96,540	98,982
Grade 7			
1st year of service	88	99,431	101,947
Thereafter	91	102,403	104,994
Grade 8			
1st year of service	95	106,672	109,371
Thereafter	98	110,064	112,849
Grade 9			
1st year of service	101	113,343	116,211
Thereafter	104	116,531	119,479

Grade 10			
1st year of service	108	121,288	124,357
Thereafter	111	124,901	128,061
Grade 11			
1st year of service	116	131,094	134,411
Thereafter	120	136,652	140,109
Grade 12			
1st year of service	126	145,211	148,885
Thereafter	130	151,609	155,445

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

Classification and Grades	CSP NO.	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Probationary Correctional Officer	45	65,793	67,458
Correctional Officer - 1st year	47	66,995	68,690
2nd year and thereafter	49	68,246	69,973
Correctional Officer, First Class -1st year	55	72,077	73,901
2nd year and thereafter	63	77,979	79,952
Senior Correctional Officer	69	82,690	84,782
Overseer - 1st year	55	72,077	73,901
2nd year and thereafter	63	77,979	79,952
Senior Overseer	69	82,690	84,782
Industries and Maintenance Allowance - Overseer 1st year		10,617	10,886
Overseer 2nd year and thereafter		4,712	4,831
Senior Overseer		9,271	9,506
Incidental Allowance -			
Probationary Correctional Officer (in training)		n/a	n/a
Probationary Correctional Officer (on graduation)		1,082	1,109
Correctional Officer 1st year		1,585	1,625
Correctional Officer 2nd year and thereafter		2,169	2,224
Correctional Officer, First Class 1st year		3,244	3,326
Correctional Officer, First Class 2nd year and thereafter		3,244	3,326
Senior Correctional Officer		5,407	5,544
Overseer 1st year		3,244	3,326
Overseer 2nd year and thereafter		3,244	3,326
Senior Overseer		5,407	5,544

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

Annualised Salary Package - Kempsey, Dillwynia and Wellington Correctional Centres			
Classification and Grades		1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
General Manager		203,122	208,261
Manager of Security		171,361	175,696
Principal Correctional Officer		132,401	135,751
Chief Correctional Officer		123,933	127,069
Correctional Officers - Kempsey, Dillwynia, Wellington and John Morony Correctional Centres			
	Common Salary Points	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.04% \$
Senior Correctional Officer	69	82,690	84,782
Correctional Officer 1st Class Year 2	63	77,979	79,952

Correctional Officer 1st Class Year 1	55	72,077	73,901
Correctional Officer Year 2	49	68,246	69,973
Correctional Officer Year 1	47	66,995	68,690
Correctional Officer Probationary	45	65,793	67,458
Correctional Officer (Training)	45	65,793	67,458
Incidental Allowance: Senior Correctional Officer	-	5,407	5,544
Correctional Officer 1st Class Years 1 and 2	-	3,244	3,326
Correctional Officer Year 2	-	2,169	2,224
Correctional Officer Year 1	-	1,624	1,665
Correctional Officer Probationary	-	1,082	1,109
Principal Industry Officer Level 1	-	138,067	141,560
Principal Industry Officer Level 2	-	131,401	134,725
Chief Industry Officer	-	125,159	128,326
Senior Overseer	80	91,964	94,291
Overseer	69	82,690	84,782
Senior Overseer	-	5,407	5,544
Overseer	-	3,244	3,326

Crown Employees (Departmental Officers) Award

Departmental Officer			
Classifications and Grades		1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
General Scale	Year 1	38,723	39,703
	Year 2	46,835	48,020
	Year 3	50,479	51,756
	Year 4	51,856	53,168
	Year 5	54,049	55,416
	Year 6	55,028	56,420
	Year 7	56,394	57,821
	Year 8	58,481	59,961
	Year 9	60,601	62,134
	Year 10	62,839	64,429
Grade 1-2 (Level 1)	Year 1	66,298	67,975
	Year 2	68,246	69,973
	Year 3	70,151	71,926
	Year 4	72,077	73,901
Grade 3-4 (Level 2)	Year 1	74,117	75,992
	Year 2	76,353	78,285
	Year 3	78,736	80,728
	Year 4	81,158	83,211
Grade 5-6 (Level 3)	Year 1	87,493	89,707
	Year 2	90,253	92,536
	Year 3	93,791	96,164
	Year 4	96,540	98,982
Grade 7-8 (Level 4)	Year 1	99,431	101,947
	Year 2	102,403	104,994
	Year 3	106,672	109,371
	Year 4	110,064	112,849
Grade 9-10 (Level 5)	Year 1	113,343	116,211
	Year 2	116,531	119,479
	Year 3	121,288	124,357
	Year 4	124,901	128,061
Grade 11 (Level 6)	Year 1	131,094	134,411
	Year 2	136,652	140,109
Grade 12 (Level 7)	Year 1	145,211	148,885
	Year 2	151,609	155,445

Crown Employees Sound Reporters Award

Multi-Skilled Reporters and Sound Reporters Dual Remote			
Classification and Grade	Common Salary Point	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Trainee Multi-Skilled Sound Reporter Year 1	46	66,298	67,975
Multi-Skilled Sound Reporter Year 2	52	70,151	71,926
Multi-Skilled Sound Reporter Year 3	55	72,077	73,901
Multi-Skilled Sound Reporter Year 4	58	74,117	75,992
Multi-Skilled Sound Reporter Year 5	61	76,353	78,285
Sound Reporter Dual Remote	64	78,736	80,728

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

Classification and Grades	A & C Grade Equivalent	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Unqualified Youth Officer - Level 1	GS Year 10	62,839	64,429
Youth Officer Level 2 Year 1 Year 2 Year 3 Level 3 Year 1	Min 1 Max 1 Min 2 Max 2	66,298 68,246 70,151 72,077	67,975 69,973 71,926 73,901
Shift Supervisor/Assistant Unit Manager - Level 4 Year 1 Year 2 Year 3 Year 4	Min 4 Max 4 Min 5 Max 5	78,736 81,158 87,493 90,253	80,728 83,211 89,707 92,536
Unit Manager - Level 5 Year 1 Year 2 Year 3 Year 4	Min 6 Max 6 Min 7 Max 7	93,791 96,540 99,431 102,403	96,164 98,982 101,947 104,994
Assistant Manager - Level 6 Year 1 Year 2 Year 3 Year 4	Min 8 Max 8 Min 9 Max 9	106,672 110,064 113,343 116,531	109,371 112,849 116,211 119,479
Centre Manager - Level 8 Year 1 Year 2	Min 11 Max 11	131,094 136,652	134,411 140,109
Centre Manager - Level 9 Year 1 Year 2	Min 12 Max 12	145,211 151,609	148,885 155,445
Vocational Instructor (Trade, Maintenance, Grounds) Level 1, Year 1 Level 2, Year 1 Year 2 Year 3 Year 4		62,839 66,298 68,246 70,151 72,077	64,429 67,975 69,973 71,926 73,901
Kitchen Support Officer and Vocational Instructor (Cook) Level 1 Year 1 Year 2 Level 2 Year 1 Year 2 Year 3 Year 4		51,856 66,298 66,298 68,246 70,151 72,077	53,168 67,975 67,975 69,973 71,926 73,901

Vocational Instructor (Cook Supervisor)		74,940	76,836
Logistics Officer			
Level 4			
Year 1		87,493	89,707
Year 2		90,253	92,536
Level 5			
Year 3		93,791	96,164
Year 4		96,540	98,982
Court Supervisor - Level 4			
Year 1	Min 4	78,736	80,728
Year 2	Max 4	81,158	83,211
Year 3	Min 5	87,493	89,707
Year 4	Max 5	90,253	92,536
Drug Detection Security and Intelligence Officer			
Level 2			
Year 1	Min 1	66,298	67,975
Year 2	Max 1	68,246	69,973
Year 3	Min 2	70,151	71,926
Level 3	Max 2	72,077	73,901
Chokage Allowance (per day)		5.30	5.45
Uniform Allowance (per week)		5.50	5.65
Trade Allowance (per annum)		2,012	2,063
Allocated Youth Officer Additional Responsibilities Allowance (per hour)		1.42	1.46

Crown Employees (Office of Sport - Catering Officers) Award

Classification and Grades	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Level 1	61,393	62,946
Level 2	63,335	64,937
Level 3	65,243	66,894
Level 4	67,346	69,050
Level 5	69,730	71,494
Catering Officers - Academy Allowance		
Senior Catering Officer	5,367	5,503
Catering Officer	2,590	2,656
Apprentice	2,072	2,124

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	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Annual allowance (Clause 11)	12,172	12,480

Crown Employees (Office of Sport - Program Officers) Award

Classification and Grades	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Program Officers		
Level 1	62,096	63,667
Level 2	64,528	66,161
Level 3	68,171	69,896
Level 4	73,041	74,889
Level 5	75,474	77,383
Level 6	79,138	81,140
Level 7	82,782	84,876
Level 8	86,443	88,630

Level 9	90,084	92,363
Level 10	93,747	96,119
Level 11	97,383	99,847
Level 12	99,821	102,346
Program Officers - Temporary employees	Per day	Per day
Level 1	238.35	244.40
Level 2	247.05	253.30
Level 3	260.65	267.25
Level 4	280.55	287.65
Level 5	289.25	296.55
Level 6	302.90	310.55
Level 7	317.80	325.85
Level 8	331.45	339.85
Level 9	345.10	353.85
Level 10	358.75	367.85
Level 11	373.65	383.10
Level 12	382.35	392.00
Program Officers - Casual Employees	Per day	Per day
Level 1	267.80	274.60
Level 2	278.25	285.30
Level 3	294.00	301.45
Level 4	314.90	322.85
Level 5	325.50	333.75
Level 6	341.20	349.85
Level 7	357.00	366.05
Level 8	372.75	382.20
Level 9	388.45	398.30
Level 10	404.30	414.65
Level 11	420.00	430.65
Level 12	430.40	441.30
Program Officer (Group Leader)	Per day	Per day
Grade 1	208.10	213.35
Grade 2	252.45	258.85
Allowances		
Sport and recreation allowance – Ongoing Employees Program Officers (per annum)	12,172	12,480
Sport and recreation allowance- Temporary Program Officers (per day)	46.70	47.90
Night duty allowance - Casual Program Officers (per night)	99.60	102.10
Night duty allowance - Program Officer (Group Leader) (per night)	48.05	49.25

Crown Employees (Office of Sport - Services Officers) Award

Table 1 - Salary Scale for Services Officers Prior to Competency Attainment		
Classification and Grades	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Level 1	52,003	53,319
Level 2	54,850	56,238
Level 3	57,210	58,657
Level *4	59,574	61,081
	Per Hour \$	Per Hour \$
Level 1	26.21	26.87
Level 2	27.65	28.35
Level 3	28.86	29.59
Level 4	30.07	30.83
Table 2 - Salary Scale for Services Officers after Competency Attainment		
Classification and Grades	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Level 1	53,562	54,917
Level 2	56,499	57,928
Level 3	58,931	60,422
Level 4*	61,362	62,914

	Per hour \$	Per hour \$
Level 1	27.04	27.09
Level 2	28.51	29.23
Level 3	29.72	30.47
Level 4	30.94	31.72

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

Table 3 - Salary Scale for Assistant Services Officers		
Classification and Grades	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Level 1	52,003	53,319
Level 2	54,850	56,238
	Per hour \$	Per hour \$
Level 1	26.21	26.87
Level 2	27.65	28.35

Crown Employees (Department of Planning, Industry and Environment) 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

Classifications and Grades	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Professional Staff -		
General Scale 1	39,257	40,250
General Scale HSC 19 years	44,479	45,604
General Scale 2 or age 20	47,476	48,677
General Scale 3 or age 21	51,167	52,462
General Scale 4	52,567	53,897
General Scale 5	54,785	56,171
General Scale 6	55,781	57,192
General Scale 7	57,169	58,615
General Scale 8	59,282	60,782
General Scale 9	61,430	62,984
General Scale 10	63,695	65,306
General Scale 11	65,568	67,227
General Scale 12	67,203	68,903
General Scale 13	69,179	70,929
Grade 1		
Year 1	69,849	71,616
Year 2	73,749	75,615
Year 3	79,043	81,043
Year 4	84,647	86,789
Year 5	89,668	91,937
Grade 2		
Year 1	95,078	97,483
Year 2	98,739	101,237
Year 3	101,802	104,378
Year 4	104,770	107,421
Grade 3		
Year 1	110,366	113,158
Year 2	113,793	116,672
Year 3	118,125	121,114
Year 4	121,740	124,820
Grade 4		
Year 1	127,845	131,079
Year 2	131,590	134,919
Year 3	134,215	137,611
Senior Professional Staff -		
Senior 1		
Year 1	139,714	143,249
Year 2	142,466	146,070

Senior 2		
Year 1	145,622	149,306
Year 2	148,748	152,511
Senior 3		
Year 1	151,990	155,835
Year 2	153,687	152,511
Project Staff		
Grade 1		
Year 1	82,921	85,019
Year 2	84,305	86,438
Grade 2		
Year 1	89,716	91,986
Year 2	92,302	94,637
Grade 3		
Year 1	95,144	97,551
Year 2	97,978	100,457
Grade 4		
Year 1	100,817	103,368
Clerical Staff -		
General Scale 1	39,257	40,250
General Scale HSC 19 yrs	44,479	45,604
General Scale 2 or age 20	47,476	48,677
General Scale 3 or age 21	51,167	52,462
General Scale 4	52,567	53,897
General Scale 5	54,785	56,171
General Scale 6	55,781	57,192
General Scale 7	57,169	58,615
General Scale 8	59,282	60,782
General Scale 9	61,430	62,984
General Scale 10	63,695	65,306
* Personal	65,568	67,227
Grade 1 -		
Year 1	67,203	68,903
Year 2	69,179	70,929
Grade 2 -		
Year 1	71,114	72,913
Year 2	73,058	74,906
Grade 3 -		
Year 1	75,134	77,035
Year 2	77,403	79,361
Grade 4 -		
Year 1	79,817	81,836
Year 2	82,268	84,349
Grade 5 -		
Year 1	88,693	90,937
Year 2	91,495	93,810
Grade 6 -		
Year 1	95,078	97,483
Year 2	97,860	100,336
Grade 7 -		
Year 1	100,797	103,347
Year 2	103,813	106,439
Grade 8 -		
Year 1	108,132	110,868
Year 2	111,575	114,398
Grade 9 -		
Year 1	114,897	117,804
Year 2	118,125	121,114
Grade 10 -		
Year 1	122,956	126,067
Year 2	126,613	129,816
Grade 11 -		
Year 1	132,891	136,253
Year 2	138,525	142,030
Grade 12 -		
Year 1	147,201	150,925

Year 2	153,687	157,575
Technical Staff (A)		
General Scale 1 or 16 years	32,546	33,369
General Scale 2 or 17 years	36,931	37,865
General Scale 3 or 18 years	39,257	40,250
General Scale 4 or 20 years	44,479	45,604
General Scale 5 or 21 years	47,476	48,677
General Scale 6	51,167	52,462
General Scale 7	52,567	53,897
General Scale 8	54,785	56,171
General Scale 9	55,781	57,192
General Scale 10	57,169	58,615
General Scale 11	59,282	60,782
General Scale 12	61,430	62,984
General Scale 13	63,695	65,306
General Scale 14	65,568	67,227
Grade I -		
Year 1	68,480	70,213
Year 2	70,405	72,186
Year 3	72,345	74,175
Year 4	73,749	75,615
Year 5	75,921	77,842
Grade II -		
Year 1	79,817	81,836
Year 2	81,436	83,496
Year 3	82,876	84,973
Year 4	84,647	86,789
Grade III -		
Year 1	90,433	92,721
Senior Technical (A) -		
Senior I -		
Year 1	88,693	90,937
Year 2	90,433	92,721
Year 3	93,218	95,576
Senior II -		
Year 1	95,995	98,424
Year 2	98,739	101,237
Senior III -		
Year 1	102,809	105,410

Crown Employees (Department of Industry) Food Safety Officers Award

Food Safety Officers			
Classification and Grades	Common Salary Points	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Grade 1, Year 1	-	67,273	68,975
Year 2	-	69,199	70,950
Year 3	55	72,077	73,901
Grade 2, Year 1	-	76,430	78,364
Year 2	-	83,116	85,219
Year 3	82	93,791	96,164
Grade 3, Year 1	-	100,918	103,471
Year 2	-	104,535	107,180
Year 3	98	110,064	112,849
Grade 4, Year 1	-	114,933	117,841
Year 2	-	118,908	121,916
Year 3	111	124,901	128,061
Grade 5, Year 1	116	131,094	134,411
Year 2	120	136,652	140,109
Grade 6, Year 1	126	145,211	148,885
Year 2	130	151,609	155,445

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	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Full-time Permanent	-		
Junior - On employment		35,995	36,906
After 12 months or at 20 years	-	46,277	47,448
Adult			
Year 1	19	51,420	54,055
Year 2	20	51,856	54,513
Year 3	22	52,837	55,545
Year 4	23	54,049	56,818
Year 5	25	55,028	57,847
		Per hour	Per hour
Part-time Permanent (up to 35.5 hpw)			
Junior			
On employment		19.97	20.48
After 12 months or at 20 years		25.67	26.32
Adult		29.33	30.07
Full-time (38 hpw) Temporary - Unloaded			
Junior - On employment		18.16	18.62
After 12 months or at 20 years		23.35	23.94
Adult		25.92	26.58
Full-time Temporary - Loaded			
Junior - On employment		19.68	20.18
After 12 months or at 20 years		25.25	25.89
Adult		28.12	28.83
Part-time Temporary (up to 35.5 hpw) - Unloaded			
Junior - On employment		19.97	20.48
After 12 months or at 20 years		25.67	26.32
Adult		29.33	30.07
Loaded			
Junior - On employment		21.64	22.19
After 12 months or at 20 years		27.82	28.52
Adult		31.74	32.54

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 1.7.2021 2.04% \$	Annualised Salary from the first full pay period on or after 1.7.2022 2.53% \$
General Manager	203,122	208,261
Superintendent	186,378	191,093
Manager Security	171,361	175,696
Deputy Superintendent	159,639	163,678

Crown Employees (General Staff - Salaries) Award 2007

General Staff - Salaries			
Classification and Grades	Common Salary Point	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Community Liaison Officer, Department of Education	57	71,926	75,250
Aboriginal Community Liaison Officer, Department of Education			
Year 1	58	72,635	74,473
Year 2	61	74,827	78,285
Year 3	64	77,162	80,728
Year 4	67	79,535	83,211

