Treasury

Treasury Circular
Industrial Relations
TC18-09
13 June 2018

Crown Employees (Public Sector – Salaries 2018) Award

The Industrial Relations Commission has approved the 2018 increase for salaries and salary related allowances from the first full pay period on or after 1 July 2018.

This Circular applies to all Agencies employing staff under the *Crown Employees (Public Sector - Salaries 2018) Award*.

On 22 May 2018 the Industrial Relations Commission made the *Crown Employees (Public Sector - Salaries 2018) Award* which increases salaries and salary related allowances for Awards and Agreements listed in Schedule A to the Award by 2.5 per cent from the commencement of the first full pay period on or after 1 July 2018.

Agencies should process the adjustments to salaries and salary related allowances in accordance with the attached schedule for employees who were employed from the beginning of the first full pay period commencing on or after 1 July 2018. See attachment Salary Rates Tables.

Methods of Adjustment

Salaries - annual rates
Annual rates are rounded to the nearest dollar, with figures less than 50 cents going to the lower amount, and with figures 50 cents or more going to the higher amount.

Wages - weekly rates
Weekly rates are rounded to the nearest 10 cents, with figures less than 5 cents going to the lower amount, and figures 5 cents or more going to the higher amount. Junior rates expressed as a percentage of an adult rate retain their percentage relative to the adult rate. Junior rates other than those calculated on a percentage basis are increased by 2.5 per cent.

Allowances
Salary related allowances (such as a first aid allowance) are increased by 2.5 per cent. Expense related allowances (such as travel allowance) should not be adjusted until further notice.

Weekly and daily allowance rates are rounded to the nearest 5 cents, and hourly rates are rounded to the nearest cent.

Part-time and casual employees
Where an award, agreement or determination specifies the method or formula for calculating part-time or casual rates, agencies should adjust the part-time or casual rate according to the formula. Otherwise, the existing rate should be increased by 2.5 per cent.

Employees receiving salary maintenance
Employees who are receiving salary maintenance against a salary rate subject to adjustment are to have their salaries adjusted in accordance with the above directions.

Michael Pratt AM
Secretary

Further Information: Public Sector Industrial Relations, Industrial Relations Group
Kathryn Knevitt, ph 9228 5940, kathryn.knevitt@industrialrelations.nsw.gov.au

NSW Treasury website: www.treasury.nsw.gov.au

Which agencies does this Circular apply to?	This Circular applies to all Agencies employing staff under the *Crown Employees (Public Sector – Salaries 2018) Award*.
Who needs to know about this Circular?	Secretaries, Chief Executives, Senior Executives, Finance, Payroll, Industrial Relations, Human Resources.
Web:	www.treasury.nsw.gov.au
Date:	13 June 2018
	This circular supersedes Treasury Circular TC 17-08

(385)

CROWN EMPLOYEES (PUBLIC SECTOR - SALARIES 2018) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Public Service Association and Professional Officers' Association Amalgamated Union of New South Wales, Industrial Organisation of Employees.

(Case No. 2018/72717)

Before Chief Commissioner Kite

AWARD

PART A

Arrangement

Clause No. Subject Matter

1. Title
2. Definitions
3. Salaries
4. Allowances
5. Salary Packaging Arrangements, including Salary Sacrifice to Superannuation
6. Dispute Settlement Procedure
7. Anti-Discrimination
8. No Extra Claims
9. Area, Incidence and Duration

Schedule A - List of Awards, Agreements and Determinations
Schedule B - Common Salary Points

PART B

MONETARY RATES

AWARDS
AGREEMENTS AND DETERMINATIONS

1. Title

This award will be known as the Crown Employees (Public Sector - Salaries 2018) 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 2.5% increase to salaries payable with effect from the first full pay period to commence on or after 1 July 2018.

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 2019 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 2017) Award published 24 June 2017 .

(iv) This Award shall take effect on and from 1 July 2018 and shall remain in force until 30 June 2019.