Farm Foreman, Department of Education			
Grade A			
1st year	39	61,079	63,902
2nd year	41	62,274	65,152
3rd year	43	63,386	66,315
Grade B			
1st year	45	64,478	67,458
2nd year	47	65,656	68,690
3rd year	51	68,057	71,202
Maintenance Officer, Department of Education			
1st year	24	53,489	55,961
2nd - 7th year	25	53,928	56,420
8th year	26	54,367	56,880
Matrons and Sub-Matrons, Department of Education			
Matron			
1st year	45	64,478	67,458
Thereafter	46	64,973	67,975
Sub-Matron			
1st year	39	61,079	63,902
Thereafter	40	61,583	64,429
Gallery Services Officer, Art Gallery	18	49,956	52,265
	20	50,819	53,168
Senior Gallery Services Officer	43	63,386	66,315
	45	64,478	67,458
	47	65,656	68,690
	49	66,882	69,973
Installation Officer, Art Gallery	26	54,367	56,880
	29	55,836	58,416
	32	57,312	59,961
Display Technician, Art Gallery			
Grade 1	45	64,478	67,458
	48	66,201	69,261
	51	68,057	71,202
Grade 2	55	70,636	73,901
	59	73,396	76,788
Senior Display Technician	63	76,420	79,952
	65	77,811	81,407
Museum Assistant, Sydney Living Museums			
Grade 1 – Year 1	20	50,819	53,168
Grade 1 – Year 2	21	51,302	53,673
Grade 1 – Year 3	25	53,928	56,420
Grade 1 – Year 4	27	54,804	57,337
Grade 2 – Year 1	30	56,312	58,915
Grade 2 – Year 2	31	56,762	59,385
Grade 2 – Year 3	34	58,318	61,014
Grade 2 – Year 4	35	58,791	61,508
Grade 2 – Year 5	36	59,389	62,134
Museum Guide, Sydney Living Museums			
Year 1	28	55,267	57,821
Year 2	30	56,312	59,961
Year 3	32	57,312	61,014
Year 4	34	58,318	62,134
Year 5	36	59,389	63,902
Year 6	39	61,079	69,261
Chief Guide, Sydney Living Museums	48	66,201	71,202
	51	68,057	73,168
Preparator Australian Museum			
Assistant Preparator (55)	29	55,836	58,416
	34	58,318	61,014
	39	61,079	63,902
	43	63,386	66,315
Cadet Preparator (56)	21	51,302	53,673
	25	53,928	56,420
Chief Preparator	82	91,916	96,164
	84	93,629	97,956
Preparator (57) Grade I	46	64,973	67,975

	49	66,882	69,973
	52	68,749	71,926
Grade II	56	71,297	74,592
	60	74,077	77,500
Senior Preparator	63	76,420	79,952
	65	77,811	81,407

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

Classification and Grades	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Horticultural/Trades Officer		
Level One	48,677	49,909
Level Two Year 1	54,049	55,416
Level Two Year thereafter	55,476	56,880
Level Three Year 1	57,461	58,915
Level Three Year thereafter	59,508	61,014
Level Four Year 1	61,687	63,248
Level Four Year thereafter	63,544	65,152
Level Five Year 1	65,793	67,458
Level Five Year thereafter	67,552	69,261
Level Six Year 1	69,445	71,202
Level Six Year thereafter	71,369	73,175
Level Seven Year 1	73,393	75,250
Level Seven Year thereafter	75,588	77,500
Level Eight Year 1	77,979	79,952
Level Eight Year thereafter	81,158	83,211
Level Nine Year 1	84,339	86,473
Level Nine Year thereafter	87,493	89,707
Level Ten Year 1	90,253	92,536
Level Ten Year thereafter	92,788	95,136
Level Eleven Year 1	100,431	102,972
Level Eleven Year thereafter	106,672	109,371

Crown Employees (Interpreters and Translators, Multicultural NSW) Award

Table 1 - Rates of Pay

Classification and Grades	Common Salary Point	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Interpreting/Translating Officer			
Year 1	49	68,246	69,973
Year 2	56	72,751	74,592
Year 3	63	77,979	79,952
Interpreter/Translator			
Year 1	56	72,751	74,592
Year 2	63	77,979	79,952
Year 3	70	83,506	85,619
Year 4	76	88,457	90,695
Year 5	81	92,788	95,136
Senior Interpreter/Translator			
Year 1	84	95,539	97,956
Year 2	87	98,451	100,942
Year 3	91	102,403	104,994

Table 2 - Casual Rates of Pay

Casual Interpreter	1.7.21 2.04% \$	1.7.22 2.53% \$
Recognised Practicing Interpreter		
Base Hourly Rate (Unloaded)	39.84	40.85
Standard Hour Rate (Base + 28%)	50.99	52.28
Non Standard Hour Rate (150% Base Rate) Saturday Hour Rate	59.76	61.27

Sunday Hour Rate (200% Base Rate)	79.68	81.70
Public Holiday Hour Rate (250% Base Rate)	99.60	102.12
Certified Provisional Interpreter		
Base Hourly Rate (Unloaded)	48.44	49.67
Standard Hour Rate (Base + 28%)	62.00	63.57
Non Standard Hour Rate (150% Base Rate) Saturday Hour Rate	72.66	74.50
Sunday Hour Rate (200% Base Rate)	96.88	99.33
Public Holiday Hour Rate (250% Base Rate)	121.10	124.16
Certified Interpreter		
Base Hourly Rate (Unloaded)	50.81	52.10
Standard Hour Rate (Base + 28%)	65.03	66.68
Non Standard Hour Rate (150% Base Rate) Saturday Hour Rate	76.21	78.14
Sunday Hour Rate (200% Base Rate)	101.62	104.19
Public Holiday Hour Rate (250% Base Rate)	127.02	130.23
Certified Conference Interpreter Specialist (Health/Legal) Interpreter		
Base Hourly Rate (Unloaded)	56.07	57.49
Standard Hour Rate (Base + 28%)	71.77	73.59
Non Standard Hour Rate (150% Base Rate) Saturday Hour Rate	84.11	86.24
Sunday Hour Rate (200% Base Rate)	112.15	114.99
Public Holiday Hour Rate (250% Base Rate)	140.18	143.73

Casual Translator	1.7.21 2.04% \$	1.7.22 2.53% \$
Recognised Practicing Translator		
Standard Document Translation	27.33	28.02
Non Standard Document Translation		
First 200 words or part thereof	54.66	56.04
Then 100 words thereafter or part there of up to 800 words	27.33	28.02
Then 100 words thereafter or part there of between 800-2500 words	24.59	25.21
Then 100 words thereafter or part there of exceeding of 2500 words	23.23	23.82
Proof Reading		
First 200 words or part thereof	27.33	28.02
Then 100 words thereafter or part thereof	13.66	14.01
Checking		
First 200 words or part thereof	41.00	42.04
Then 100 words thereafter or part thereof	20.50	21.02
Post Editing of Machine Translation		
First 200 words or part thereof	41.00	42.04
Then 100 words thereafter or part thereof	20.50	21.02
Certified Translator		
Standard Document Translation	32.52	33.34
Non Standard Document Translation		
First 200 words or part thereof	65.04	66.69
Then 100 words thereafter or part there of up to 800 words	32.52	33.34
Then 100 words thereafter or part there of between 800-2500 words	29.57	30.32
Then 100 words thereafter or part there of exceeding of 2500 words	27.64	28.34
Proof Reading		
First 200 words or part thereof	32.52	33.34
Then 100 words thereafter or part thereof	16.26	16.67
Checking		
First 200 words or part thereof	48.78	50.01
Then 100 words thereafter or part thereof	24.39	25.01
Post Editing of Machine Translation		
First 200 words or part thereof	24.39	25.01
Then 100 words thereafter or part thereof	48.78	50.01
Certified Advanced Translator		
Standard Document Translation	35.89	36.80
Non Standard Document Translation		
First 200 words or part thereof	71.78	73.6
Then 100 words thereafter or part there of up to 800 words	35.89	36.8
Then 100 words thereafter or part there of between 800-2500 words	32.30	33.12
Then 100 words thereafter or part there of exceeding of 2500 words	30.50	31.27
Proof Reading		
First 200 words or part thereof	35.89	36.80
Then 100 words thereafter or part thereof	17.94	18.39

Checking		
First 200 words or part thereof	53.82	55.18
Then 100 words thereafter or part thereof	26.91	27.59
Post Editing of Machine Translation		
First 200 words or part thereof	53.82	55.18
Then 100 words thereafter or part thereof	26.91	27.59

Crown Employees (Jenolan Caves Reserve Trust) Salaries Award 2020

Jenolan Caves Reserve Trust Officers		
Classification and Grades	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Administration Officer	62,074	63,644
Administration Officer (Special)	64,333	65,961
Business Development Manager	116,532	119,480
Caretaker Jenolan Cottages	59,724	61,235
Manager Caving Operations	93,791	96,164
Director	169,638	73,930
Guide - Grade 1	59,724	61,235
Guide - Grade 2	62,074	63,644
Guide – Grade 3	66,700	68,388
Maintenance Officer	56,318	57,743
Karst Resources Officer	89,612	91,879
Senior Finance Officer	99,426	101,941
System Administrator/Finance Officer	89,612	91,879
Team Leader - Electrical	77,645	79,609
Team Leader - Maintenance	77,645	79,609
Trades Officer	64,333	65,961
Trades Officer - Electrical (W/ends)	73,247	75,100
Visitor Services Officer (Tickers - PT)*	59,724	61,235
Customer Service Officer Grade 1	44,570	45,698
Customer Service Officer Grade 2		
Customer Service Officer Grade 3	48,415	49,640
Customer Service Officer Grade 4		

*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) Reviewed Award

Legal Officers			
Classification and Grades	Common Salary Point	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Grade I			
1st year of service	51	69,445	71,202
2nd year of service	55	72,077	73,901
3rd year of service	58	74,117	75,992
4th year of service	61	76,353	78,285
5th year of service	65	79,398	81,407
Grade II			
1st year of service	73	85,938	88,112
2nd year of service	78	90,253	92,536
3rd year of service	84	95,539	97,956
4th year of service	89	100,431	102,972
5th year of service	93	104,437	107,079
Grade III			
1st year of service	98	110,064	112,849
2nd year of service	101	113,343	116,211
3rd year of service	105	117,715	120,693
Grade IV			
1st year of service	112	126,120	129,311
2nd year of service	114	128,547	131,799

Grade V			
1st year of service	119	135,176	138,596
2nd year of service	121	137,826	141,313
Grade VI			
1st year of service	126	145,211	148,885
2nd year of service	128	148,270	152,021

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

Classification and Grades	Salary Point	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Librarians and Archivists			
Grade 1			
Year 1	46	66,298	67,975
Year 2	52	70,151	71,926
Year 3	58	74,117	75,992
Year 4	64	78,736	80,728
Year 5	69	82,690	84,782
Year 6	74	86,621	88,813
Grade 2			
Year 1	78	90,253	92,536
Year 2	82	93,791	96,164
Year 3	87	98,451	100,942
Year 4	91	102,403	104,994
Grade 3			
Year 1	96	107,789	110,516
Year 2	99	111,121	113,932
Year 3	103	115,483	118,405
Year 4	107	120,096	123,134
Grade 4			
Year 1	110	123,693	126,822
Year 2	113	127,332	130,553
Year 3	116	131,094	134,411
Year 4	119	135,176	138,596
Grade 5			
Year 1	122	138,993	142,510
Year 2	125	143,651	147,285
Year 3	128	148,270	152,021
Year 4	-	153,301	157,180
Library Assistant			
Year 1	20	51,856	53,168
Year 2	25	55,028	56,420
Year 3	32	58,481	59,961
Year 4	40	62,839	64,429
Year 5	44	65,160	66,809
Library Technician			
Grade 1			
Year 1	46	66,298	67,975
Year 2	52	70,151	71,926
Year 3	58	74,117	75,992
Year 4	64	78,736	80,728
Grade 2			
Year 1	75	87,493	89,707
Year 2	78	90,253	92,536
Year 3	82	93,791	96,164
Year 4	87	98,451	100,942

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

Classification	Grade	Year	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
LHI Officer	1	1	56,302	57,726

		2	58,811	60,299
		3	60,267	61,792
LHI Officer	2	1	61,870	63,435
		2	62,485	64,066
		3	65,191	66,840
LHI Officer	3	1	66,283	67,960
		2	68,147	69,871
		3	70,404	72,185
LHI Officer	4	1	72,448	74,281
		2	75,888	77,808
		3	78,794	80,787
LHI Officer	5	1	80,470	82,506
		2	82,769	84,863
		3	87,572	89,788
LHI Officer	5A	1	87,573	89,789
		2	90,140	92,421
		3	101,104	103,662
		4	105,194	107,855
		5	108,444	111,188
		6	112,040	114,875
LHI Officer	6	1	90,140	92,421
		2	101,104	103,662
		3	105,194	107,855
LHI Officer	7	1	108,444	111,188
		2	112,040	114,875
		3	119,203	122,219
LHI Officer	8	1	122,661	125,764
		2	128,596	131,849
		3	133,923	137,311
LHI Senior Officer	1	1	148,045	151,791
		2	154,444	158,351

Crown Employees (NSW Department of Community and Justice - Community Services Division) After Hours Service Award 2019

After Hour Service		
	1.7.21 Per day 2.04% \$	1.7.22 Per day 2.53% \$
Monday 5.00 pm to Saturday 9.00 am	109.50	112.25
Saturday 9.00 am to Sunday 9.00 am	164.24	168.4
Sunday 9.00 am to Monday 9.00 am	164.24	168.4
Public Holiday	164.24	168.4
Other Rates and Allowances		
Disturbance Rate	32.81	33.60

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

Classification	Common Salary Point	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Graphic Service Operator Class 2			
Commencing Salary	46	66,298	67,975
After completion of stage 1 training	49	68,246	69,973
After completion of stage 2 training	52	70,151	71,926
After completion of stage 3 training	55	72,077	73,901
Graphic Service Operator Class 1			
Commencing Salary	58	74,117	75,992
After completion of stage 1 training	61	76,353	78,285
After completion of stage 2 training	64	78,736	80,728
After completion of stage 3 training	67	81,158	83,211
After completion of stage 4 training	75	87,493	89,707
After completion of stage 5 training	78	90,253	92,536
Graphic Services Operator - Shift Supervisor			

Commencement salary	88	99,431	101,947
Year 2	91	102,403	104,994
Year 3	95	106,672	109,371
Year 4	98	110,064	112,849

Crown Employees (Department of Industry, Skills and Regional Development) Domestic Services Officers Award

Classification and Grades	Common Salary Point	1.7.21 Per annum 2.04% \$	1.7.21 Per annum 2.53% \$
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	50,479	51,756
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	54,049	55,416
Level 3 Security Officer Grade 2, Assistant House Supervisor Supervisor, Security Officer Grade 3	31	57,920	59,385
Level 4 House Supervisor	44	65,160	66,809
Level 5 Manager Catering and Accommodation	70	83,506	85,619
Apprentice Cook (Per week)			
1st Year	-	535.60	549.15
2nd Year	-	706.90	724.80
3rd Year	-	874.40	896.50
4th Year	-	1,023.40	1,049.30
Other Rates and Allowances			
Qualification Commercial Cookery Trade Course Stage I (per annum)		940	964
Qualification Commercial Cookery Trade Course Stage II and III (per annum)		1,887	1,935
Broken Shift (per day)	-	15.87	16.25

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	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Exhibition Project Officer			
Skill Level 1	46	66,298	67,975
Skill Level 2	52	70,151	71,926
Skill Level 3	58	74,117	75,992
Skill Level 4	64	78,736	80,728
Skill Level 5	67	81,158	83,211
Skill Level 6	78	90,253	92,536
Skill Level 7	83	94,706	97,102
Skill Level 8	88	99,431	101,947
Exhibition Project Manager			
Year 1	95	106,672	109,371
Year 2	98	110,064	112,849
Year 3	102	114,428	117,323

Crown Employees (Department of Industry, Skills and Regional Development) Fisheries Employees Award

Fisheries Staff			
Administrative and Clerical Officers	Common Salary Point	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
General Scale			
Year 1	9	43,877	44,987
Year 2	17	50,479	51,756
Year 3	25	55,028	56,420
Year 4	32	58,481	59,961
Year 5	40	62,839	64,429
Fisheries Officers - Grade 1			
Year 1	52	70,151	71,926
Grade 2			
Year 1	58	74,117	75,992
Year 2	64	78,736	80,728
Grade 3			
Year 1	64	78,736	80,728
Year 2	67	81,158	83,211
District Fisheries Officer			
Year 1	78	90,253	92,536
Year 2	85	96,540	98,982
Supervising Fisheries Officer			
Year 1	101	113,343	116,211
Year 2	104	116,531	119,479
Clause 4 (i)(a) Fisheries Officers receive a salary loading of 13.7%			
Fisheries Scientific Technicians & Fisheries Maintenance Technician			
Grade 1			
Year 1	-	48,458	49,684
Year 2	-	51,714	53,022
Year 3	-	55,028	56,420
Year 4	-	58,243	59,717
Year 5	-	61,506	63,062
Year 6	-	64,762	66,400
Grade 2			
Year 1	-	67,367	69,071
Year 2	-	70,910	72,704
Year 3	-	74,458	76,342
Grade 3			
Year 1	-	78,002	79,975
Year 2	-	82,019	84,094
Year 3	-	88,453	90,691
Grade 4			
Year 1	-	90,056	92,334
Year 2	-	92,775	95,122
Year 3	-	95,539	97,956
Grade 5			
Year 1	-	99,042	101,548
Year 2	-	102,589	105,185
Year 3	-	106,672	109,371
Fish Hatchery Staff			
Assistant Manager			
Year 1	-	67,367	69,071
Year 2	-	70,910	72,704
Year 3	-	74,460	76,344
Manager			
Year 1	-	78,002	79,975
Year 2	-	82,019	84,094
Year 3	-	88,457	90,695
Clause 4 (i)(c) Fish Hatchery Staff receive a salary loading of 11.05%			
Senior Manager			
Year 1	-	157,529	161,514
Year 2	-	172,744	177,114

Other Rates and Allowances			
Brief Description			
Regional Dive Coordinator		2,248	2,305
Regional Dive Officer		1,578	1,618

Crown Employees (Department of Industry, Skills and Regional Development) Geoscientists Award

Geoscientists			
Classification and Grades	Common Salary Point	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Geoscientists			
Grade I			
1st year of service	47	66,995	68,690
2nd year of service	51	69,445	71,202
3rd year of service	57	73,393	75,250
4th year of service	64	78,736	80,728
5th year of service	71	84,339	86,473
6th year of service and thereafter	77	89,215	91,472
Grade II			
1st year of service	82	93,791	96,164
2nd year of service	85	96,540	98,982
3rd year of service	89	100,431	102,972
4th year of service and thereafter	94	105,559	108,230
Senior			
1st year of service	97	108,874	111,629
2nd year of service	99	111,121	113,932
3rd year of service	102	114,428	117,323
4th year of service and thereafter	105	117,715	120,693
Principal			
1st year of service	111	124,901	128,061
2nd year of service and thereafter	114	128,547	131,799
Assistant Director, Geological Survey			
1st year of service	119	135,176	138,596
2nd year of service	124	142,087	145,682
3rd year of service and thereafter	128	148,270	152,021

Crown Employees (Department of Industry) Local Coordinator Allowance Award

	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Staff Administered by Local Office Coordinator		
Full Allowance -		
Up to three staff	2,557	2,675
Up to six staff	3,831	4,008
Up to ten staff	5,110	5,346
More than ten staff	7,667	8,021
Partial Allowance -		
Up to three staff	1,277	1,336
Up to six staff	1,915	2,003
Up to ten staff	2,557	2,675
More than ten staff	3,833	4,010

Crown Employees (Department of Industry, Skills and Regional Development) Mine Safety and Environment Officers Award

Classification and Grades	Classification and Grade	Common Salary Point	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Inspector Grade 1				
Mine Safety Officer	Level 1	50	68,910	70,653
Inspector (Information and Analysis)	Level 2	57	73,393	75,250

Inspector (Mining)	Level 3	63	77,979	79,952
Inspector (Environment)	Level 4	69	82,690	84,782
	Level 5	75	87,493	89,707
	Level 6	80	91,964	94,291
	Level 7	92	103,351	105,966
	Level 8	102	114,428	117,323
	Level 9	112	126,120	129,311
Inspector Grade 2 – Inspector (Review, Enforcement and Systems)	Level 1		143,591	147,224
	Level 2		148,417	152,172
	Level 3		153,137	157,011
Inspector (Environment)	Level 4		156,989	160,961
Inspector (Mining)	Level 5		162,212	166,316
Mine Safety Officer	Level 6		166,203	170,408
Inspector Grade 3 - Inspector (Management and/or Systems)	Level 1		183,210	187,845
Inspector (Mining)	Level 2		189,996	194,803
Inspector (Environment)	Level 3		197,412	202,407
	Level 4		204,723	209,902
	Level 5		212,037	217,402
Inspector Grade 4- Regional Manager Grade 4	Level 1		214,907	220,344
Deputy Chief Inspector Grade 4	Level 2		222,871	228,510

Crown Employees (Department of Industry) Operational Staff Award

Operational Staff				
Classification and Grades	Common Salary Point	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$	
Junior Under 17 at 17 years	-	37,453	38,401	
	-	45,475	46,626	
Grade 1				
Step 1	-	53,498	54,851	
Step 2	26	55,476	56,880	
Step 3	29	56,975	58,416	
Step 4	33	58,955	60,447	
Grade 2				
Step 1	36	60,601	62,134	
Step 2	39	62,325	63,902	
Step 3	43	64,679	66,315	
Step 4	46	66,298	67,975	
Grade 3				
Step 1	46	66,298	67,975	
Step 2	50	68,910	70,653	
Step 3	53	70,751	72,541	
Grade 4				
Step 1	56	72,751	74,592	
Step 2	60	75,588	77,500	
Step 3	63	77,979	79,952	
Grade 5				
Step 1	63	77,979	79,952	
Step 2	66	80,336	82,369	
Step 3	70	83,506	85,619	
Grade 6				
Step 1	73	85,938	88,112	
Step 2	76	88,457	90,695	
Step 3	80	91,964	94,291	
Apprentices Full-time (Weekly Rate)				
Year 1	-	535.80	549.35	
Year 2	-	706.90	724.80	
Year 3	-	900.60	923.40	
Year 4	-	1023.50	1,049.40	
Chokage, etc.(per day), allowance per day or part thereof	-	10.05	10.30	

Maintenance Operator - Licence and Registration Allowances (Per annum)			
Electricians Licence A Grade	-	2,786	2,856
B Grade	-	1,498	1,536
Registration Allowance	-	2,097	2,150
(a) Plumber's Licence	-	2,754	2,824
(b) Gasfitter's Licence	-	2,754	2,824
(c) Drainer's Licence	-	2,377	2,437
(d) Plumber's/Gasfitter's Licence	-	3,674	3,767
(e) Gasfitter's/Drainer's Licence	-	3,674	3,767
(f) Plumber's/Drainer's Licence	-	3,674	3,767
(g) Plumber's/Gasfitter's/Drainer's Licence	-	5,072	5,200
Leading Hand Allowance	-	2,429	2,490
Broken Shift (per day)	-	15.45	15.85
Occupational First Aid Per week)	-	27.50	28.20
First Aid Allowance (per week)	-	18.45	18.90
Refrigeration Allowance (per annum)	-	736.00	755.00

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	1.7.21 Per hour 2.04% \$	1.7.22 Per hour 2.53% \$
Casual Guide Lecturer	49.06	50.30

Crown Employees (Department of Industry) Professional Officers Award

Professional Officers			
Classification and Grades	Salary Class	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Grade 1			
Year 1	46	66,298	66,418
Year 2	50	68,910	69,033
Year 3	56	72,751	72,882
Year 4	64	78,736	78,877
Year 5	70	83,506	83,656
Year 6	76	88,457	88,617
Grade 2			
Year 1	81	92,788	92,955
Year 2	84	95,539	95,711
Year 3	87	98,451	98,628
Year 4	91	102,403	102,587
Grade 3			
Year 1	95	106,672	106,863
Year 2	98	110,064	110,262
Year 3	100	112,255	112,457
Year 4	103	115,483	115,690
Grade 4			
Year 1	107	120,096	120,312
Year 2	110	123,693	123,915
Year 3	113	127,332	127,561
Grade 5			
Year 1	116	131,094	131,330
Year 2	118	133,712	133,952
Grade 6			
Year 1	121	137,826	138,074
Year 2	124	142,087	142,342
Grade 7			
Year 1	127	146,734	146,997
Year 2	130	151,609	151,882
Grade 8			

Year 1	132	159,015	159,301
Year 2	133	167,027	167,327
Grade 9			
Year 1	134	175,479	175,795
Year 2	135	184,361	184,692
OIC Veterinary Laboratory Allowance		7,823	7,837

Crown Employees (Department of Industry) Regulatory Officers Award

Classification and Grades	Common Salary Point	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Grade 1, Year 1	29	56,975	58,416
Grade 1, Year 2	33	58,955	60,447
Grade 1, Year 3	37	61,179	62,727
Grade 2, Year 1	42	64,044	65,664
Grade 2, Year 2	50	68,910	70,653
Grade 2, Year 3	56	72,751	74,592
Grade 3, Year 1	62	77,073	79,023
Grade 3, Year 2	70	83,506	85,619
Grade 3, Year 3	74	86,621	88,813
Grade 4, Year 1	78	90,253	92,536
Grade 4, Year 2	81	92,788	95,136
Grade 5, Year 1	85	96,540	98,982
Grade 5, Year 2	88	99,431	101,947
Grade 6, Year 1	95	106,672	109,371
Grade 6, Year 2	98	110,064	112,849
Grade 7, Year 1	100	112,255	115,095
Grade 7, Year 2	103	115,483	118,405
Grade 8, Year 1	107	120,096	123,134
Grade 8, Year 2	110	123,693	126,822
Grade 8, Year 3	113	127,332	130,553
Allowances			
One person crossing relief allowance	-	6,109	6,264
One person crossing telephone allowance	-	3,018	3,094

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

Security Staff - State Library			
Classification		1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
1st year of service		69,421	71,177
2nd year of service		71,896	73,715
3rd year of service		73,935	75,806
4th year of service		76,161	78,088

Crown Employees (Department of Industry) Technical Staff Award

Technical Staff			
Classification and Grades	Common Salary Point	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Technical Assistant - Junior			
Under 17	n/a	27,739	28,441
Age 17	n/a	33,285	34,127
Age 18	n/a	38,833	39,815
Age 19	n/a	44,384	45,507
Age 20	n/a	49,930	51,193
Grade 1			
1st Year	26	55,476	56,880

2nd Year	29	56,975	58,416
3rd Year and thereafter	33	58,955	60,447
Grade 2			
1st Year	36	60,601	62,134
2nd Year and thereafter	39	62,325	63,902
Grade 3			
1st Year	43	64,679	66,315
2nd Year and thereafter	46	66,298	67,975
Technical Officer - Grade 1			
1st Year	46	66,298	67,975
2nd Year	50	68,910	70,653
3rd Year	53	70,751	72,541
4th Year and thereafter	56	72,751	74,592
Grade 2			
1st Year	64	78,736	80,728
2nd Year	67	81,158	83,211
3rd Year	70	83,506	85,619
4th Year and thereafter	76	88,457	90,695
Grade 3			
1st Year	81	92,788	95,136
2nd Year	84	95,539	97,956
3rd Year	87	98,451	100,942
4th Year and thereafter	91	102,403	104,994
Grade 4			
1st Year	95	106,672	109,371
2nd Year	98	110,064	112,849
3rd Year	100	112,255	115,095
4th Year and thereafter	103	115,483	118,405
Grade 5			
1st Year	107	120,096	123,134
2nd Year	110	123,693	126,822
3rd Year and thereafter	113	127,332	130,553
Technical Co-ordinator Allowance	-	2,979	3,054

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

Administrative Officer and Temporary Employee Classifications		
Classification and Grades	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Armourer, Police		
1st year of service	77,979	79,952
2nd year of service	79,398	81,407
3rd year of service	81,158	83,211
4th year of service and thereafter	82,690	84,782
Senior Armourer, Police		
1st year of service	86,621	88,813
2nd year of service	88,457	90,695
3rd year of service and thereafter	90,975	93,277
Administrative and Clerical Clerks General Scale		
Clerks General Scale step 1	32,102	32,914
Clerks General Scale step 2	36,430	37,352
Clerks General Scale step 3	38,723	39,703
- 1st year of service or 18 years		
Clerks General Scale step 4	43,877	44,987
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	46,835	48,020
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 Minimum for employee 21 years of age	50,479	51,756
Clerks General Scale step 7	51,856	53,168
Clerks General Scale step 8	54,049	55,416
Clerks General Scale step 9	55,028	56,420
Clerks General Scale step 10	56,394	57,821
Clerks General Scale step 11	58,481	59,961
Clerks General Scale step 12	60,601	62,134
Clerks General Scale step 13	62,839	64,429
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	65,526	67,184
Grade 1 1st year of service Thereafter	66,298 68,246	67,975 69,973
Grade 2 1st year of service Thereafter	70,151 72,077	71,926 73,901
Grade 3 1st year of service Thereafter	74,117 76,353	75,992 78,285
Grade 4 1st year of service Thereafter	78,736 81,158	80,728 83,211
Grade 5 1st year of service Thereafter	87,493 90,253	89,707 92,536
Grade 6 1st year of service Thereafter	93,791 96,540	96,164 98,982
Grade 7 1st year of service Thereafter	99,431 102,403	101,947 104,994
Grade 8 1st year of service Thereafter	106,672 110,064	109,371 112,849
Grade 9 1st year of service Thereafter	113,343 116,531	116,211 119,479
Grade 10 1st year of service Thereafter	121,288 124,901	124,357 128,061
Grade 11 1st year of service Thereafter	131,094 136,652	134,411 140,109
Grade 12 1st year of service Thereafter	145,211 151,609	148,885 155,445
Clinical Pharmacologist	164,594	168,758
Computer Systems Officer (CSO)		
CSO Level 1 - Non Graduate		
Year 1A	38,723	39,703
Year 1B	46,835	48,020
Year 1C	50,479	51,756
Year 1D	51,856	53,168
Year 1E	54,049	55,416
Year 1F	55,028	56,420
Year 2	58,480	59,960
Year 3	68,246	69,973
Year 4	72,077	73,901
CSO Level 1 - Graduate		
Year 1A (Any degree)	58,481	59,961
Year 1B (Degree - Computer Sciences)	60,601	62,134
Year 2	68,254	69,981
Year 3	72,077	73,901

CSO Level 2		
Year 1	76,353	78,285
Year 2	81,158	83,211
Year 3	90,253	92,536
CSO Level 3		
Year 1	93,791	96,164
Year 2	96,540	98,982
Year 3	99,431	101,947
Year 4	102,403	104,994
Year 5	106,672	109,371
Year 6	110,064	112,849
CSO Level 4		
Year 1	113,343	116,211
Year 2	116,531	119,479
Year 3	121,288	124,357
Year 4	124,901	128,061
CSO Level 5		
Year 1	131,094	134,411
Year 2	136,652	140,109
CSO Level 6		
Year 1	145,211	148,885
Year 2	151,609	155,445
Departmental Professional Officer		
Grade I -		
1st year of service	66,298	67,975
2nd year of service	68,910	70,653
3rd year of service	72,751	74,592
4th year of service	77,979	79,952
5th year of service	83,506	85,619
6th year of service and thereafter	88,457	90,695
Grade II -		
1st year of service	92,788	95,136
2nd year of service	95,539	97,956
3rd year of service	98,451	100,942
4th year of service and thereafter	102,403	104,994
Grade III -		
1st year of service	106,672	109,371
2nd year of service	110,064	112,849
3rd year of service	112,255	115,095
4th year of service and thereafter	116,531	119,479
Grade IV -		
1st year of service	121,288	124,357
2nd year of service and thereafter	123,693	126,822
Grade V -		
1st year of service	128,547	131,799
2nd year of service and thereafter	131,094	134,411
Grade VI -		
1st year of service	135,176	138,596
2nd year of service and thereafter	137,826	141,313
Grade VII -		
1st year of service	142,087	145,682
2nd year of service and thereafter	145,211	148,885
Grade VIII -		
1st year of service	149,936	153,729
2nd year of service and thereafter	151,609	155,445
Director of Music (Police Band)		
1st year	90,253	92,536
2nd year	92,788	95,136
3rd year	95,539	97,956
4th year	98,451	100,942
5th year and thereafter	101,427	103,993
Loading		
1st year	9,025	9,253
2nd year	9,278	9,513
3rd year	9,554	9,796
4th year	9,846	10,095

5th year and thereafter	10,144	10,401
Car Drivers		
Driver/General Assistant	58,955	60,447
Departmental - Driver/Assistant	62,325	63,902
Police Executive Driver/Assistant		
1st year and thereafter	62,288	63,864
All incidence of employment allowance	57,638	59,096
Clothing Allowance \$600 per annum		
Driving Instructor		
1st year	81,751	83,819
2nd year	82,690	84,782
3rd year and thereafter	85,057	87,209
Engineer		
Grade I Diplomat Experience Since Qualifying		
In first year	66,298	67,975
After one year	68,910	70,653
After two years	72,751	74,592
After three years	77,979	79,952
After four years	83,506	85,619
After five years	88,457	90,695
Grade I Graduate Experience Since Qualifying		
In first year	68,910	70,653
After one year	72,751	74,592
After two years	77,979	79,952
After three years	83,506	85,619
After four years	88,457	90,695
Grade II		
1st year of service	93,791	96,164
2nd year of service	97,404	99,868
3rd year of service	100,431	102,972
4th year of service and thereafter	103,351	105,966
Grade III		
1st year of service	108,874	111,629
2nd year of service	112,255	115,095
3rd year of service	116,531	119,479
4th year of service and thereafter	120,096	123,134
Grade IV		
1st year of service	126,120	129,311
2nd year of service	129,819	133,103
3rd year of service and thereafter	132,395	135,745
Grade V		
1st year of service	137,826	141,313
2nd year of service and thereafter	140,541	144,097
Grade VI		
1st year of service	143,651	147,285
2nd year of service and thereafter	146,734	150,446
Groom, Mounted Police		
1st year	49,238	50,484
2nd year and thereafter	50,975	52,265
Imaging Technician		
1st year	74,117	75,992
2nd year	76,353	78,285
3rd year	78,736	80,728
4th year and thereafter	81,158	83,211
Interpreters and Translators		
Interpreter/Translator		
Year 1	72,751	74,592
Year 2	77,979	79,952
Year 3	83,506	85,619
Year 4	88,457	90,695
Year 5	92,788	95,136
Senior Interpreter/Translator		
Year 1	95,539	97,956
Year 2	98,451	100,942
Year 3	102,403	104,994
Legal Officers		

Grade I		
1st year of service	69,445	71,202
2nd year of service	72,077	73,901
3rd year of service	74,117	75,992
4th year of service	76,353	78,285
5th year of service	79,398	81,407
Grade II		
1st year of service	85,938	88,112
2nd year of service	90,253	92,536
3rd year of service	95,539	97,956
4th year of service	100,431	102,972
5th year of service	104,437	107,079
Grade III		
1st year of service	110,064	112,849
2nd year of service	113,343	116,211
3rd year of service	117,715	120,693
Grade IV		
1st year of service	126,120	129,311
2nd year of service	128,547	131,799
Grade V		
1st year of service	135,176	138,596
2nd year of service	137,826	141,313
Grade VI		
1st year of service	145,211	148,885
2nd year of service	148,270	152,021
Librarians and Archivists		
Grade 1		
Year 1	66,298	67,975
Year 2	70,151	71,926
Year 3	74,117	75,992
Year 4	78,736	80,728
Year 5	82,690	84,782
Year 6	86,621	88,813
Grade 2		
Year 1	90,253	92,536
Year 2	93,791	96,164
Year 3	98,451	100,942
Year 4	102,403	104,994
Grade 3		
Year 1	107,789	110,516
Year 2	111,121	113,932
Year 3	115,483	118,405
Year 4	120,096	123,134
Grade 4		
Year 1	123,693	126,822
Year 2	127,332	130,553
Year 3	131,094	134,411
Year 4	135,176	138,596
Grade 5		
Year 1	138,993	142,510
Year 2	143,651	147,285
Year 3	148,270	152,021
Year 4	153,301	157,180
Library Assistant		
Year 1	51,856	53,168
Year 2	55,028	56,420
Year 3	58,481	59,961
Year 4	62,839	64,429
Year 5	65,160	66,809
Library Technician		
Grade 1		
Year 1	66,298	67,975
Year 2	70,151	71,926
Year 3	74,117	75,992
Year 4	78,736	80,728
Grade 2		
Year 1	87,493	89,707

Year 2	90,253	92,536
Year 3	93,791	96,164
Year 4	98,451	100,942
Maintenance Officer Trades	78,736	80,728
Manager Trades		
1st year	110,064	112,849
2nd year and there after	111,121	113,932
On call Allowance (per hour)	1.02	1.05
Assistant Manager Trades		
1st year	90,253	92,536
2nd year and there after	91,964	94,291
On call Allowance (per hour)	1.02	1.05
Pathology Exhibit Courier	6,0601	62,134
Photogrammetrist		
General Scale		
1st year	38,723	39,703
2nd year	46,835	48,020
3rd year	50,479	51,756
4th year	51,856	53,168
5th year	54,049	55,416
6th year	55,028	56,420
7th year	56,394	57,821
8th year	58,481	59,961
9th year	60,601	62,134
10th year	62,839	64,429
11th year	66,298	67,975
12th year	68,246	69,973
13th year	70,151	71,926
14th year	72,077	73,901
Officer with HSC aged 19 and over paid not less than	43,877	44,987
Class 1		
1st year	74,117	75,992
2nd year	76,353	78,285
3rd year	78,736	80,728
4th year	81,158	83,211
Class 2		
1st year	87,493	89,707
2nd year	90,253	92,536
Class 3		
1st year	93,791	96,164
2nd year	96,540	98,982
Class 4		
1st year	99,431	101,947
2nd year	102,403	104,994
Class 5		
1st year	1066,72	109,371
2nd year	110,064	112,849
Class 6		
1st year	113,343	116,211
2nd year	116,531	119,479
Class 7		
1st year	121,288	124,357
2nd year	124,901	128,061
Public Relations Officer		
Assistant Publicity Officers		
1st year of service	74,893	76,788
2nd year of service	77,073	79,023
Publicity Officers		
1st year of service	82,690	84,782
2nd year of service	85,057	87,209
3rd year of service and thereafter	86,621	88,813
Public Relations Officer		
Grade II		
1st year of service	98,451	100,942
2nd year of service	100,431	102,972
3rd year of service and thereafter	102,403	104,994