SCHEDULE A

LIST OF AWARDS, AGREEMENTS AND DETERMINATIONS

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

Awards:

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

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

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

Crown Employees (Departmental Officers) Award

Crown Employees (Sound Reporters) Award

Crown Employees (Department of Attorney General and Justice (Juvenile Justice) - 38 Hour week Operational Staff 2015) Reviewed Award

Crown Employees (Office of Sport - Catering Officers) Award

Crown Employees (Office of Sport - Centre Managers) Award

Crown Employees (Office of Sport - Program Officers) Award

Crown Employees (Office of Sport - Services Officers) Award

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

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

Crown Employees (Department of Finance, Services and Innovation - Waste Assets Management Corporation) Salaried Staff Award 2012

Crown Employees (Department of Industry, Skills and Regional Development) 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 Attorney General and Justice - Corrective Services NSW) Award 2009

Crown Employees (General Staff - Salaries) Award 2007

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

Crown Employees (Interpreters and Translators, Multicultural NSW) Award

Crown Employees (Jenolan Caves Reserve Trust) Salaries Award 2016

Crown Employees - Legal Officers (Crown Solicitor's Office, Legal Aid Commission Staff Agency, Office of the Director of Public Prosecutions and Parliamentary Counsel's Office) Award 2016

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 Family and Community Services - Community Services Division) After Hours Service Award 2016

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

Crown Employees (NSW Department of Justice) Casino Inspectors Transferred from Department of Gaming and Racing Award

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

Crown Employees (NSW Department of Jusstice) Exhibition Project Managers and Project 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, Skills and Regional Development) Land Information Officers Award

Crown Employees (Department of Industry, Skills and Regional Development) Local Coordinator Allowance Award

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

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

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

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

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

Crown Employees (NSW Department of Justice) State Library Security Staff Award 2007

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

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

Crown Employees (NSW Police Force Communications Officers) Award

Crown Employees (NSW Police Force Police Band) Award

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

Crown Employees (Office of Environment and Heritage and the Office of Environment Protection Authority) General Award 2015

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

Crown Employees (Office of the Sydney Harbour Foreshore Authority) Award 2007

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

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

Crown Employees (Parliament House Conditions of Employment) Award 2015

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

Crown Employees (Planning Officers) Award 2016

Crown Employees (Psychologists) Award

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

Crown Employees (Public Service Training Wage) Reviewed Award 2008

Crown Employees (Research Scientists) Award 2007

Crown Employees (Rural Fire Service) Award

Crown Employees (School Administrative and Support Staff) Award

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

Crown Employees (Senior Officers Salaries) Award 2012

Crown Employees (Sheriff's Officers) Award 2007

Crown Employees (State Emergency Service) Communication Centre - Continuous Shift Workers Award 2012

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

Crown Employees (State Emergency Service) Region Controllers Award 2012

Crown Employees (Technical Officers - Treasury) Award

Crown Employees (Tipstaves to Justices) Award 2007

Crown Employees (Trades Assistants) Award

Taronga Conservation Society Australia Salaried Employees Award

Agreements and Determinations:

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

Architects etc. Agreement No. 1733 of 1971

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

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

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

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

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

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

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

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

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

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

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

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

Conservators, Cultural Institutions Agreement No. 2504 of 1987

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

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

Curators and Registrars Cultural Institutions Agreement No. 2508 of 1987

Departmental Professional Officers Determination No. 866 of 1987

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

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

Education Officer Department of Training and Education Co-ordination Determination No. 912 of 1996

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.