Grade I		
1st year of service	115,483	118,405
2nd year of service	117,715	120,693
3rd year of service and thereafter	120,096	123,134
Allowance in lieu of overtime (per annum)	14,575	14,944
Radio Technician,		
1st year of service	66,995	68,690
2nd year of service	67,552	69,261
3rd year of service and thereafter	68,910	70,653
Radio Technician, Senior		
1st year of service	73,393	75,250
2nd year of service and thereafter	74,117	75,992
Scientific Officer		
Grade I		
1st year of service	66,298	67,975
2nd year of service	68,910	70,653
3rd year of service	72,751	74,592
4th year of service	77,979	79,952
5th year of service	83,506	85,619
6th year of service and thereafter	88,457	90,695
Grade II		
1st year of service	92,788	95,136
2nd year of service	95,539	97,956
3rd year of service	98,451	100,942
4th year of service and thereafter	102,403	104,994
Grade III		
1st year of service	106,672	109,371
2nd year of service	110,064	112,849
3rd year of service and thereafter	112,255	115,095
Grade IV		
1st year of service	117,715	120,693
2nd year of service	121,288	124,357
3rd year of service and thereafter	123,694	126,823
Grade V		
1st year of service	128,547	131,799
2nd year of service and thereafter	132,395	135,745
Grade VI		
1st year of service	136,652	140,109
2nd year of service	140,541	144,097
Senior Officers		
Grade 1		
Year 1	169,638	173,930
Year 2	182,789	187,414
Grade 2		
Year 1	185,883	190,586
Year 2	198,988	204,022
Grade 3		
Year 1	205,647	210,850
Year 2	225,741	231,452
Stenographers and Machine Operators (Present Occupants Only)		
1st year (up to 17 years)	28,760	29,488
2nd year (or 17 years)	34,141	35,005
3rd year (or 18 years)	38,723	39,703
4th year (or 19 years)	43,877	44,987
5th year (or 20 years)	46,411	47,585
6th year (or 21 years)	51,420	52,721
7th year	52,837	54,174
8th year	54,580	55,961
9th year	58,955	60,447
10th year	59,990	61,508
11th year	61,687	63,248
12th year	62,839	64,429
Grade 1		
1st year	66,298	67,975
2nd year	68,246	69,973
Grade 2		

1st year	70,151	71,926
2nd year	72,077	73,901
Grade 3		
1st year	74,117	75,992
2nd year	76,353	78,285
Stores Officers		
Grade 1		
1st year of service	57,920	59,385
2nd year of service and thereafter	58,955	60,447
Grade 2		
1st year of service	59,508	61,014
2nd year of service and thereafter	59,990	61,508
Grade 3		
1st year of service	60,601	62,134
2nd year of service and thereafter	61,179	62,727
Grade 4		
1st year of service	62,325	63,902
2nd year of service	63,544	65,152
3rd year of service and thereafter	63,544	65,152
Technical Officer		
Grade 1		
1st year of service	67,552	69,261
2nd year of service	69,445	71,202
3rd year of service	71,369	73,175
4th year of service	72,751	74,592
5th year of service	74,893	76,788
Grade 2		
1st year of service	78,736	80,728
2nd year of service	80,336	82,369
3rd year of service	81,751	83,819
4th year of service	83,506	85,619
Grade 3		
1st year of service and thereafter	89,215	91,472
Senior Technical Officer		
Grade 1		
1st year of service	87,493	89,707
2nd year of service	89,215	91,472
3rd year of service	91,964	94,291
Grade 2		
1st year of service	94,706	97,102
2nd year of service	97,404	99,868
Grade 3	101,427	103,993
Technical Officer, Maintenance Services	92,788	95,136
Technician		
Class 1		
1st year of service	62,839	64,429
2nd year of service	64,678	66,314
Class 2		
1st year of service	68,246	69,973
2nd year of service	70,151	71,926
Class 3		
1st year of service	74,117	75,992
2nd year of service	75,588	77,500
Class 4		
1st year of service	77,073	79,023
2nd year of service	77,979	79,952
Transport Officer	63,544	65,152
Transport Officer, Mechanical		
Year 1	74,117	75,992
Year 2	74,893	76,788
Year 3	75,588	77,500
Year 4	76,353	78,285
Uniform Fitter and Advisory Officer	61,179	62,727
Allowances		
On call allowances (per hour)	1.02	1.05
Community Language Allowance Scheme (per annum)		

Base level rate	1,482	1,519
Higher level rate	2,229	2,285
Flying Allowance (per hour)	22.32	22.88
First Aid Allowance (per annum)		
Holders of basic qualification	955	979
Holders of current occupational first aid certificate	1,435	1,471

Crown Employees (NSW Police Force Communications Officers) Award

Communications Officer - NSW Police Force Classifications	Common Salary Point	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Communications Officer			
Trainee	35	59,990	61,508
1st year	40	62,839	64,429
2nd year	46	66,298	67,975
3rd year	49	68,246	69,973
4th year	55	72,077	73,901
5th year	58	74,117	75,992
Senior Communications Officer			
1st year	64	78,736	80,728
2nd year	67	81,158	83,211
Shift Co-ordinators			
1st year	75	87,493	89,707
2nd year	78	90,253	92,536
3rd year	82	93,791	96,164
4th year	85	96,540	98,982
Radio and Communications Operators			
4th year	52	70,151	71,926
5th year	55	72,077	73,901

Crown Employees (NSW Police Force Police Band) Award 2018

Special Constables (Police Bands) NSW Police Force			
Classification and Grades	Common Salary Point	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Bandsperson			
1st year of service	41	63,544	65,152
2nd year of service	43	64,679	66,315
3rd year of service	45	65,793	67,458
4th year of service	47	66,995	68,690
5th year of service	52	70,151	71,926
6th year of service and thereafter	54	71,369	73,175
Senior Special Constable	-	74,055	75,929
Allowance - Doubling		1,178	1,208

Crown Employees (NSW Police Force Special Constables) (Security) Award 2018

Special Constables (Security) NSW Police Force		
Classification and Grades	1.7.21 Per week 2.04% \$	1.7.22 Per week 2.53% \$
Special Constable (Security)		
1st year of service	1,062.60	1,089.50
2nd year of service	1,080.60	1,107.90
3rd year of service and thereafter	1,101.50	1,129.40
Special Constable (Security) First Class		
1st year of service and thereafter	1,120.40	1,148.70
Senior Special Constable (Security)		
1st year of service	1,199.10	1,229.40
2nd year of service and Thereafter	1,226.30	1,257.30

Special Constable (Security), Field Supervisor 1st year of service	1,372.10	1,406.80
2nd year of service and Thereafter	1,401.50	1,437.00
Other rates and allowances		
Full time Special Constables (Security) Monday to Friday Shift Allowance	72.45	74.30
Full time Special Constables (Security), Saturday and Sunday Shift Allowance	204.75	209.95

**Crown Employees (Office of Environment and Heritage and the Office of Environment Protection Authority)
General Award 2021**

Environment Officers - Department of Environment and Climate Change New South Wales		
Classification and Grades	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Class 1		
1	39,098	40,087
2	47,233	48,428
3	51,843	53,155
4	55,013	56,405
5	57,447	58,900
6	60,580	62,113
7	66,942	68,636
Class 2		
1	66,942	68,636
2	68,910	70,653
3	70,738	72,528
4	73,380	75,237
Class 3		
1	70,738	72,528
2	73,380	75,237
3	77,050	78,999
4	79,369	81,377
Class 4		
1	77,050	78,999
2	79,369	81,377
3	82,666	84,757
4	85,913	88,087
Class 5		
1	82,666	84,757
2	85,913	88,087
3	89,194	91,451
4	91,939	94,265
Class 6		
1	89,194	91,451
2	91,939	94,265
3	95,516	97,933
4	98,419	100,909
Class 7		
1	95,516	97,933
2	98,419	100,909
3	10,1396	103,961
4	105,532	108,202
Class 8		
1	101,396	103,961
2	105,532	108,202
3	108,841	111,595
4	114,396	117,290
Class 9		
1	108,841	111,595
2	114,396	117,290
3	117,684	120,661
4	121,247	124,315

Class 10		
1	117,684	120,661
2	121,247	124,315
3	126,084	129,274
4	129,780	133,063
Class 11		
1	126,084	129,274
2	129,780	133,063
3	133,665	137,047
4	138,953	142,469
Class 12		
1	133,665	137,047
2	138,953	142,469
3	143,615	147,248
4	146,698	150,409
Class 13		
1	143,615	147,248
2	146,698	150,409
3	151,563	155,398
4	153,830	157,722
Class 14		
1	151,563	155,398
2	153,830	157,722
3	160,955	165,027
4	168,085	172,338
Class 15		
1	160,955	165,027
2	168,085	172,338
3	175,212	179,645
4	182,333	186,946
Other Rates and Allowances - Brief Description		
AHIS weekly allowance: inconvenience and 6 incoming calls after/before normal working hours	504.60	517.35
For each call above 6 incoming calls in an AHIS roster period; not limited	24.65	25.25
Extra per public holiday falling on a weekday	154.75	158.65
Out of hours disturbance (AHIS Supervising Officers)	49.75	51.00

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

Ranger Classifications		
Classification and Grades	1.7.21 Per annum 2.50% \$	1.7.22 Per annum 2.53% \$
Trainee Rangers		
1st year of service	59,381	60,883
2nd year of service	60,447	61,976
3rd year of service	62,269	63,844
4th year of service	63,385	64,989
5th year of service	64,044	65,664
6th year of service	64,971	66,615
Rangers		
Grade 1		
1st level	64,971	66,615
2nd level	67,527	69,235
3rd level	71,294	73,098
4th level	76,412	78,345
5th level	84,221	86,352
6th level	89,150	91,405
Grade 2		
1st year	90,925	93,225
2nd year	93,624	95,993
3rd year	96,473	98,914
4th year	100,353	102,892

Senior Ranger 1st year & thereafter	107,854	110,583
Assistant District Manager Grade 1	111,068	113,878
Grade 2	118,853	121,860
Grade 3	128,462	131,712
Grade 4	133,909	137,297
District Manager Grade 1	114,195	117,084
Grade 2	122,400	125,497
Grade 3	133,909	137,297
Grade 4	142,300	145,900
Grade 5	148,569	152,328
Project/Research Officer Classification		
Grade 1 1st year	67,287	68,989
2nd year	69,446	71,203
3rd year	75,756	77,673
4th year	81,679	83,745
5th year	87,560	89,775
Grade 2* 1st year	93,791	96,164
2nd year	96,535	98,977
3rd year	99,431	101,947
Grade 3* 1st year	104,437	107,079
2nd year	107,789	110,516
3rd year	111,127	113,939
4th year	113,340	116,208
Grade 4* 1st year	114,425	117,320
2nd year	117,715	120,693
Grade 5 1st year	123,688	126,817
2nd year	128,934	132,196
Grade 6 1st year	137,008	140,474
2nd year	138,446	141,949
* Progression criteria applies		
Project Officer (Aboriginal Positions)		
Grade 1 1st year	67,287	68,989
2nd year	69,446	71,203
3rd year	75,756	77,673
4th year	81,679	83,745
5th year	87,560	89,775
Grade 2* 1st year	93,791	96,164
2nd year	96,535	98,977
3rd year	99,431	101,947
Grade 3* 1st year	104,437	107,079
2nd year	107,789	110,516
3rd year	111,127	113,939
4th year	113,340	116,208
Grade 4* 1st year	114,425	117,320
2nd year	117,715	120,693
Grade 5 1st year	123,688	126,817
2nd year	128,934	132,196
Grade 6 1st year	137,008	140,474
2nd year	138,446	141,949
*Progression criteria applies		

Field Officer Classification		
Field Officer Base Grade 1/2 Employees Engaged on or after 1 July 2007		
Grade 1 Year 1 Year 2	51,038 52,327	52,329 53,651
Grade 2 Year 1 Year 2	53,534 56,030	54,888 57,448
Field Officer Grade 1/4 Employees Engaged on or after 1 July 2007		
Grade 1 1st year 2nd year	51,038 52,327	52,329 53,651
Grade 2 1st year 2nd year	53,534 56,030	54,888 57,448
Grade 3 (A) 1st year 2nd year	63,934 65,062	65,552 66,708
Grade 4 (A) 1st year 2nd year Field Officer Grade B3/B4 Employees engaged on or before 30 June 2007	66,883 68,090	68,575 69,813
Grade 3 (B) 1st year 2nd year	63,934 65,062	65,552 66,708
Grade 4 (B) 1st year 2nd year	66,883 68,090	68,575 69,813
Senior Field Officer and Senior Field Officer (Plant)		
Grade 1 1st year 2nd year	69,604 70,786	71,365 72,577
Grade 2 1st year 2nd year	72,218 73,729	74,045 75,594
Field Supervisor Classification and Grades		
Grade 1 1st year 2nd year	76,259 78,007	78,188 79,981
Grade 2 1st year 2nd year	79,754 81,503	81,772 83,565
Senior Field Supervisor Classification and Grades		
Grade 1 1st year 2nd year	88,424 90,596	90,661 92,888
Grade 2 1st year 2nd year	92,771 94,942	95,118 97,344

Crown Employees (Department of Customer Service - SafeWork NSW Inspectors 2007) Reviewed Award

Inspector Classifications		1.7.21 Per annum 2.50% \$	1.7.22 Per annum 2.53% \$
Inspectorial Stream	Managerial Stream		
Progression Level			
Level 1		101,856	104,433
Level 2		104,645	107,293
Level 3		110,602	113,400

Senior Inspector 1		114,925	117,833
Senior Inspector 2		116,005	118,940
Principal Inspector 1	District Coordinator 1	118,367	121,362
Principal Inspector 2		119,476	122,499
	District Coordinator 2	120,708	123,762
Assistant State Inspector 1		124,923	128,084
Assistant State Inspector 2		126,099	129,289
State Inspector 1	Team Coordinator 1	133,419	136,795
State Inspector 2		134,673	138,080
	Team Coordinator 2	136,058	139,500
	State Coordinator 1	139,702	143,236
	State Coordinator 2	141,020	144,588
	Team Manager 1	157,265	161,244
	Team Manager 2	173,740	178,136

Crown Employees (Parks and Gardens - Horticulture and Rangers Staff) Award 2016

Classification and Grades	Common Salary Point	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Horticultural Apprentice Year 1	-	29,607	30,356
Horticultural Apprentice Year 2	-	39,476	40,475
Horticultural Apprentice Year 3	-	49,346	50,594
Horticultural Apprentice Year 4	27	55,922	57,337
Level 1	15	48,677	49,909
Level 2, Year 1 (Minimum)	23	54,049	55,416
Level 2, (Maximum)	26	55,476	56,880
Level 3 Year 1, (Minimum)	30	57,461	58,915
Level 3, (Maximum)	34	59,508	61,014
Level 4, Year 1, (Minimum)	38	61,687	63,248
Level 4, (Maximum)	41	63,544	65,152
Level 5, Year 1, (Minimum)	45	65,793	67,458
Level 5, (Maximum)	48	67,552	69,261
Level 6, Year 1, (Minimum)	51	69,445	71,202
Level 6, (Maximum)	54	71,369	73,175
Level 7, Year 1, (Minimum)	57	73,393	75,250
Level 7, (Maximum)	60	75,588	77,500
Level 8, Year 1, (Minimum)	63	77,979	79,952
Level 8, Maximum	67	81,158	83,211
Level 9, Year 1, (Minimum)	71	84,339	86,473
Level 9, (Maximum)	75	87,493	89,707
Level 10, Year 1, (Minimum)	78	90,253	92,536
Level 10, (Maximum)	81	92,788	95,136
Level 11, Year 1, (Minimum)	89	100,431	102,972
Level 11, (Maximum)	95	106,672	109,371
Level 12, Year 1, (Minimum)	109	122,493	125,592
Level 12, (Maximum)	112	126,120	129,311
Level 13, Year 1, (Minimum)	115	129,819	133,103
Level 13, (Maximum)	118	133,712	137,095
Level 14, Year 1, (Minimum)	121	137,826	141,313
Level 14, (Maximum)	124	142,087	145,682
Level 15, Year 1, (Minimum)	127	146,734	150,446
Level 15, (Maximum)	130	151,609	155,445

Crown Employees (Parliament House Conditions of Employment) Award 2015

Allowances	1.7.21 2.04% \$	1.7.22 2.53% \$
Allowance in lieu of overtime Sessional Staff Above Clerk Grade 8 (per occasion)	421.90	432.55

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

Physiotherapists, Occupational Therapists, Speech Pathologists and Music Therapists			
Classification and Grade	Common Salary Point	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Physiotherapists -			
Grade 1			
1st year of service	46	66,298	67,975
2nd year of service	50	68,910	70,653
3rd year of service	56	72,751	74,592
4th year of service	63	77,979	79,952
5th year of service	70	83,506	85,619
6th year of service	76	88,457	90,695
7th year of service	81	92,788	95,136
Grade 2	85	96,540	98,982
Grade 3	92	103,351	105,966
Grade 4	95	106,672	109,371
Grade 5	98	110,064	112,849
Grade 6	100	112,255	115,095
Grade 7	103	115,483	118,405
Occupational Therapists			
Grade 1			
1st year of service	46	66,298	67,975
2nd year of service	50	68,910	70,653
3rd year of service	56	72,751	74,592
4th year of service	63	77,979	79,952
5th year of service	70	83,506	85,619
6th year of service	76	88,457	90,695
7th year of service	81	92,788	95,136
Grade 2	85	96,540	98,982
Grade 3	92	103,351	105,966
Grade 4	95	106,672	109,371
Grade 5	98	110,064	112,849
Grade 6	100	112,255	115,095
Speech Pathologist -			
Grade 1			
1st year of service	46	66,298	67,975
2nd year of service	50	68,910	70,653
3rd year of service	56	72,751	74,592
4th year of service	63	77,979	79,952
5th year of service	70	83,506	85,619
6th year of service	76	88,457	90,695
7th year of service	81	92,788	95,136
Grade 2	85	96,540	98,982
Grade 3	92	103,351	105,966
Grade 4	95	106,672	109,371
Grade 5	98	110,064	112,849
Music Therapists			
1st year of service	31	57,920	59,385
2nd year of service	38	61,687	63,248
3rd year of service	43	64,679	66,315
4th year of service	49	68,246	69,973
5th year of service	54	71,369	73,175
6th year of service	59	74,893	76,788
7th year of service	63	77,979	79,952
Sole Allowance - 3(ii)(a)		2,789	2,860
Part-time Student Unit Supervisor Allowance for each student per supervised shift - refer formula in award at 3(ii)(b)		10.12	10.38

Crown Employees (Planning Officers) Award 2021

Classification and Grades		1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Student Planner			
Year 1	CSP 23	54,049	55,416
Year 2	CSP 28	56,394	57,821
Year 3	CSP 32	58,481	59,961
Year 4	CSP 40	62,839	64,429
Planning Officer (Professional) – Level 1 (a)			
Year 1	CSP 59	74,893	76,788
Year 2	CSP 69	82,690	84,782
Year 3	CSP 76	88,457	90,695
Year 4	CSP 80	91,964	94,291
Year 5	CSP 84	95,539	97,956
Soft barrier progression (clause 4.7.2)			
Planning Officer (Professional) - Level 1(b)			
Year 1	CSP 90	101,427	103,993
Year 2	CSP 94	105,559	108,230
Year 3	CSP 97	108,874	111,629
Year 4	-	114,291	117,183
Planning Officer (Professional) - Level 2			
Year 1	CSP 108	121,288	124,357
Year 2	-	124,804	127,962
Year 3	CSP115	129,819	133,103
Planning Officer (Professional) - Level 3			
Year 1	CSP 117	132,395	135,745
Year 2	-	137,946	141,436
Year 3	CSP 124	142,087	145,682
Soft barrier progression (clause 4.9.2)			
Year 4	CSP 128	148,270	152,021
Year 5	-	154,181	158,082
Planning Officer (Professional) - Level 4			
Year 1	-	169,984	174,285
Year 2	-	177,106	181,587
Year 3	-	184,371	189,036
Planning Officer (Professional) - Level 5			
Year 1	-	194,157	199,069
Year 2	-	198,988	204,022

Crown Employees (Psychologists) Award

Classification and Grades		1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Psychologist -			
1st year		69,681	71,444
2nd year		73,451	75,309
3rd year		77,215	79,169
4th year		81,923	83,996
5th year		86,634	88,826
6th year		91,343	93,654
7th year		96,051	98,481
8th year		99,819	102,344
9th year and thereafter		103,582	106,203
Senior Psychologist -			
1st year		109,234	111,998
2nd year		113,944	116,827
3rd year and thereafter		118,650	121,652
Specialist Psychologist -			
1st year		99,819	102,344
2nd year		105,464	108,132
3rd year		111,117	113,928

4th year	116,767	119,721
5th year and thereafter	122,413	125,510
Senior Specialist Psychologist -		
1st year	128,066	131,306
2nd year	131,832	135,167
3rd year and thereafter	135,602	139,033
Chief Psychologist -		
1st year	142,159	145,756
Principal Psychologist -		
1st year and thereafter	154,433	158,340
Environmental Allowance (Corrective Services and Juvenile Justice)	3,190	3,271

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

Allowances	1.7.21 2.04% \$	1.7.22 2.53% \$
On call allowance (per hour)	1.02	1.05
Community Language Allowance Scheme (per annum)		
Base level rate	1,482	1,519
Higher level rate	2,229	2,285
Flying Allowance (per hour)	22.20	22.80
First Aid Allowance (per annum)		
Holders of basic qualification	955	979
Holders of current occupational first aid certificate	1,434	1,470

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 2022)

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	1.7.21 Per hour 2.04% \$	1.7.22 Per hour 2.53% \$
Trainee - Diploma Level	761.00	780.30
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	335.90	344.40
Plus 1 year out of school	370.30	379.70
Plus 2 years	444.00	455.20
Plus 3 years	517.80	530.90
Plus 4 years	600.70	615.90
Plus 5 years or more	687.10	704.50
Year 11		
School leaver	370.00	379.40

Plus 1 year out of school	444.00	455.20
Plus 2 years	517.80	530.90
Plus 3 years	600.70	615.90
Plus 4 years	687.10	704.50
Plus 5 years or more	687.10	704.50
Year 12		
School leaver	444.00	455.20
Plus 1 year out of school	517.80	530.90
Plus 2 years	600.70	615.90
Plus 3 years	687.10	704.50
Plus 4 years	687.10	704.50
Plus 5 years or more	687.10	704.50
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	335.90	344.40
Plus 1 year out of school	370.00	379.40
Plus 2 years	430.30	441.20
Plus 3 years	495.10	507.60
Plus 4 years	581.50	596.20
Plus 5 years or more	662.90	679.70
Year 11		
School leaver	370.20	379.60
Plus 1 year out of school	430.30	441.20
Plus 2 years	495.10	507.60
Plus 3 years	581.50	596.20
Plus 4 years	662.90	679.70
Plus 5 years or more	662.90	679.70
Year 12		
School leaver	430.30	441.20
Plus 1 year out of school	495.10	507.60
Plus 2 years	581.50	596.20
Plus 3 years	662.90	679.70
Plus 4 years	662.90	679.70
Plus 5 years or more	662.90	679.70
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	370.20	379.60
Plus 1 year out of school	426.30	437.10
Plus 2 years	479.80	491.90
Plus 3 years	534.30	547.80
Plus 4 years	598.20	613.30
Plus 5 years or more	598.20	613.30
Year 11		
School leaver	426.30	437.10
Plus 1 year out of school	479.80	491.90
Plus 2 years	534.30	547.80
Plus 3 years	598.20	613.30
Plus 4 years	598.20	613.30
Plus 5 years or more	598.20	613.30
Year 12		
School leaver	426.30	437.10
Plus 1 year out of school	479.80	491.90
Plus 2 years	534.30	547.80
Plus 3 years	598.20	613.30
Plus 4 years	598.20	613.30
Plus 5 years or more	598.20	613.30
School-Based Traineeships Skill Levels A, B and C		
Year of Schooling		
Year 11	335.9	344.40
Year 12	374.6	384.10

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 2008

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	1.7.21 Per hour 2.04% \$	1.7.22 Per hour 2.53% \$
Trainee Diploma Level part-time	27.12	27.81
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	12.08	12.39
Plus 1 year out of school	13.20	13.53
Plus 2 years	15.97	16.37
Plus 3 years	18.42	18.89
Plus 4 years	21.49	22.03
Plus 5 years or more	24.56	25.18
Year 11		
School leaver	13.20	13.53
Plus 1 year out of school	15.97	16.37
Plus 2 years	18.42	18.89
Plus 3 years	21.49	22.03
Plus 4 years	24.56	25.18
Plus 5 years or more	24.56	25.18
Year 12		
School leaver	15.97	16.37
Plus 1 year out of school	18.42	18.89
Plus 2 years	21.49	22.03
Plus 3 years	24.56	25.18
Plus 4 years	24.56	25.18
Plus 5 years or more	24.56	25.18
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	12.08	12.39
Plus 1 year out of school	13.20	13.53
Plus 2 years	15.35	15.74
Plus 3 years	17.7	18.15
Plus 4 years	20.88	21.41
Plus 5 years or more	23.64	24.24
Year 11		
School leaver	13.20	13.53
Plus 1 year out of school	15.35	15.74
Plus 2 years	17.7	18.15
Plus 3 years	20.88	21.41
Plus 4 years	23.64	24.24
Plus 5 years or more	23.64	24.24
Year 12		
School leaver	15.35	15.74
Plus 1 year out of school	17.70	18.15
Plus 2 years	20.88	21.41
Plus 3 years	23.64	24.24
Plus 4 years	23.64	24.24
Plus 5 years or more	23.64	24.24

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	12.08	12.39
Plus 1 year out of school	13.20	13.53
Plus 2 years	15.24	15.63
Plus 3 years	17.19	17.62
Plus 4 years	19.04	19.52
Plus 5 years or more	21.39	21.93
Year 11		
School leaver	13.20	13.53
Plus 1 year out of school	15.24	15.63
Plus 2 years	17.19	17.62
Plus 3 years	19.04	19.52
Plus 4 years	21.39	21.93
Plus 5 years or more	21.39	21.93
Year 12		
School leaver	15.24	15.63
Plus 1 year out of school	17.19	17.62
Plus 2 years	19.04	19.52
Plus 3 years	21.39	21.93
Plus 4 years	21.39	21.93
Plus 5 years or more	21.39	21.93
School Based Trainees Wage Levels A, B and C		
Year 11	12.08	12.39
Year 12	13.20	13.53

Crown Employees (Research Scientists) Award 2007

Research Scientists			
Classification and Grades	Common Salary Points	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Research Scientist -			
1st year of service	86	97,404	99,868
2nd year of service	91	102,403	104,994
3rd year of service	96	107,789	110,516
4th year of service	100	112,255	115,095
Efficiency Barrier -			
5th year of service	105	117,715	120,693
6th year of service	109	122,493	125,592
7th year of service	113	127,332	130,553
Senior Research Scientist -			
1st year of service	115	129,819	133,103
2nd year of service	118	133,712	137,095
3rd year of service	121	137,826	141,313
Efficiency Barrier -			
4th year of service	124	142,087	145,682
5th year of service	127	146,734	150,446
Principal Research Scientist -			
1st year of service	130	151,609	155,445
2nd year of service	-	155,078	159,001
3rd year of service	-	159,015	163,038
Senior Principal Research Scientist -			
1st year of service	-	170,479	174,792
2nd year of service	-	182,880	187,507
Efficiency Barrier -			
3rd year of service	-	198,463	203,484

Crown Employees (Rural Fire Service) Award

RFS Officers - These rates are inclusive of Annual Leave Loading

Classification and Grades	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
RFS Officer Level 1		
Year 1	39,248	40,241
Year 2	47,467	48,668
Year 3	51,159	52,453
Year 4	52,559	53,889
Year 5	54,780	56,166
Year 6	55,771	57,182
Year 7	57,155	58,601
Year 8	59,273	60,773
Year 9	61,416	62,970
Year 10	63,683	65,294
RFS Officer Level 2		
Year 1	67,192	68,892
Year 2	69,168	70,918
RFS Officer Level 3		
Year 1	71,096	72,895
Year 2	73,045	74,893
RFS Officer Level 4		
Year 1	75,119	77,020
Year 2	77,382	79,340
RFS Officer Level 5		
Year 1	79,800	81,819
Year 2	82,251	84,332
RFS Officer Level 6		
Year 1	88,672	90,915
Year 2	91,471	93,785
RFS Officer Level 7		
Year 1	95,055	97,460
Year 2	97,841	100,316
RFS Officer Level 8		
Year 1	100,775	103,325
Year 2	103,788	106,414
RFS Officer Level 9		
Year 1	108,110	110,845
Year 2	111,545	114,367
RFS Officer Level 10		
Year 1	114,874	117,780
Year 2	118,105	121,093
RFS Officer Level 11		
Year 1	122,925	126,035
Year 2	126,586	129,789
RFS Officer Level 12		
Year 1	132,859	136,220
Year 2	138,500	142,004
RFS Officer Level 13		
Year 1	147,171	150,894
Year 2	153,652	157,539

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

Classification and Grades	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
RFS Officer Level A (OCC Operator)		
Year 1	43,877	44,987
Year 2	46,835	48,020
Year 3	50,479	51,756

Year 4	51,856	53,168
Year 5	54,049	55,416
Year 6	55,028	56,420
Year 7	56,394	57,821
Year 8	58,480	59,960
Year 9	60,601	62,134
Year 10	62,839	64,429
RFS Officer Level B (OCC Operational Communications Officer)		
Year 1	66,298	67,975
Year 2	68,246	69,973
Year 3	70,151	71,926
Year 4	72,077	73,901
RFS Officer Level C (OCC Senior Operational Communications Officer)		
Year 1	74,117	75,992
Year 2	76,352	78,284
Year 3	76,476	78,411
Year 4	81,158	83,211

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

Classification	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Commissioned Correctional Officers:		
Senior Assistant Superintendent - 7 day or any 5/7 days	132,401	135,751
Assistant Superintendent - 7 day or any 5/7 days	123,933	127,069
Senior Assistant Superintendent - 5 day	125,159	128,326
Assistant Superintendent - 5 day	116,689	119,641
Commissioned Industries Officers:		
Regional Business Manager - 5 day		
Year 1	140,607	144,164
Year 2	144,220	147,869
Year 3	150,411	154,216
Year 4	155,969	159,915
Operations Manager	149,628	153,414
Manager of Industries Level 1 - 5 day	138,067	141,560
Manager of Industries Level 2 - Any 5 of 7 days	138,647	142,155
Manager Centre Services and Employment Manager of Industries Level 2 - 5 day	132,401	135,751
Manager Business Unit - any 5/7 days	125,159	128,326
Manager Business Unit - 5 day	122,290	125,384

Crown Employees (Sheriff's Officers) Award

Classification and Grades	Common Salary Point	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Chief Inspector			
Year 2	85	96,540	98,982
Year 1	82	93,791	96,164
Inspector			
Year 2	78	90,253	92,536
Year 1	75	87,493	89,707
Sergeant			
Year 4	67	81,158	83,211
Year 3	64	78,736	80,728
Year 2	61	76,353	78,285
Year 1	58	74,117	75,992
Sheriff's Officer			
Year 4	55	72,077	73,901
Year 3	52	70,151	71,926

Year 2	49	68,246	69,973
Year 1	46	66,298	67,975
Probationary Sheriff's Officer	36	60,601	62,134

Crown Employees (State Emergency Service) Region Staff Award 2018

Classification and Grades	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Full Time Region Controllers – Clerk Grade 9/10		
1st year of service	113,343	116,211
2nd year of service	116,531	119,479
3rd year of service	121,288	124,357
Thereafter	124,901	128,061
Deputy Region Controller - Clerk Grade 7/8		
1st year of service	99,431	101,947
2nd year of service	102,403	104,994
3rd year of service	106,672	109,371
Thereafter	110,064	112,849
Business Manager - Clerk Grade 5/6		
1st year of service	87,493	89,707
2nd year of service	90,253	92,536
3rd year of service	93,791	96,164
Thereafter	96,540	98,982
Community Engagement Officer - Clerk Grade 5/6		
1st year of service	87,493	89,707
2nd year of service	90,253	92,536
3rd year of service	93,791	96,164
Thereafter	96,540	98,982
Volunteer Support Officer - Clerk Grade 3/4		
1st year of service	74,117	75,992
2nd year of service	76,353	78,285
3rd year of service	78,736	80,728
Thereafter	81,158	83,211
Region Learning and Development Officer - Clerk Grade 5/6		
1st year of service	87,493	89,707
2nd year of service	90,253	92,536
3rd year of service	93,791	96,164
Thereafter	96,540	98,982

Crown Employees (State Emergency Service) State Operations Centre – Continuous Shift Workers Award 2021

Classifications and Grades	Common Salary Point	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Duty Operations Officers Clerk Grade 7/8			
1st year of service	88	99,431	101,947
2nd year of service	91	102,403	104,994
3rd year of service	95	106,672	109,371
Thereafter	98	110,064	112,849
State Operations Centre Team Leader, Clerk Grade 3/4			
1st year of service	58	74,117	75,992
2nd year of service	61	76,353	78,285
3rd year of service	64	78,736	80,728
Thereafter	67	81,158	83,211
State Operations Centre Communications Officers, Clerk Grade 1/2			
1st year of service	46	66,298	67,975
2nd year of service	49	68,246	69,973
3rd year of service	52	70,151	71,926
Thereafter	55	72,077	73,901

Crown Employees (Tipstaves to Justices) Award

Classification and Grades	Common Salary Points	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
1st year of service	40	62,839	64,429
2nd year of service	42	64,044	65,664
3rd year of service	44	65,160	66,809
Tipstaff to the Chief Justice	46	66,298	67,975

Crown Employees (Trades Assistants) Award

Classification and Grades	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Blacksmith's striker	985.80	1010.70
Cold saw operator	993.50	1018.60
Driller (stationary machines)	985.80	1010.70
Dresser and grinder (portable machines)	1003.10	1028.50
Dresser, shot blast or sand blast-		
(a) who operates from outside a properly enclosed cabin	993.50	1018.60
(b) other	1036.20	1062.40
Dogman and/or crane chaser	1003.10	1028.50
Forger's assistant	985.80	1010.70
Fork Lift Driver (TAFE)	1062.50	1089.40
Assistant Furnaceperson	970.70	995.30
General assistant assisting tradespersons or employed in a metal and/or electrical workshop (TAFE)	985.80	1010.70
General assistant, other (TAFE)	977.30	1002.00
General assistant/tool storeperson assisting tradespersons or employed in a metal and or electrical workshop (less than 20 hpw toolstore duties) (TAFE)	1003.10	1028.50
General assistant/tool storeperson, other (less than 20hpw toolstore duties) (TAFE)	1035.70	1061.90
Hammer driver	993.50	1018.60
Heat treater operative	1003.10	1028.50
Machinist second class (Metal Trades)	1046.30	1072.80
Operator of straight line oxy-acetylene Cutting machine	1003.10	1028.50
Pipe fitter	1046.30	1072.80
Rigger and/or splicer (other than construction work)	1080.60	1107.90
Rigger and/or splicer (construction work)	1100.70	1128.50
Spray painter (ironwork) and/or brush hand	1003.10	1028.50
Tool and/or material storeman	1036.20	1062.40
Trades assistant (Metal Trades)	985.80	1010.70
Trades assistant (Electrical Trades)	1012.50	1038.10
Trades assistant	993.50	1018.60
Cupola furnaceperson (foundries)	1046.30	1072.80
Allowances:		
Cold Places per hour	0.85	0.87
Confined Spaces per hour	1.06	1.09
Dirty Work per hour	0.85	0.87
Height Money per hour:		
- At a height of 7.5 m	0.85	0.87
- For every additional 3m	0.27	0.28
Hot Places per hour:		
- 46C-54C	0.85	0.87
- Above 54C	1.06	1.09
Insulation Material per hour:		
- Pumice or other recognised insulator	0.85	0.87
- Silicate	1.06	1.09
Smoke Boxes etc per hour:		
- Working on repairs to smoke boxes, furnaces etc	0.54	0.55
- Working on repairs inside oil-fired boilers	2.12	2.17
Wet Places per hour	0.85	0.87

Working on a boat or punt per day	3.3	3.38
Working knee deep in mud or water per day	6.74	6.91
Acid, furnaces, stills, etc per hour	4.34	4.45
Towers per hour	0.85	0.87
Depth money per hour	0.85	0.87
Swing Scaffolds:		
- First four hours (fixed rate)	6.30	6.46
- Each hour thereafter	1.28	1.31
- Solid plasterers per hour	0.27	0.28
Septic Tanks per day	10.13	10.40
Distant Places per day:		
- Area re paragraph 4.17.1	1.66	1.70
- Area re paragraph 4.17.2	2.69	2.75
- Area re paragraph 4.17.3	2.69	2.75
Epoxy Materials per hour	1.06	1.09
- Applying to air-conditioned buildings per hour	0.74	0.76
- Employees in close proximity per hour	0.85	0.87
Foundry per hour	0.61	0.63
Asbestos Eradication per hour	2.85	2.92
First Aid per day	3.72	3.80

Taronga Conservation Society Australia Salaried Employees Award

Classification and Grades	Common salary point	1.7.21 Per annum 2.04%	1.7.22 Per annum 2.53%
		1.7.21	1.7.22
Clerks -			
General Scale			
1 st year (up to 18 years)	7	38,723	39,703
2 nd year (or 20 years)	11	46,835	48,020
3 rd year	17	50,479	51,756
4 th year	20	51,856	53,168
5 th year	23	54,049	55,416
6 th year	25	55,028	56,420
7 th year	28	56,394	57,821
8 th year	32	58,481	59,961
9 th year	36	60,601	62,134
10 th year	40	62,839	64,429
At 19 years + (HSC)	9	43,877	44,987
Grade 1 -			
1 st year	46	66,298	67,975
2 nd year	49	68,246	69,973
Grade 2 -			
1 st year	52	70,151	71,926
2 nd year	55	72,077	73,901
Grade 3 -			
1 st year	58	74,117	75,992
2 nd year	61	76,353	78,285
Grade 4 -			
1 st year	64	78,736	80,728
2 nd year	67	81,158	83,211
Grade 5 -			
1 st year	75	87,493	89,707
2 nd year	78	90,253	92,536
Grade 6 -			
1 st year	82	93,791	96,164
2 nd year	85	96,540	98,982
Grade 7 -			
1 st year	88	99,431	101,947
2 nd year	91	102,403	104,994
Grade 8 -			
1 st year	95	106,672	109,371
2 nd year	98	110,064	112,849
Grade 9 -			
1 st year	101	113,343	116,211