		1.7.18 Per annum 2.50% $
Common Salary Point:	1	25,695
	2	27,416
	3	28,863
	4	30,601
	5	32,544
	6	34,727
	7	36,912
	8	39,443
	9	41,825
	10	44,241
	11	44,646
	12	45,045
	13	45,496
	14	45,968
	15	46,401
	16	46,937
	17	48,119
	18	48,592
	19	49,015
	20	49,431
	21	49,901
	22	50,367
	23	51,522
	24	52,028
	25	52,456
	26	52,882

	27	53,307
	28	53,758
	29	54,311
	30	54,775
	31	55,212
	32	55,747
	33	56,198
	34	56,726
	35	57,185
	36	57,767
	37	58,319
	38	58,803
	39	59,411
	40	59,901
	41	60,574
	42	61,050
	43	61,655
	44	62,113
	45	62,717
	46	63,199
	47	63,863
	48	64,393
	49	65,056
	50	65,688
	51	66,198
	52	66,871
	53	67,444
	54	68,032
	55	68,707
	56	69,350
	57	69,962
	58	70,652
	59	71,391
	60	72,054
	61	72,783
	62	73,469
	63	74,333
	64	75,055
	65	75,686
	66	76,580
	67	77,363
	68	77,929
	69	78,824
	70	79,602
	71	80,396
	72	81,081
	73	81,920
	74	82,571
	75	83,403
	76	84,322
	77	85,043
	78	86,033
	79	86,721
	80	87,663
	81	88,450
	82	89,406
	83	90,278
	84	91,072
	85	92,026
	86	92,850

	87	93,848
	88	94,782
	89	95,736
	90	96,685
	91	97,616
	92	98,519
	93	99,554
	94	100,624
	95	101,684
	96	102,749
	97	103,783
	98	104,918
	99	105,925
	100	107,007
	101	108,044
	102	109,078
	103	110,083
	104	111,082
	105	112,212
	106	113,349
	107	114,481
	108	115,617
	109	116,766
	110	117,909
	111	119,061
	112	120,223
	113	121,379
	114	122,537
	115	123,749
	116	124,965
	117	126,205
	118	127,460
	119	128,857
	120	130,262
	121	131,382
	122	132,495
	123	133,970
	124	135,444
	125	136,935
	126	138,421
	127	139,873
	128	141,338
	129	142,926
	130	144,521

PART B - MONETARY RATES

AWARDS

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

Administrative and Clerical Officer		
Classification and Grades	Common Salary Point	1.7.18 Per annum 2.50% $
Clerks General Scale		
Clerks General Scale step 1	4	30,601
Clerks General Scale step 2	6	34,727
Clerks General Scale step 3 - 1st year of service or 18 years	7	36,912

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	41,825
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	44,646
Clerks General Scale step 6 - Minimum for employee 21 years of age	17	48,119
Clerks General Scale step 7	20	49,431
Clerks General Scale step 8	23	51,522
Clerks General Scale step 9	25	52,456
Clerks General Scale step 10	28	53,758
Clerks General Scale step 11	32	55,747
Clerks General Scale step 12	36	57,767
Clerks General Scale step 13	40	59,901
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	-	62,462
Grade 1 1st year of service Thereafter	 46 49	 63,199 65,056
Grade 2 1st year of service Thereafter	 52 55	 66,871 68,707
Grade 3 1st year of service Thereafter	 58 61	 70,652 72,783
Grade 4 1st year of service Thereafter	 64 67	 75,055 77,363
Grade 5 1st year of service Thereafter	 75 78	 83,403 86,033
Grade 6 1st year of service Thereafter	 82 85	 89,406 92,026
Grade 7 1st year of service Thereafter	 88 91	 94,782 97,616
Grade 8 1st year of service Thereafter	 95 98	 101,684 104,918
Grade 9 1st year of service Thereafter	 101 104	 108,044 111,082
Grade 10 1st year of service Thereafter	 108 111	 115,617 119,061
Grade 11 1st year of service Thereafter	 116 120	 124,965 130,262
Grade 12 1st year of service Thereafter	 126 130	 138,421 144,521

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

Correctional Officers - Department of Corrective Services		
Classification and Grades	CSP NO.	1.7.18 Per annum 2.50% $
Probationary Correctional Officer	45	62,717
Correctional Officer -		
1st year	47	63,863
2nd year and thereafter	49	65,056
Correctional Officer, First Class -1st year	55	68,707
2nd year and thereafter	63	74,333
Senior Correctional Officer	69	78,824
Overseer -		
1st year	55	68,707
2nd year and thereafter	63	74,333
Senior Overseer	69	78,824
Industries and Maintenance Allowance -		
Overseer 1st year		10,121
Overseer 2nd year and thereafter		4,492
Senior Overseer		8,838