2nd year	104	116,531	119,479
Grade 10 -			
1st year	108	121,288	124,357
2nd year	111	124,901	128,061
Grade 11 -			
1st year	116	131,094	134,411
2nd year	120	136,652	140,109
Grade 12 -			
1st year	126	145,211	148,885
2nd year	130	151,609	155,445
Clerical Assistants -			
1st year (or under 17 years)	1	26,955	27,637
2nd year (or 17 years)	3	30,279	31,045
3rd year (or 18 years)	6	36,430	37,352
4th year (or 19 years)	8	41,377	42,424
5th year (or 20 years)	9	43,877	44,987
6th year (or 21 years)	15	48,677	49,909
7th year	17	50,479	51,756
8th year	20	51,856	53,168
9th year	22	52,837	54,174
Class 1 -			
1st year	25	55,028	56,420
2nd year	28	56,394	57,821
Class 2 -			
1st year	32	58,481	59,961
2nd year	35	59,990	61,508
Class 3 -			
1st year	37	61,179	62,727
2nd year	40	62,839	64,429
Class 4 -			
1st year	42	64,044	65,664
2nd year	44	65,160	66,809
Horticulturalist Labourer - (Applies to employees engaged prior 1 July 2010)			
Grade 1	25	55,028	56,420
Grade 2	30	57,461	58,915
Grade 3	35	59,990	61,508
Horticulturalist Level 1 - (Applies to employees engaged prior 1 July 2010)			
Grade 1	42	64,044	65,664
Grade 2	45	65,793	67,458
Horticulturalist Level 2 (Applies to employees engaged prior 1 July 2010)			
Grade 1	48	67,552	69,261
Grade 2	50	68,910	70,653
Horticultural Technician (Applies to employees engaged prior 1 July 2010)			
Grade 1	55	72,077	73,901
Grade 2	57	73,393	75,250
Senior Horticultural Technician (Applies to employees engaged prior 1 July 2010)			
Grade 1	63	77,979	79,952
Grade 2	67	81,158	83,211
Horticultural Apprentice (Applies to employees engaged post 1 July 2010)			
1st Year		26,771	27,448
2nd Year		31,643	32,444
3rd Year		36,508	37,432
4th Year		43,812	44,920
Gardener (Applies to employees engaged post 1 July 2010)			
Grade 1	15	48,677	49,909
Grade 2	18	50,975	52,265
Grade 3	21	52,349	53,673
Horticulturalist (Applies to employees engaged post 1 July 2010)			
Grade 1		61,954	63,521

Grade 2		63,812	65,426
Grade 3		65,727	67,390
Grade 4		68,909	70,652
Horticultural Supervisor (Applies to employees engaged post 1 July 2010)			
Grade 1		73,165	75,016
Grade 2		75,361	77,268
Grade 3		77,622	79,586
Keeper Grade 4 (Specialist) Level 2 (only available to employees employed permanently as a Keeper on 8 December 2005)	75	87,493	89,707
Trainee Keeper -			
Level 1	-	46,467	47,643
Level 2	-	49,563	50,817
Level 3	-	52,662	53,994
Level 4	-	55,759	57,170
Keeper -			
Level 1	-	61,955	63,522
Level 2	-	65,052	66,698
Level 3	-	68,148	69,872
Level 4	-	71,249	73,052
Senior Keeper -			
Level 1	-	74,345	76,226
Level 2	-	80,540	82,578
Keeping Unit Supervisor -			
Year 1	-	89,835	92,108
Year 2	-	91,694	94,014
Year 3	-	93,549	95,916
Keeper before Jan 06			
Grade 1			
Level 01		57,919	59,384
Level 02		58,480	59,960
Level 03		59,446	60,950
Level 04		60,600	62,133
Grade 2			
Level 01		77,461	79,421
Level 02		85,357	87,517
Gate Receptionists	38	61,687	63,248
Junior Designer			
Grade 1		52,807	54,143
Grade 2		54,919	56,308
Grade 3		57,114	58,559
Grade 4		59,396	60,899
Designer			
Grade 1		61,179	62,727
Grade 2		63,928	65,545
Grade 3		66,807	68,497
Grade 4		69,816	71,582
Grade 5		72,955	74,801
Senior Designer			
Grade 1		76,609	78,547
Grade 2		80,436	82,471
Grade 3		84,456	86,593
Casual first aid allowance (per shift)		18.30	18.75
Laundry Allowance for staff other than Gate Receptionists (per week)		7.60	7.80
Laundry Allowance for Gate Receptionists (per week)		13.85	14.20

Agreements and Determinations

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

Adventure Facilitator	1.7.21 Per annum 2.04%	1.7.22 Per annum 2.53%
Year 1	99,431	101,947
Year 2	102,403	104,994
Year 3	106,672	109,371
Year 4	110,064	112,849

Architects etc. Agreement No. 1733 of 1971

Architect Classification and Grades	Common salary point	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Grade I			
1st year of service	46	66,298	67,975
2nd year of service	50	68,910	70,653
3rd year of service	56	72,751	74,592
4th year of service	63	77,979	79,952
5th year of service	70	83,506	85,619
6th year of service and thereafter	76	88,457	90,695
Grade II			
1st year of service	82	93,791	96,164
2nd year of service	86	97,404	99,868
3rd year of service	89	100,431	102,972
4th year of service and thereafter	92	103,351	105,966
Grade III			
1st year of service	97	108,874	111,629
2nd year of service	100	112,255	115,095
3rd year of service	104	116,531	119,479
4th year of service and thereafter	107	120,096	123,134
Grade IV			
1st year of service	112	126,120	129,311
2nd year of service	115	129,819	133,103
3rd year of service and thereafter	117	132,395	135,745
Grade V			
1st year of service	121	137,826	141,313
2nd year of service and thereafter	123	140,541	144,097
Grade VI			
1st year of service	125	143,651	147,285
2nd year of service	127	146,734	150,446

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

Classification and Grades	Common Salary Point	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Artists Australian Museum and Museum of Applied Arts and Sciences			
Grade I			
1st year of service	28	56,394	57,821
2nd year of service	31	57,920	59,385
3rd year of service	34	59,508	61,014
4th year of service	37	61,179	62,727
5th year of service	39	62,325	63,902
6th year of service	43	64,679	66,315
7th year of service and thereafter	46	66,298	67,975
Grade II			
1st year of service	49	68,246	69,973

2nd year of service	51	69,445	71,202
3rd year of service and thereafter	53	70,751	72,541
Grade III			
1st year of service	58	74,117	75,992
2nd year of service and thereafter	61	76,353	78,285
Keeper Of Exhibits (Non Graduate) Museum of Applied Arts & Sciences			
1st year of service	44	65,160	66,809
2nd year of Service	47	66,995	68,690
3rd year of service	51	69,445	71,202
4th year of service	53	70,751	72,541
5th year of service	58	74,117	75,992
6th year of service and thereafter	58	74,117	75,992
Designers (Exhibitions and Publications)			
1st year of service	37	61,179	62,727
2nd year of service	39	62,325	63,902
3rd year of service	42	64,044	65,664
4th year of service	46	66,298	67,975
5th year of service	49	68,246	69,973
6th year of service	51	69,445	71,202
7th year of service	53	70,751	72,541
8th year of service	56	72,751	74,592
9th year of service	60	75,588	77,500
10th year of service	64	78,736	80,728
11th year of service	67	81,158	83,211
12th year of service	71	84,339	86,473
Senior Designer (Exhibitions and Publications) National Parks and Wildlife Service			
On Appointment	77	89,215	91,472
Exhibitions Officer, Australian Museum			
Grade I			
1st year of service	56	72,751	74,592
2nd year of service	60	75,588	77,500
3rd year of service	64	78,736	80,728
4th year of service	67	81,158	83,211
5th year of service and thereafter	71	84,339	86,473
Grade II			
1st year of service	75	87,493	89,707
2nd year of service	77	89,215	91,472
Chief, Exhibitions Department Museum of Applied Arts and Sciences			
1st year of service	92	103,351	105,966

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 Classification and Grades	Common Salary Point	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Level 1 At 18 years of age	7	38,723	39,703
Level 1 At 19 years of age with HSC	9	43,877	44,987
Level 2 Or minimum at 20 years	11	46,835	48,020
Level 3 Or minimum at 21 years	17	50,479	51,756
Level 4	20	51,856	53,168
Level 5	23	54,049	55,416
Level 6	25	55,028	56,420
Level 7	28	56,394	57,821
Level 8	32	58,481	59,961

Level 9	36	60,601	62,134
Level 10	40	62,839	64,429

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 Point	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
General Scale			
1st year	7	38,723	39,703
2nd year	11	46,835	48,020
3rd year	17	50,479	51,756
4th year	20	51,856	53,168
5th year	23	54,049	55,416
6th year	25	55,028	56,420
7th year	28	56,394	57,821
8th year	32	58,481	59,961
9th year	36	60,601	62,134
10th year	40	62,839	64,429
11th year	46	66,298	67,975
12th year	49	68,246	69,973
13th year	52	70,151	71,926
14th year	55	72,077	73,901
Officer with HSC aged 19 and over paid not less than	9	43,877	44,987
Class 1			
1st year	58	74,117	75,992
2nd year	61	76,353	78,285
3rd year	64	78,736	80,728
4th year	67	81,158	83,211
Class 2			
1st year	75	87,493	89,707
2nd year	78	90,253	92,536
Class 3			
1st year	82	93,791	96,164
2nd year	85	96,540	98,982
Class 4			
1st year	88	99,431	101,947
2nd year	91	102,403	104,994
Class 5			
1st year	95	106,672	109,371
2nd year	98	110,064	112,849
Class 6			
1st year	101	113,343	116,211
2nd year	104	116,531	119,479
Class 7			
1st year	108	121,288	124,357
2nd year	111	124,901	128,061

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

Department of Corrective Services			
Classification and Grades		1.7.21 Per hour 2.04% \$	1.7.22 Per hour 2.53% \$
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 leave)		85.03	87.18
Environmental Allowance for working within a correctional centre		1.97	2.02

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

Classification and Grades	Common Salary Point No	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Throughcare and Placement Officer:			
1st year	88	99,431	101,947
2nd year	91	102,403	104,994
3rd year	95	106,672	109,371
Thereafter	98	110,064	112,849
Accommodation Support Worker:			
1st year	75	87,493	89,707
2nd year	78	90,253	92,536
3rd year	82	93,791	96,164
Thereafter	85	96,540	98,982
Assistant Support Worker:			
1st year	46	66,298	67,975
2nd year	49	68,246	69,973
3rd year	52	70,151	71,926
Thereafter	55	72,077	73,901

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	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Trainee Computer Operator			
At 18 and under	7	38,723	39,703
At 19	9	43,877	44,987
At 20	11	46,835	48,020
At 21	17	50,479	51,756
Computer Operator - Grade 1			
1st year of service	20	51,856	53,168
2nd year of service	23	54,049	55,416
3rd year of service	25	55,028	56,420
4th year of service and thereafter	28	56,394	57,821
Computer Operator - Grade 2			
1st year of service	32	58,481	59,961
2nd year of service	36	60,601	62,134
3rd year of service and thereafter	40	62,839	64,429
Senior Computer Operator - Grade 1			
1st year of service	46	66,298	67,975
2nd year of service	49	68,246	69,973
3rd year of service	52	70,151	71,926
4th year of service	55	72,077	73,901
Senior Computer Operator - Grade 2			
1st year of service	58	74,117	75,992
2nd year of service	61	76,353	78,285
3rd year of service	64	78,736	80,728
4th year of Service	67	81,158	83,211

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

Classification and Grades	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Operations Manager - Clerk 11/12		
1st year of service	131,094	134,411
2nd year of service	136,652	140,109

3rd year of service	145,211	148,885
Thereafter	151,609	155,445
Assistant Operations Manager - Clerk 9/10		
1st year of service	113,343	116,211
2nd year of service	116,531	119,479
3rd year of service	121,288	124,357
Thereafter	124,901	128,061
Senior Case Worker - Clerk 5/6		
1st year of service	87,493	89,707
2nd year of service	90,253	92,536
3rd year of service	93,791	96,164
Thereafter	96,540	98,982

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

Classification and Grades	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Assistant Manager		
1st year of service	104,791	107,442
2nd year of service	107,739	110,465
3rd year of service	112,137	114,974
Thereafter	115,478	118,400
Co-ordinator Program Support & Security		
1st year of service	91,928	94,254
2nd year of service	94,680	97,075
3rd year of service	98,623	101,118
Thereafter	101,758	104,332
Senior Program Support Officer		
1st year of service	80,892	82,939
2nd year of service	83,444	85,555
3rd year of service	86,713	88,907
Thereafter	89,257	91,515
Program Support Officer		
1st year of service	68,525	70,259
2nd year of service	70,591	72,377
3rd year of service	72,794	74,636
Thereafter	75,033	76,931

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

Classification and Grades	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Co-ordinator Program Support & Security		
1st year of service	99,431	101,947
2nd year of service	102,403	104,994
3rd year of service	106,672	109,371
Thereafter	110,064	112,849
Senior Program Support Officer		
1st year of service	87,493	89,707
2nd year of service	90,253	92,536
3rd year of service	93,791	96,164
Thereafter	96,540	98,982
Program Support Officer		
1st year of service	74,117	75,992
2nd year of service	76,353	78,285
3rd year of service	78,736	80,728
Thereafter	81,158	83,211
Mobile Work Camps Allowance (per day)	157.65	161.65

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

Classification and Grades	1.7.21 Per annum 2.04%	1.7.22 Per annum 2.53%
Senior Program Support Officer		
1st year of service	87,493	89,707
2nd year of service	90,253	92,536
3rd year of service	93,791	96,164
Thereafter	96,540	98,982
Program Support Officer		
1st year of service	74,117	75,992
2nd year of service	76,353	78,285
3rd year of service	78,736	80,728
Thereafter	81,158	83,211

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	1.7.21 Per annum 2.04%	1.7.22 Per annum 2.53%
	\$	\$
Team Leader (Administrative and Clerical Officer Grade 7/8)		
1st year of service	99,431	101,947
Thereafter	102,403	104,994
Grade 8		
1st year of service	106,672	109,371
Thereafter	110,064	112,849
Allowance	27,790	28,493
Bail Coordinator (Administrative and Clerical Officer Grade 5/6)		
Grade 5		
1st year of service	87,493	89,707
Thereafter	90,253	92,536
Grade 6		
1st year of service	93,791	96,164
Thereafter	96,540	98,982
Allowance	25,143	25,779

Conservators, Cultural Institutions Agreement No.2504 of 1987

Conservators, Cultural Institutions			
Classifications and Grade	Common Salary Point	1.7.21 Per annum 2.04%	1.7.22 Per annum 2.53%
		\$	\$
Assistant Conservator - Class 1			
1st year of service	40	62,839	64,429
2nd year of service	42	64,044	65,664
3rd year of service	44	65,160	66,809
4th year of service	47	66,995	68,690
5th year of service	49	68,246	69,973
6th year of service	52	70,151	71,926
Class 2			
1st year of service	55	72,077	73,901
2nd year of service	56	72,751	74,592
3rd year of service	58	74,117	75,992
Conservator - Grade 1			
1st year of service	62	77,073	79,023
2nd year of service	64	78,736	80,728
3rd year of service	66	80,336	82,369
4th year of service	68	81,751	83,819
5th year of service	70	83,506	85,619
Grade 2			
1st year of service	74	86,621	88,813

2nd year of service	79	90,975	93,277
3rd year of service	83	94,706	97,102
4th year of service	87	98,451	100,942
5th year of service	91	102,403	104,994
Grade 3			
1st year of service	94	105,559	108,230
2nd year of service	97	108,874	111,629
3rd year of service	99	111,121	113,932
Head Conservator			
1st year of service	105	117,715	120,693
2nd year of service	108	121,288	124,357
3rd year of service	110	123,693	126,822

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

Classification and Grades	Common Salary Point	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Coordinator	61	76,353	78,285
Director	104	116,531	119,479

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

Classification and Grades	Common Salary Point	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Co-ordinator, Visual Arts	102	114,428	117,323
Environmental Allowance	-	3,190	3,271
All Incidents Allowance	-	10,972	11,250

Curators and Registrars Cultural Institutions Agreement No. 2508 of 1987

Classification and Grades	Common Salary Point	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Assistant Curator/Assistant Registrar - Grade I			
1st year of service	40	62,839	64,429
2nd year of service	46	66,298	67,975
3rd year of service	51	69,445	71,202
4th year of service	57	73,393	75,250
5th year of service and thereafter	62	77,073	79,023
Assistant Curator/Assistant Registrar - Grade II			
1st year of service	64	78,736	80,728
2nd year of service	67	81,158	83,211
3rd year of service	70	83,506	85,619
4th year of service	73	85,938	88,112
5th year of service and thereafter	75	87,493	89,707
Curator/Registrar - Grade I			
1st year of service	77	89,215	91,472
2nd year of service	82	93,791	96,164
3rd year of service	86	97,404	99,868
4th year of service	91	102,403	104,994
5th year of service and thereafter	95	106,672	109,371
Curator/Registrar - Grade II			
1st year of service	99	111,121	113,932
2nd year of service	102	114,428	117,323
3rd year of service	105	117,715	120,693
4th year of service	108	121,288	124,357
5th year of service	110	123,693	126,822
Senior Curator Senior Registrar	114	128,547	131,799

Departmental Professional Officers Determination No.866 of 1987

Departmental Professional Officers - All Departments			
Classification and Grades	Common Salary Point	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Grade I -			
1st year of service	46	66,298	67,975
2nd year of service	50	68,910	70,653
3rd year of service	56	72,751	74,592
4th year of service	63	77,979	79,952
5th year of service	70	83,506	85,619
6th year of service and thereafter	76	88,457	90,695
Grade II -			
1st year of service	81	92,788	95,136
2nd year of service	84	95,539	97,956
3rd year of service	87	98,451	100,942
4th year of service and thereafter	91	102,403	104,994
Grade III -			
1st year of service	95	106,672	109,371
2nd year of service	98	110,064	112,849
3rd year of service	100	112,255	115,095
4th year of service and thereafter	104	116,531	119,479
Grade IV -			
1st year of service	108	121,288	124,357
2nd year of service and thereafter	110	123,693	126,822
Grade V -			
1st year of service	114	128,547	131,799
2nd year of service and thereafter	116	131,094	134,411
Grade VI -			
1st year of service	119	135,176	138,596
2nd year of service and thereafter	121	137,826	141,313
Grade VII -			
1st year of service	124	142,087	145,682
2nd year of service and thereafter	126	145,211	148,885
Grade VIII -			
1st year of service	129	149,936	153,729
2nd year of service and thereafter	130	151,609	155,445

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

Transport Officers Classification and Grades	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Grade I -		
One	50,407	51,682
Two	52,167	53,487
Three	53,991	55,357
Four	55,881	57,295
Five	57,838	59,301
Grade 2		
One	57,838	59,301
Two	59,868	61,383
Three	61,957	63,525
Four	64,133	65,756
Five	66,374	68,053
Grade 3		
One	66,374	68,053
Two	68,695	70,433
Three	71,096	72,895
Four	73,587	75,449
Five	76,169	78,096
Grade 4		
One	76,169	78,096

Two	78,829	80,823
Three	81,588	83,652
Four	84,447	86,584
Five	87,511	89,725
Grade 5		
One	87,511	89,725
Two	90,458	92,747
Three	93,814	96,187
Four	96,904	99,356
Five	100,297	102,835
Grade 6		
One	100,297	102,835
Two	103,809	106,435
Three	107,438	110,156
Four	111,196	114,009
Five	115,091	118,003
Grade 7		
One	115,091	118,003
Two	119,120	122,134
Three	123,288	126,407
Four	127,601	130,829
Five	132,069	135,410
Grade 8		
One	132,069	135,410
Two	136,693	140,151
Three	145,240	148,915
Four	151,637	155,473
Five	156,943	160,914
Grade 9		
One	156,943	160,914
Two	165,374	169,558
Three	173,920	178,320
Four	180,316	184,878
Five	185,625	190,321

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	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Education Officer -			
1st year of service	43	64,679	66,315
2nd year of service	48	67,552	69,261
3rd year of service	54	71,369	73,175
4th year of service	60	75,588	77,500
5th year of service	66	80,336	82,369
6th year of service	71	84,339	86,473
7th year of service	75	87,493	89,707
8th year of service	79	90,975	93,277
9th year of service and thereafter	84	95,539	97,956
Senior Education Officer -			
1st year of service	98	110,064	112,849
2nd year of service and thereafter	101	113,343	116,211
Allowance after 12 months on the 9th year of service: \$ per annum	-	2,995	3,071
After a further 12 months: \$ per annum	-	2,995	3,071

Engineers Agreement No. 1734 of 1971

Engineers			
Classification and Grades	Common Salary Point	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Grade I Diplomate Experience Since Qualifying			
In first year	46	66,298	67,975
After one year	50	68,910	70,653
After two years	56	72,751	74,592
After three years	63	77,979	79,952
After four years	70	83,506	85,619
After five years	76	88,457	90,695
Grade I Graduate Experience Since Qualifying			
In first year	50	68,910	70,653
After one year	56	72,751	74,592
After two years	63	77,979	79,952
After three years	70	83,506	85,619
After four years	76	88,457	90,695
Grade II			
1st year of service	82	93,791	96,164
2nd year of service	86	97,404	99,868
3rd year of service	89	100,431	102,972
4th year of service and thereafter	92	103,351	105,966
Grade III			
1st year of service	97	108,874	111,629
2nd year of service	100	112,255	115,095
3rd year of service	104	116,531	119,479
4th year of service and thereafter	107	120,096	123,134
Grade IV			
1st year of service	112	126,120	129,311
2nd year of service	115	129,819	133,103
3rd year of service and thereafter	117	132,395	135,745
Grade V			
1st year of service	121	137,826	141,313
2nd year of service and thereafter	123	140,541	144,097
Grade VI			
1st year of service	125	143,651	147,285
2nd year of service and thereafter	127	146,734	150,446

Escorts and Travelling Attendants Agreement No.2270 of 1980

Classification and Grades	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Travelling Attendant		
1st Year	51,242	52,538
2nd Year	51,242	52,538
3rd Year	51,733	53,042
4th Year	53,434	54,786
Travelling Attendant (Hourly Rate)		
1st Year	25.86	26.51
2nd Year	25.86	26.51
3rd Year	26.1	26.76
4th Year	26.94	27.62
Escorts		
1st Year	61,066	62,611
2nd Year	61,066	62,611
3rd Year	61,620	63,179
4th Year	63,701	65,313
Rate A Applicable Mon-Fri and all overtime/travelling time weekdays and public holidays = Hrly rate of Travelling Attendant + 10% +4/48ths		
1st Year	30.82	31.60
2nd Year	30.82	31.60

3rd Year	31.09	31.88
4th Year	32.11	32.92
Rate B Applicable first 8 hours on Saturday - = Hrly rate of Travelling Attendant + 50% +4/48ths		
1st Year	42.01	43.07
2nd Year	42.01	43.07
3rd Year	42.39	43.46
4th Year	43.8	44.91
Rate C Applicable first 8 hours on Sunday = Hrly rate of Travelling Attendant + 75% +4/48ths		
1st Year	48.99	50.23
2nd Year	48.99	50.23
3rd Year	49.46	50.71
4th Year	51.09	52.38
Rate D Applicable first 8 hours on a Public Holiday = Hrly Rate of Travelling Attendant + 150%+4/48ths		
1st Year	70.00	71.77
2nd Year	70.00	71.77
3rd Year	70.64	72.43
4th Year	73.00	74.85

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

Gardening, Parks and Horticultural and Landscape Staff			
Classification and Grades	Common Salary Point	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Gardener Tradesman	37	61,179	62,727
Gardener Experienced	30	57,461	58,915
Garden Labourer	20	51,856	53,168
Garden Labourer, 1st class	23	54,049	55,416
Chief Propagator (Royal Botanical Gardens)	43	64,679	66,315
Groundsman	33	58,955	60,447
Horticultural and Landscape Officers:			
Horticultural Assistants -			
1st year of service	33	58,955	60,447
2nd year of service	36	60,601	62,134
3rd year of service	38	61,687	63,248
4th year of service	40	62,839	64,429
5th year of service	42	64,044	65,664
6th year of service	44	65,160	66,809
7th year of service	46	66,298	67,975
Promotion beyond 3rd year rate dependent upon possession of the Certificate of Horticulture			
Ranger	30	57,461	58,915
Senior Ranger (plus appropriate Leading Hand Allowance)	30	57,461	58,915
Foreman	61	76,353	78,285
Foreman Special Grade	65	79,398	81,407
Superintendent, Centennial Park Supervisor	77	89,215	91,472
Royal Botanic Gardens and Mount Tomah			
1st year of service	68	81,751	83,819
2nd year of service	71	84,339	86,473
3rd year of service	73	85,938	88,112
Development Officer (Horticulture)			
	81	92,788	95,136
	82	93,791	96,164
	84	95,539	97,956
Living Collections Registrar			
Mount Tomah	46	66,298	67,975
	50	68,910	70,653
	53	70,751	72,541
	56	72,751	74,592

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

Car Drivers/Assistants			
Classification and Grades	Common Salary Point	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Car Drivers - Driver/General Assistant	33	58,955	60,447
Departmental - Driver/Assistant	39	62,325	63,902
Departmental - Driver/Assistant (in Charge), Public Works Department	43	64,679	66,315
Ministerial Driver/Assistant	39	62,325	63,902
* Salary Class 52 with allowance to Salary Class 122	80	91,964	94,291

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	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Artificer, Australian Museum and Art Gallery of NSW			
1st year of service	43	64,679	66,315
2nd year of service and thereafter	45	65,793	67,458
Clerk of Works - Various Departments			
1st year of service	68	81,751	83,819
2nd year of service	70	83,506	85,619
3rd year of service	73	85,938	88,112
4th year of service	75	87,493	89,707
5th year of service and thereafter	77	89,215	91,472
(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 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	90,253	92,536
2nd year of service	80	91,964	94,291
Electrical Foreman, Various			
Grade 2	64	78,736	80,728
Grade 3	68	81,751	83,819
Grade 5	77	89,215	91,472
Electrical Inspectors, Various			
1st year of service	75	87,493	89,707
2nd year of service	77	89,215	91,472
Estimator, Various Departments			
1st year of service	68	81,751	83,819
2nd year of service	70	83,506	85,619
Fitter Operators, Various			
On appointment	51	69,445	71,202
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		56.97	58.41
(ii) Department of Industrial Relations First Class Refrigeration Certificate		18.02	18.48
(iii) Department of Industrial Relations Electrically Fired Boiler Attendant's Certificate		9.59	9.83
(iv) Department of Industrial Relations Open All Class Boiler Attendant's Certificate		18.03	18.49
(v) Refrigeration Mechanic's Certificate Course of the Sydney Technical College		18.03	18.49
Food and Beverage Controller (S.C. 53) 1st year		62,325	63,902
(S.C. 57) 2nd year		64,044	65,664

Food School Assistant (S.C. 23) 1st year		50,975	52,265
(S.C. 24) 4th year		51,419	52,720
(S.C. 26) 7th year		51,856	53,168
Foreman Electrical			
Grade 2 (T83)	64	78,736	80,728
Grade 3 (T96)	68	81,751	83,819
Grade 5 (T126)	77	89,215	91,472
Other than Electrical -			
Grade 1 (T59)	57	73,393	75,250
Grade 2 (T72)	61	76,353	78,285
Grade 3 (T85)	65	79,398	81,407
Grade 4 (T111)	73	85,938	88,112
Grade 5 (T125)	77	89,215	91,472
Assistant Mechanical Foreman (T72) -	61	76,353	78,285
Property and Maintenance Officer, Youth and Community Services			
1st year of service	77	89,215	91,472
2nd year of service and thereafter	80	91,964	94,291
Property Inspector, Public Trust Office			
1st year of service	64	78,736	80,728
2nd year of service	67	81,158	83,211
3rd year of service	69	82,690	84,782
4th year of service and thereafter	73	85,938	88,112
Radio Technician, Police			
1st year of service	47	66,995	68,690
2nd year of service	48	67,552	69,261
3rd year of service and thereafter	50	68,910	70,653
Scientific Instrument Maker, Various Departments			
1st year of service and thereafter	51	69,445	71,202
Senior Apprenticeship Supervisor, Department of Industrial Relations			
On appointment	78	90,253	92,536
Senior Electrical Inspector, Various Departments			
1st year of service	83	94,706	97,102
2nd year of service	85	96,540	98,982
Senior Estimator, Various Departments	71	84,339	86,473
Senior Mechanical Inspector			
1st year of service	83	94,706	97,102
2nd year of service and thereafter	85	96,540	98,982
Senior Radio Technician, Police and Forestry Commission			
1st year of service	57	73,393	75,250
2nd year of service and thereafter	58	74,117	75,992
Senior Works Supervisors, Various Departments			
1st year of service	83	94,706	97,102
2nd year of service and thereafter	85	96,540	98,982
Textile Maintenance Officer			
1st year	44	65,160	66,809
2nd year	46	66,298	67,975
3rd year	47	66,995	68,690
4th year	49	68,246	69,973
Works Supervisors, Various Departments			
1st year of service	78	90,253	92,536
2nd year of service and thereafter	80	91,964	94,291

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

Department of Education			
Classification and Grades	Common Salary Point	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Gardener Glenfield Park SSP	27	55,922	57,337

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	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
(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	64,679	66,315
2nd year of service	48	67,552	69,261
3rd year of service	54	71,369	73,175
4th year of service	60	75,588	77,500
5th year of service	66	80,336	82,369
6th year of service	71	84,339	86,473
7th year of service	75	87,493	89,707
8th year of service	79	90,975	93,277
9th year of service and thereafter	84	95,539	97,956
Clinical Psychologist - Department of Health; Family and Community Services; Department of Attorney General			
1st year of service	79	90,975	93,277
2nd year of service	86	97,404	99,868
3rd year of service	91	102,403	104,994
4th year of service	96	107,789	110,516
5th year of service and thereafter	101	113,343	116,211
A Clinical Psychologist appointed to one of the following positions shall be paid as follows:			
Program Co-ordinator			
1st year of service	101	113,343	116,211
2nd year of service and thereafter	105	117,715	120,693
Senior Program Co-ordinator			
1st year of service	105	117,715	120,693
2nd year of service and thereafter	108	121,288	124,357
Program Director			
1st year of service	108	121,288	124,357
2nd year of service and thereafter	110	123,693	126,822
Project Director Department of Health NSW			
1st year of service	91	102,403	104,994
2nd year of service and thereafter	96	107,789	110,516
Rehabilitation Counsellor Workers Compensation Commission			
1st year of service	66	80,336	82,369
2nd year of service	71	84,339	86,473
3rd year of service and thereafter	75	87,493	89,707
Senior Rehabilitation Counsellor Workers Compensation Commission			
1st year of service	79	90,975	93,277
2nd year of service and thereafter	84	95,539	97,956
(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	113,343	116,211
Group (b) On Appointment Deputy Senior Psychologist, Family and Community Services	105	117,715	120,693

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 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	117,715	120,693
Group (d) Chief Guidance Officer Department of Industrial Relations On Appointment	110	123,693	126,822
Chief Psychologist Corrective Services On Appointment	114	128,547	131,799
Assistant Director Division of Vocational Guidance Services, Department of Industrial Relations On Appointment	115	129,819	133,103
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	136,652	140,109
Deputy Director, Division of Vocational Guidance Services Department of Industrial Relations On Appointment	125	143,651	147,285

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

Classification and Grades	Common Salary Point	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Interpretive Assistants			
Year 1	43	64,679	66,315
Year 2	47	66,995	68,690

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

Classifications	Common Salary Point	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Laboratory Attendant (Junior)			
At 16 and under	4	32,102	32,914
At 17	6	36,430	37,352
At 18	8	41,377	42,424
At 19	11	46,835	48,020
At 20	18	50,975	52,265
Laboratory Attendant General Scale (Adult)			
1st year of service	24	54,580	55,961
2nd year of service	26	55,476	56,880

3rd year of service and thereafter	28	56,394	57,821
Laboratory Attendant Grade 1 (Adult)			
1st year of service	28	56,394	57,821
2nd year of service	31	57,920	59,385
3rd year of service and thereafter	33	58,955	60,447
Technical Officer (Scientific) Grade 1			
1st year of service	36	60,601	62,134
2nd year of service	38	61,687	63,248
3rd year of service	41	63,544	65,152
4th year of service	43	64,679	66,315
5th year of service	46	66,298	67,975
6th year of service and thereafter	50	68,910	70,653
7th year of service	53	70,751	72,541
8th year of service and thereafter	56	72,751	74,592
Technical Officer (Scientific) Grade II			
1st year of service	63	77,979	79,952
2nd year of service	66	80,336	82,369
3rd year of service	70	83,506	85,619
4th year of service	76	88,457	90,695
Senior Technical Officer (Scientific) Grade 1			
1st year of service	81	92,788	95,136
2nd year of service	83	94,706	97,102
3rd year of service and thereafter	84	95,539	97,956
Senior Technical Officer (Scientific) Grade II			
1st year of service	84	95,539	97,956
2nd year of service	87	98,451	100,942
3rd year of service	89	100,431	102,972
4th year of service	92	103,351	105,966
5th year of service and thereafter	95	106,672	109,371
Trainee Technical Officer (Scientific)			
1st year	5	34,141	35,005
2nd year	7	38,723	39,703
3rd year	9	43,877	44,987
4th year	13	47,727	48,934

Legal Officers, Various Departments Agreement No.2375 of 1982

Legal Officer Classification and Grades	Common Salary Point	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Grade I			
1st year of service	51	69,445	71,202
2nd year of service	55	72,077	73,901
3rd year of service	58	74,117	75,992
4th year of service	61	76,353	78,285
5th year of service	65	79,398	81,407
Grade II			
1st year of service	73	85,938	88,112
2nd year of service	78	90,253	92,536
3rd year of service	84	95,539	97,956
4th year of service	89	100,431	102,972
5th year of service	93	104,437	107,079
Grade III			
1st year of service	98	110,064	112,849
2nd year of service	101	113,343	116,211
3rd year of service	105	117,715	120,693
Grade IV			
1st year of service	112	126,120	129,311
2nd year of service	114	128,547	131,799
Grade V			
1st year of service	119	135,176	138,596
2nd year of service	121	137,826	141,313
Grade VI			
1st year of service	126	145,211	148,885
2nd year of service	128	148,270	152,021

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

Maintenance Officer State Library of NSW		
Classification	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Maintenance Officer		
1st year of service	66,139	67,812
2nd year of service	69,661	71,423

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

Media Monitors			
Classification and Grades	Common Salary Point	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Media Monitor, Level 1			
1st year of service	61	76,353	78,285
2nd year of service	65	79,398	81,407
3rd year of service	69	82,690	84,782
4th year of service	74	86,621	88,813
Senior Media Monitor, Level 2			
1st year of service	78	90,253	92,536
2nd year of service	82	93,791	96,164
3rd year of service	86	97,404	99,868
4th year of service	89	100,431	102,972

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

Ministerial Drivers			
	Common Salary Point	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Ministerial Driver	39	62,325	67,812
Out of Hours Work Allowance (calculated at 34 hours at ordinary time of base salary)	-	55,763	71,423

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

Classification and Grades	Common Salary Points	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Cadets/Trainees			
1st year of service	8	41,377	42,424
2nd year of service	11	46,835	48,020
3rd year of service	17	50,479	51,756
4th year of service	25	55,028	56,420
5th year of service	32	58,481	59,961
6th year of service	37	61,179	62,727
General Scale			
1st year of service	37	61,179	62,727
2nd year of service	44	65,160	66,809
3rd year of service	51	69,445	71,202
4th year of service	58	74,117	75,992
5th year of service	64	78,736	80,728
6th year of service	71	84,339	86,473
Grade 1			
1st year of service	72	85,057	87,209
2nd year of service	75	87,493	89,707
3rd year of service	78	90,253	92,536
Thereafter	81	92,788	95,136

Grade 2			
1st year of service	85	96,540	98,982
Thereafter	87	98,451	100,942
Grade 3			
1st year of service	90	101,427	103,993
Thereafter	95	106,672	109,371
Grade 4			
1st year of service	99	111,121	113,932
Thereafter	102	114,428	117,323
Grade 5			
1st year of service	108	121,288	124,357
Thereafter	111	124,901	128,061
Grade 6			
1st year of service	116	131,094	134,411
Thereafter	121	137,826	141,313

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

Administrative and Clerical Officers, Parliament House			
Classification and Grades	Common Salary Points	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Clerks General Scale			
1st year of service or 18	7	38,723	39,703
2nd year of service min. at 20	11	46,835	48,020
3rd year of service min. at 21	17	50,479	51,756
4th year of service	20	51,856	53,168
5th year of service	23	54,049	55,416
6th year of service	25	55,028	56,420
7th year of service	28	56,394	57,821
8th year of service	32	58,481	59,961
9th year of service	36	60,601	62,134
10th year of service	40	62,839	64,429
Officer with HSC at 19 paid not less than	9	43,877	44,987
Grade 1 -			
1st year of service	46	66,298	67,975
Thereafter	49	68,246	69,973
Grade 2 -			
1st year of service	52	70,151	71,926
Thereafter	55	72,077	73,901
Grade 3 -			
1st year of service	58	74,117	75,992
Thereafter	61	76,353	78,285
Grade 4 -			
1st year of service	64	78,736	80,728
Thereafter	67	81,158	83,211
Grade 5 -			
1st year of service	75	87,493	89,707
Thereafter	78	90,253	92,536
Grade 6 -			
1st year of service	82	93,791	96,164
Thereafter	85	96,540	98,982
Grade 7 -			
1st year of service	88	99,431	101,947
Thereafter	91	102,403	104,994
Grade 8 -			
1st year of service	95	106,672	109,371
Thereafter	98	110,064	112,849
Grade 9 -			
1st year of service	101	113,343	116,211
Thereafter	104	116,531	119,479
Grade 10 -			
1st year of service	108	121,288	124,357
Thereafter	111	124,901	128,061

Grade 11 - 1st year of service	116	131,094	134,411
Thereafter	120	136,652	140,109
Grade 12 - 1st year of service	126	145,211	148,885
Thereafter	130	151,609	155,445

Parliament House, Other Clerical Officers Determinations of the Presiding Officers