Incidental Allowance -	1.7.18 Per annum 2.50%
Probationary Correctional Officer (in training)	n/a
Probationary Correctional Officer (on graduation)	1,031
Correctional Officer 1st year	1,510
Correctional Officer 2nd year and thereafter	2,068
Correctional Officer, First Class 1st year	3,092
Correctional Officer, First Class 2nd year and	3,092
Senior Correctional Officer	5,154
Overseer 1st year	3,092
Overseer 2nd year and thereafter	3,092
Senior Overseer	5,154

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

Annualised Salary Package - Kempsey, Dillwynia and Wellington Correctional Centres		
Classification and Grades		1.7.18 Per annum 2.50% $
General Manager		193,625
Manager of Security		163,349
Principal Correctional Officer		126,211
Chief Correctional Officer		118,139
Correctional Officers - Kempsey, Dillwynia and Wellington Correctional Centres		
	Common Salary Points	1.7.18 Per annum 2.50% $
Senior Correctional Officer	69	78,824
Correctional Officer 1st Class Year 2	63	74,333
Correctional Officer 1st Class Year 1	55	68,707

Correctional Officer Year 2	49	65,056
Correctional Officer Year 1	47	63,863
Correctional Officer Probationary	45	62,717
Correctional Officer (Training)	45	62,717
Incidental Allowance: Senior Correctional Officer Correctional Officer 1st Class Years 1 and 2 Correctional Officer Year 2 Correctional Officer Year 1 Correctional Officer Probationary	 - - - - -	 5,154 3,092 2,068 1,548 1,031
Principal Industry Officer Level 1	-	131,612
Principal Industry Officer Level 2	-	125,258
Chief Industry Officer	-	119,307
Senior Overseer	80	87,663
Overseer	69	78,824
Senior Overseer Overseer	- -	5154 3092

Crown Employees (Departmental Officers) Award

Departmental Officer		
Classifications and Grades		1.7.18 Per annum 2.50% $
General Scale	Year 1 Year 2 Year 3 Year 4 Year 5 Year 6 Year 7 Year 8 Year 9 Year 10	36,912 44,646 48,119 49,431 51,522 52,456 53,758 55,747 57,767 59,901
Grade 1-2 (Level 1)	Year 1 Year 2 Year 3 Year 4	63,199 65,056 66,871 68,707
Grade 3-4 (Level 2)	Year 1 Year 2 Year 3 Year 4	70,652 72,783 75,055 77,363
Grade 5-6 (Level 3)	Year 1 Year 2 Year 3 Year 4	83,403 86,033 89,406 92,026
Grade 7-8 (Level 4)	Year 1 Year 2 Year 3 Year 4	94,782 97,616 101,684 104,918
Grade 9-10 (Level 5)	Year 1 Year 2 Year 3 Year 4	108,044 111,082 115,617 119,061
Grade 11 (Level 6)	Year 1 Year 2	124,965 130,262
Grade 12 (Level 7)	Year 1	138,421

	Year 2	144,521
Senior Officer Grade 1 (Level 8)	Year 1 Year 2	161,707 174,243
Senior Officer Grade 2 (Level 9)	Year 1 Year 2	177,192 189,685
Senior Officer Grade 3 (Level 10)	Year 1 Year 2	196,032 215,186

Crown Employees (Sound Reporters) Award

Multi-Skilled Reporters and Sound Reporters Dual Remote		
Classification and Grade	Common Salary Point	1.7.18 Per annum 2.50% $
Trainee Multi-Skilled Sound Reporter Year 1	46	63,199
Multi-Skilled Sound Reporter Year 2	52	66,871
Multi-Skilled Sound Reporter Year 3	55	68,707
Multi-Skilled Sound Reporter Year 4	58	70,652
Multi-Skilled Sound Reporter Year 5	61	72,783
Sound Reporter Dual Remote	64	75,055

Crown Employees (Department of Justice (Juvenile Justice) - 38 Hour week Operational Staff 2015) Reviewed Award

Classification and Grades	A & C Grade Equivalent	1.7.18 Per annum 2.50% $
Unqualified Youth Officer - Level 1	GS Year 10	59,901
Youth Officer Level 2 Year 1 Year 2 Year 3 Level 3 Year 1	 Min 1 Max 1 Min 2 Max 2	 63,199 65,056 66,871 68,707
Shift Supervisor/Assistant Unit Manager - Level 4 Year 1 Year 2 Year 3 Year 4	 Min 4 Max 4 Min 5 Max 5	 75,055 77,363 83,403 86,033
Unit Manager - Level 5 Year 1 Year 2 Year 3 Year 4	 Min 6 Max 6 Min 7 Max 7	 89,406 92,026 94,782 97,616
Assistant Manager - Level 6 Year 1 Year 2 Year 3 Year 4	 Min 8 Max 8 Min 9 Max 9	 101,684 104,918 108,044 111,082
Centre Manager - Level 7 Year 1 Year 2	 Min 10 Max 10	 115,617 119,061
Centre Manager - Level 8 Year 1 Year 2	 Min 11 Max 11	 124,965 130,262
Centre Manager - Level 9 Year 1	 Min 12	 138,421

Year 2	Max 12	144,521
Vocational Instructor (Trade, Maintenance, Grounds) Level 1, Year 1 Level 2 Year 1 Year 2 Year 3 Year 4	 - - - -	 59,901 63,199 65,056 66,871 68,707
Kitchen Support Officer and Vocational Instructor (Cook) Level 1 Year 1 Year 2 Level 2 Year 1 Year 2 Year 3 Year 4	 - - - - - -	 49,431 51,522 63,199 65,056 66,871 68,707
Vocational Instructor (Cook Supervisor)	-	71,436
Logistics Officer Level 4 Year 1 Year 2 Level 5 Year 3 Year 4	 - - - -	 83,403 86,033 89,406 92.026
Court Supervisor - Level 4 Year 1 Year 2 Year 3 Year 4	 Min 4 Max 4 Min 5 Max 5	 75,055 77,363 83,403 86,033
Drug Detection Security and Intelligence Officer Level 2 Year 1 Year 2 Year 3 Level 3	 Min 1 Max 1 Min 2 Max 2	 63,199 65,056 66,871 68,707
Allowances		
Chokage Allowance (per day)		5.06
Uniform Allowance (per week)		5.26
Trade Allowance (per annum)		1,918
Supervisory Allowance (per week)		52.53
Allocated Youth Officer Additional Responsibilities Allowance (per hour)		1.36

Crown Employees (Office of Sport - Catering Officers) Award

Classification and Grades	1.7.18 Per annum 2.50% $
Level 1	58,523
Level 2	60,374
Level 3	62,193
Level 4	64,198
Level 5	66,470
Catering Officers - Academy Allowance	
Senior Catering Officer	5,116
Catering Officer	2,468
Apprentice	1,976

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	1.7.18 Per annum 2.50% $
Annual allowance (Clause 11)	11,603

Crown Employees (Office of Sport - Program Officers) Award

Program Officers - Department of the Arts, Sport and Recreation	
Classification and Grades	1.7.18 Per annum 2.50%
Program Officers	
Level 1	59,193
Level 2	61,511
Level 3	64,983
Level 4	69,626
Level 5	71,945
Level 6	75,438
Level 7	78,911
Level 8	82,402
Level 9	85,872
Level 10	89,364
Level 11	92,830
Level 12	95,153
Program Officers - Temporary employees	1.7.18 Per day 2.50% $
Level 1	227.21
Level 2	235.49
Level 3	248.51
Level 4	267.44
Level 5	275.71
Level 6	288.74
Level 7	302.94
Level 8	315.97
Level 9	328.98
Level 10	342.00
Level 11	356.20
Level 12	364.48
Program Officers - Casual Employees	1.7.18 Per day 2.50% $
Level 1	255.25
Level 2	265.26
Level 3	280.25
Level 4	300.21
Level 5	310.29
Level 6	325.28
Level 7	340.27
Level 8	355.34
Level 9	370.29
Level 10	385.37