Other Clerical Officers, Parliament House			
Classification and Grades	Common Salary Point	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Grade 1 - Group A - 1st year of service or under 17	1	26,955	27,637
2nd year of service or 17	4	32,102	32,914
3rd year of service or 18	6	36,430	37,352
Group B - 1st year of service or under 17	2	28,760	29,488
2nd year of service or 17	4	32,102	32,914
3rd year of service	6	36,430	37,352
Grade 1 - 4th year of service 19	9	43,877	44,987
5th year of service 20	11	46,835	48,020
6th year of service	17	50,479	51,756
7th year of service	20	51,856	53,168
8th year of service	23	54,049	55,416
9th year of service	25	55,028	56,420
10th year of service	28	56,394	57,821
Grade 1/2 - Group C - 1st year of service or under 17	3	30,279	31,045
2nd year of service or 17	6	36,430	37,352
3rd year of service or 18	9	43,877	44,987
Group D only - Officer with HSC at 19 paid not less than	9	43,877	44,987
4th year of service or 19	11	46,835	48,020
5th year of service or 20	17	50,479	51,756
6th year of service	20	51,856	53,168
7th year of service	23	54,049	55,416
8th year of service	25	55,028	56,420
9th year of service	28	56,394	57,821
10th year of service	32	58,481	59,961
11th year of service	36	60,601	62,134
12th year of service	40	62,839	64,429
Grade 3 - 1st year of service	46	66,298	67,975
2nd year of service	49	68,246	69,973
Grade 3/4 - 1st year of service	46	66,298	67,975
2nd year of service	49	68,246	69,973
3rd year of service	52	70,151	71,926
4th year of service	55	72,077	73,901
Grade 4 - 1st year of service	52	70,151	71,926
2nd year of service	55	72,077	73,901
Grade 5 - 1st year of service	58	74,117	75,992
2nd year of service	61	76,353	78,285
Grade 6 - 1st year of service	64	78,736	80,728
2nd year of service	67	81,158	83,211
Grade 7 - 1st year of service	75	87,493	89,707

2nd year of service	78	90,253	92,536
Grade 8 -			
1st year of service	82	93,791	96,164
2nd year of service	85	96,540	98,982

Parliamentary Attendant Staff, Determinations of the Presiding Officers

Classification and Grades	Common Salary Point	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Parliamentary Officer - Attendant, Grade 1			
1st year of service	32	58,481	59,961
2nd year of service	36	60,601	62,134
Thereafter	40	62,839	64,429
Grade 2			
1st year of service	41	63,544	65,152
Thereafter	43	64,679	66,315
Grade 3			
1st year of service (Level 1)	46	66,298	67,975
Thereafter (Level 2)	49	68,246	69,973
Grade 4	55	72,077	73,901
Grade 5	61	76,353	78,285

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

Classification and Grades	Common Salary Point	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
**Parliamentary Officers Chef - Grade 4 (Head Chef)			
1st year	82	93,791	96,164
2nd year and thereafter	85	96,540	98,982
**Parliamentary Officer Chef - Grade 3 (Chef)	47	66,995	68,690
**Parliamentary Officer Chef - Grade 2 - (Assistant Chef)	37	61,179	62,727
Parliamentary Steward			
1st year	48	67,552	69,261
2nd year and thereafter	50	68,910	70,653
Dining Room Supervisor	40	62,839	64,429
Assistant Dining Room Supervisor	32	58,481	59,961
**Catering Supervisor (Cafeteria Supervisor)	34	59,508	61,014
**Catering Supervisor (Room Service Supervisor)	32	58,481	59,961
Senior Dining Room Attendant/Cleaner	29	56,975	58,416
Dining Room Attendant/Cleaner	27	55,922	57,337
Senior Bartender	30	57,461	58,915
Bartender	-	54,556	55,936
Kitchen Attendant	27	55,922	57,337
Kitchen Assistant	-	52,762	54,097
Stock Clerk -			
1st year	38	61,687	63,248
2nd year	40	62,839	64,429
3rd year and thereafter	43	64,679	66,315
Pantry Supervisor	34	59,508	61,014
Assistant Pantry Supervisor	30	57,461	58,915
**Cleaning Supervisor (Foreman Cleaner)	30	57,461	58,915
**Assistant Cleaning Supervisor (Assistant Foreman Cleaner)	-		
General Useful	-	54,556	55,936
Stores Officer			
1st year	-	52,762	54,097
2nd year and thereafter	-	62,325	63,902
Housekeeper	-	63,544	65,152

*Senior Laundry Assistant	-	51,311	52,609
Laundry Assistant	-	50,848	52,134
Cleaner	-	50,343	51,617
**Horticulturalist Grade 2 (Gardener – experienced)	32	50,343	51,617
*Attendant/Gatekeeper	-	58,481	59,961
*Parliament House Security Officer	41		
*Position deleted from establishment.			
**Title of position changed - old title appears in brackets.			

Parole Officers, Department of Corrective Services, Industrial Authority Determination

Classification and Grades	Common Salary Point	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Parole Officer			
Min 3	58	74,117	75,992
Max 3	61	76,353	78,285
Min 4	64	78,736	80,728
Max 4	67	81,158	83,211
Min 5	75	87,493	89,707
Max 5	78	90,253	92,536
Min 6	82	93,791	96,164
Max 6	85	96,540	98,982
Unit Leader			
Min 7	88	99,431	101,947
Max 7	91	102,403	104,994
Min 8	95	106,672	109,371
Max 8	98	110,064	112,849
District Manager 4			
Min 7	88	99,431	101,947
Max 7	91	102,403	104,994
Min 8	95	106,672	109,371
District Manager 3			
Min 8	95	106,672	109,371
Max 8	98	110,064	112,849
Min 9	101	113,343	116,211
Max 9	104	116,531	119,479
District Manager 2			
Min 9	101	113,343	116,211
Max 9	104	116,531	119,479
Min 10	108	121,288	124,357
Max 10	111	124,901	128,061
District Manager 1			
Min 10	108	121,288	124,357
Max 10	111	124,901	128,061
Min 11	116	131,094	134,411
Max 11	120	136,652	140,109

Petty Sessions Officers - Local Courts Administration Determination 741 of 1982

Petty Sessions Officer Classification and Grades	Common Salary	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Grade1/2			
1st year of service	7	38723	39,703
2nd year of service	11	46835	48,020
3rd year of service	17	50479	51,756
4th year of service	20	51856	53,168
5th year of service	23	54049	55,416
6th year of service	25	55028	56,420
7th year of service	28	56394	57,821
8th year of service	32	58481	59,961
9th year of service	36	60601	62,134
10th year of service	40	62839	64,429

Officer with HSC at 19 paid not less than	9	43877	44,987
General Scale			
Grade 3			
1st year of service Max 1	49	68246	69,973
2nd year of service Min 2	52	70151	71,926
Thereafter Max 2	55	72077	73,901
Grade 4			
1st year of service Max 3	61	76353	78,285
2nd year of service Min 4	64	78736	80,728
Thereafter Max 4	67	81158	83,211
Grade 5			
1st year of service Max 5	78	90253	92,536
2nd year of service Min 6	82	93791	96,164
Thereafter Max 6	85	96540	98,982
Grade 6			
1st year of service Min 8	95	106672	109,371
Thereafter Max 9	104	116531	119,479
Grade 7			
1st year of service Min 11	116	131094	134,411
Thereafter Min 12	126	145211	148,885

Pharmacists Agreement 2441 of 1982

Classification and Grade	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Pharmacist - Grade 1		
1st year	63444	65,049
2nd year	65815	67,480
3rd year	69844	71,611
4th year	74656	76,545
5th year	79834	81,854
6th year	84904	87,052
7th year	89019	91,271
8th year	91885	94,210
Pharmacist - Grade 2 After 2 yrs on maximum	94628	97,022
Part-time Pharmacist (per hour)	50.57	51.85
Pharmaceutical Advisor, Pharmaceutical Services Branch		
1st year	102801	105,402
2nd year	106249	108,937
3rd year	109219	111,982
4th year	112193	115,031
Principal Pharmaceutical Advisor, Pharmaceutical Services Branch		
1st year	122843	125,951
2nd year	125942	129,128
Deputy Chief Pharmacist, Pharmaceutical Services Branch		
1st year	130114	133,406
2nd year	133353	136,727
Chief Pharmacist, Pharmaceutical Services Branch		
1st year	143617	147,251
2nd year	146989	150,708
Chief Pharmacist Group 1 & 3, Grade 5 Corrections Health Service		
1st year	122837	125,945
2nd year	125943	129,129

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 Salary Points	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$

Senior Psychologist Year 1	-	125,920	129,106
Senior Psychologist Year 2	-	131,217	134,537
Senior Psychologist Year 3 and thereafter	-	136,512	139,966
Senior Specialist Psychologist Year 1	-	147,107	150,829
Senior Specialist Psychologist Year 2	-	151,335	155,164
Senior Specialist Psychologist Year 3 and thereafter	-	155,601	159,538
Community Based Incidental Allowance	-	3,190	3,271

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

Classification and Grades	Common Salary Point	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Assistant Publicity Officers			
1st year of service	59	74,893	76,788
2nd year of service	62	77,073	79,023
Publicity Officers			
1st year of service	69	82,690	84,782
2nd year of service	72	85,057	87,209
3rd year of service and thereafter	74	86,621	88,813
Senior Publicity Officers, Dept of Education & Training			
1st year of service and thereafter	100	112,255	115,095
Public Relations Officer			
Grade II			
1st year of service	87	98,451	100,942
2nd year of service	89	100,431	102,972
3rd year of service and thereafter	91	102,403	104,994
Grade I			
1st year of service	103	115,483	118,405
2nd year of service	105	117,715	120,693
3rd year of service and thereafter	107	120,096	123,134
Allowance in lieu of overtime (per annum)	-	12,957	13,285

Scientific Officers Various Departments Agreement No. 2433 of 1982

Scientific Officer Classification and Grades	Common Salary Point	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Grade I			
1st year of service	46	66298	67,975
2nd year of service	50	68910	70,653
3rd year of service	56	72751	74,592
4th year of service	63	77979	79,952
5th year of service	70	83506	85,619
6th year of service and thereafter	76	88457	90,695
Grade II			
1st year of service	81	92788	95,136
2nd year of service	84	95539	97,956
3rd year of service	87	98451	100,942
4th year of service and thereafter	91	102403	104,994
Grade III			
1st year of service	95	106672	109,371
2nd year of service	98	110064	112,849
3rd year of service and thereafter	100	112255	115,095
Grade IV			
1st year of service	105	117715	120,693
2nd year of service	108	121288	124,357
3rd year of service and thereafter	110	123693	126,822
Grade V			
1st year of service	114	128547	131,799
2nd year of service and thereafter	117	132395	135,745
Grade VI			
1st year of service	120	136652	140,109
2nd year of service	123	140541	144,097

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

Classification and Grades	Common Salary Point	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Security Officer	25	55,028	56,420
Senior Security Officer	30	57,461	58,915
Chief Security Controller - Sydney			
1st year	75	87,493	89,707
2nd year	78	90,253	92,536
Chief Security Officer - Sydney			
(S.C. 85) 1st year	60	75,588	77,500
(S.C. 92) 2nd year	64	78,736	80,728
Newcastle - (S.C. 80)	57	73,393	75,250

Social Workers, Various Departments Agreement No.2374 of 1982

Classification and Grades	Common Salary Point	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Social Worker, Community Services Consultant			
1st year of service	44	65160	66,809
2nd year of service	49	68246	69,973
3rd year of service	55	72077	73,901
4th year of service	61	76353	78,285
5th year of service	67	81158	83,211
6th year of service	71	84339	86,473
7th year of service	75	87493	89,707
8th year of service	79	90975	93,277
9th year of service and thereafter	84	95539	97,956
Senior Allotment Officer	89	100431	102,972
Community Services Officer	96	107789	110,516
Social Worker Grade I	89	100431	102,972
Senior Social Worker	96	107789	110,516
Regional Social Work Adviser			
South Eastern, Orana and Far West and South Western Health Regions	89	100431	102,972
Central Western, North Coast, Illawarra and New England Health Regions	96	107789	110,516
Southern Metropolitan, Northern Metropolitan, Western Metropolitan and Hunter Health Regions	107	120096	123,134

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

Classification and Grades	Common Salary Point	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Stores Officers			
Grade 1			
1st year of service	31	57920	59,385
2nd year of service and thereafter	33	58955	60,447
Grade 2			
1st year of service	34	59508	61,014
2nd year of service and thereafter	35	59990	61,508
Grade 3			
1st year of service	36	60601	62,134
2nd year of service and thereafter	37	61179	62,727
Grade 4			
1st year of service	39	62325	63,902
2nd year of service	41	63544	65,152
3rd year of service and thereafter	41	63544	65,152

Stores and Despatch Officer Art Gallery of N.S.W.			
1st year of service	39	62325	63,902
2nd year of service	40	62839	64,429
3rd year of service and thereafter	41	63544	65,152
Drug Checker and Counter Hand Commercial Services Group			
1st year of service	37	61179	62,727
2nd year of service and thereafter	38	61687	63,248
Area Supervisors Commercial Services Group			
1st year of service	46	66298	67,975
2nd year of service and thereafter	48	67552	69,261
Second O.I.C. (Other Areas) Commercial Services Group			
1st year of service	37	61179	62,727
2nd year of service and thereafter	38	61687	63,248
Area Supervisors (Shea's Creek Stores) Despatch Section, Government Supply Department			
1st year of service	52	70151	71,926
2nd year of service and thereafter	55	72077	73,901
Packing Section and Sheds 68-72 Commercial Services Group			
1st year of service	49	68246	69,973
2nd year of service and thereafter	51	69445	71,202
Section O.I.C. (Areas) Commercial Services Group			
1st year of service	41	63544	65,152
2nd year of service and thereafter	43	64679	66,315
Packing Section and Sheds 68-72 Commercial Services Group			
1st year of service	39	62325	63,902
2nd year of service and thereafter	40	62839	64,429
Assistant Inspector of Packing and Quality Control, Commercial Services Group	56	72751	74,592
Inspector of Packing and Quality Control, Commercial Services Group	59	74893	76,788
Controller of Order Processing, Commercial Services Group	59	74893	76,788
Stores Controller, CMA	46	66298	67,975
Assistant Stores Controller, CMA	40	62839	64,429
Chief Stores Officer, Government Motor Garage			
1st year of service	46	66298	67,975
2nd year of service	48	67552	69,261
3rd year of service and thereafter	49	68246	69,973

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	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Grade I			
1st year of service	50	68,910	70,653
2nd year of service	56	72,751	74,592
3rd year of service	63	77,979	79,952
4th year of service	70	83,506	85,619
5th year of service and thereafter	76	88,457	90,695
Grade II			
1st year of service	82	93,791	96,164
2nd year of service	86	97,404	99,868
3rd year of service	89	100,431	102,972
4th year of service and thereafter	92	103,351	105,966
Grade III			
1st year of service	97	108,874	111,629
2nd year of service	100	112,255	115,095
3rd year of service	104	116,531	119,479
4th year of service and thereafter	107	120,096	123,134
Grade IV			
1st year of service	112	126,120	129,311
2nd year of service	115	129,819	133,103
3rd year of service and thereafter	117	132,395	135,745

Grade V			
1st year of service	121	137,826	141,313
2nd year of service and thereafter	123	140,541	144,097

Technical Officers (Engineering) Determination No.803 of 1983

Technical Officers (Engineering)			
Classification and Grades	Common Salary Point	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Grade 1			
1st year of service	48	67,552	69,261
2nd year of service	51	69,445	71,202
3rd year of service	54	71,369	73,175
4th year of service	56	72,751	74,592
5th year of service	59	74,893	76,788
Grade 2			
1st year of service	64	78,736	80,728
2nd year of service	66	80,336	82,369
3rd year of service	68	81,751	83,819
4th year of service	70	83,506	85,619
Grade 3			
1st year of service and thereafter	77	89,215	91,472
Senior Technical Officer			
Grade 1			
1st year of service	75	87,493	89,707
2nd year of service	77	89,215	91,472
3rd year of service	80	91,964	94,291
Grade 2			
1st year of service	83	94,706	97,102
2nd year of service	86	97,404	99,868
Grade 3			
	90	101,427	103,993

Technical Surveyors, All Departments Agreement No. 2494 of 1986

Classification and Grades	Common Salary Point	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Assistant Technical Surveyors			
1st year of service	2	28,760	29,488
2nd year of service	5	34,141	35,005
3rd year of service	7	38,723	39,703
4th year of service	11	46,835	48,020
5th year of service	17	50,479	51,756
6th year of service	20	51,856	53,168
7th year of service	23	54,049	55,416
8th year of service	25	55,028	56,420
9th year of service	28	56,394	57,821
10th year of service	32	58,481	59,961
11th year of service	36	60,601	62,134
12th year of service	40	62,839	64,429
13th year of service	46	66,298	67,975
14th year of service	49	68,246	69,973
15th year of service	52	70,151	71,926
16th year of service	55	72,077	73,901
Officer with HSC at 19 paid not less than	9	43,877	44,987
Technical Surveyor			
Grade 1			
1st year of service	58	74,117	75,992
2nd year of service	61	76,353	78,285
3rd year of service	64	78,736	80,728
4th year of service	67	81,158	83,211
Grade 2			
1st year of service	73	85,938	88,112

2nd year of service	76	88,457	90,695
3rd year of service	80	91,964	94,291
4th year of service	83	94,706	97,102
Grade 3			
1st year of service	88	99,431	101,947
2nd year of service	91	102,403	104,994

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	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
Grade 1			
Year 1	59	74,893	76,788
Thereafter	60	7,5588	77,500
Grade 2			
Year 1	62	77,073	79,023
Thereafter	63	77,979	79,952
On call allowance (per week)	-	283.05	290.20

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	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.04% \$
Timekeeper and/or Storekeeper			
Grade I			
1st year of service	34	59,508	61,014
2nd year of service	37	61,179	62,727
Grade II			
1st year of service	39	62,325	63,902
2nd year of service	42	64,044	65,664
Assistant to Supervisory Timekeeper			
On Appointment	43	64,679	66,315
Special Grade			
1st year of service	45	65,793	67,458
2nd year of service	46	66,298	67,975

Tracers, Various Departments Agreement No.2192 of 1975

Tracers, Various Departments			
Classification and Grades	Common Salary Point	1.7.21 Per annum 2.04% \$	1.7.22 Per annum 2.53% \$
General Scale			
1st year of service or under 17	2	28,760	29,488
2nd year of service or 17	4	32,102	32,914
3rd year of service or 18	6	36,430	37,352
4th year of service or 19	8	41,377	42,424
5th year of service or 20	10	46,411	47,585
6th year of service or 21	17	50,479	51,756
7th year of service	19	51,419	52,720
8th year of service	23	54,049	55,416
9th year of service	25	55,028	56,420
Grade 1			
1st year of service	26	55,476	56,880
2nd year of service	28	56,394	57,821
Grade 2			
1st year of service	31	57,920	59,385

2nd year of service	33	58,955	60,447
Grade 3			
1st year of service	35	59,990	61,508
2nd year of service	37	61,179	62,727
Grade 4			
1st year of service	39	62,325	63,902
2nd year of service	40	62,839	64,429

N. CONSTANT, *Chief Commissioner*
D. SLOAN, *Commissioner*
J. WEBSTER, *Commissioner*