Level 11 Level 12	400.32 410.3
	1.7.18 Per day 2.50% $
Assistant instructor (Per day)	62.21
Program Officer (Instructor)	198.37 240.64
Allowances	
Sport and recreation allowance – Permanent Program Officers (per annum)	11,603
Sport and recreation allowance- Temporary Program Officers (per day)	44.47
Night duty allowance - Casual Program Officers (per night)	94.95
Night duty allowance - Program Officer (Instructors) (per night)	45.81

Crown Employees (Office of Sport - Services Officers) Award

Table 1 - Salary Scale for Services Officers Prior to Competency Attainment	
Classification and Grades	1.7.18 Per annum 2.50% $
Level 1 Level 2 Level 3 Level 4*	49,572 52,285 54,535 56,788
	Per hour $
Level 1 Level 2 Level 3 Level 4	24.99 26.36 27.51 28.66
Table 2 - Salary Scale for Services Officers after Competency Attainment	
Classification and Grades	1.7.18 Per annum 2.50% $
Level 1 Level 2 Level 3 Level 4*	51,058 53,857 56,176 58,493
	Per hour $
Level 1 Level 2 Level 3 Level 4	25.78 27.18 28.33 29.49

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

Table 3 - Salary Scale for Assistant Services Officers	
Classification and Grades	1.7.18 Per annum 2.50% $
Level 1 Level 2	49,572 52,285
	Per hour $
Level 1 Level 2	24.99 26.36

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

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

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

Department of Commerce (other than GCIO, OFT, OIR, Businesslink)	
Classifications and Grades	1.7.18 Per annum 2.50% $
DPWS Professional Staff -	
General Scale 1	37,421
General Scale HSC 19 years	42,400
General Scale 2 or age 20	45,257
General Scale 3 or age 21	48,775
General Scale 4	50,109
General Scale 5	52,223
General Scale 6	53,173
General Scale 7	54,496
General Scale 8	56,510
General Scale 9	58,558
General Scale 10	60,717
General Scale 11	62,502
General Scale 12	64,060
General Scale 13	65,944
Grade 1	
Year 1	66,583
Year 2	70,301
Year 3	75,347
Year 4	80,690
Year 5	85,475
Grade 2	
Year 1	90,632
Year 2	94,123
Year 3	97,043
Year 4	99,871
Grade 3	
Year 1	105,206
Year 2	108,472
Year 3	112,602
Year 4	116,048
Grade 4	
Year 1	121,867
Year 2	125,437
Year 3	127,940
DPWS Senior Professional Staff -	
Senior 1	
Year 1	133,181
Year 2	135,805
Senior 2	
Year 1	138,814
Year 2	141,793
Senior 3	
Year 1	144,883
Year 2	146,501
DPWS Project Staff	
Grade 1	
Year 1	79,044

Year 2	80,364
Grade 2	
Year 1	85,521
Year 2	87,986
Grade 3	
Year 1	90,696
Year 2	93,397
Grade 4	
Year 1	96,102
DPWS Senior Management	
Grade 1	
Year 1	158,823
Year 2	166,831
Grade 2 -	
Year 1	174,829
Year 2	182,838
DPWS Staff -	
General Scale 1	37,421
General Scale HSC 19 yrs	42,400
General Scale 2 or age 20	45,257
General Scale 3 or age 21	48,775
General Scale 4	50,109
General Scale 5	52,223
General Scale 6	53,173
General Scale 7	54,496
General Scale 8	56,510
General Scale 9	58,558
General Scale 10	60,717
* Personal	62,502
Grade 1 -	
Year 1	64,060
Year 2	65,944
Grade 2 -	
Year 1	67,789
Year 2	69,642
Grade 3 -	
Year 1	71,621
Year 2	73,784
Grade 4 -	
Year 1	76,085
Year 2	78,421
Grade 5 -	
Year 1	84,546
Year 2	87,218
Grade 6 -	
Year 1	90,632
Year 2	93,285
Grade 7 -	
Year 1	96,085
Year 2	98,960
Grade 8 -	
Year 1	103,076
Year 2	106,358
Grade 9 -	
Year 1	109,525
Year 2	112,602
Grade 10 -	
Year 1	117,208
Year 2	120,694

Grade 11 -	
Year 1	126,677
Year 2	132,049
Grade 12 -	
Year 1	140,319
Year 2	146,501
DPWS Technical Staff (A)	
General Scale 1 or 16 years	31,024
General Scale 2 or 17 years	35,205
General Scale 3 or 18 years	37,421
General Scale 4 or 20 years	42,400
General Scale 5 or 21 years	45,257
General Scale 6	48,775
General Scale 7	50,109
General Scale 8	52,223
General Scale 9	53,173
General Scale 10	54,496
General Scale 11	56,510
General Scale 12	58,558
General Scale 13	60,717
General Scale 14	62,502
Grade I -	
Year 1	65,278
Year 2	67,113
Year 3	68,963
Year 4	70,301
Year 5	72,371
Grade II -	
Year 1	76,085
Year 2	77,628
Year 3	79,001
Year 4	80,690
Grade III -	
Year 1	86,205
DPWS Senior Technical (A) -	
Senior I -	
Year 1	84,546
Year 2	86,205
Year 3	88,860
Senior II -	
Year 1	91,507
Year 2	94,123
Senior III -	
Year 1	98,003
Senior Officer -	
Grade 1 -	
Year 1	163,646
Year 2	176,182
Grade 2 -	
Year 1	179,130
Year 2	191,625
Grade 3 -	
Year 1	197,973
Year 2	217,126

Crown Employees (Department of Finance, Services and Innovation- Waste Assets Management Corporation) Salaried Staff Award 2012

WAMC OFFICER

Grade	Year	1.7.18 Per annum 2.50% $
WAMC Officer General Scale	1	37,588
WAMC Officer General Scale	2	45,465
WAMC Officer General Scale	3	48,999
WAMC Officer General Scale	4	50,339
WAMC Officer General Scale	5	52,471
WAMC Officer General Scale	6	53,421
WAMC Officer General Scale	7	54,745
WAMC Officer General Scale	8	56,770
WAMC Officer General Scale	9	58,826
WAMC Officer General Scale	10	60,998
WAMC Officer Grade 1	1	64,358
	2	66,252
WAMC Officer Grade 2	1	68,097
	2	69,967
WAMC Officer Grade 3	1	71,950
	2	74,118
WAMC Officer Grade 4	1	76,434
	2	82,585
WAMC Officer Grade 5	1	84,936
	2	87,613
WAMC Officer Grade 6	1	91,046
	2	93,718
WAMC Officer Grade 7	1	96,524
	2	99,408
WAMC Officer Grade 8	1	103,551
	2	106,842
WAMC Officer Grade 9	1	110,030
	2	113,119
WAMC Officer Grade 10	1	117,742
	2	121,248
WAMC Officer Grade 11	1	127,258
	2	132,654
WAMC Officer Grade 12	1	140,961
	2	147,171

WAMC SENIOR OFFICER

Grade	Year	Per annum 1.7.18 $
WAMC Senior Officer Grade 1	1	164,679
	2	177,442
WAMC Senior Officer Grade 2	1	180,444
	2	193,165
WAMC Senior Officer Grade 3	1	199,631
	2	219,138

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

Food Safety Officers		
Classification and Grades	Common Salary Points	1.7.18 Per annum 2.50% $
Grade 1, Year 1	-	64,128
Year 2	-	65,964
Year 3	55	68,707
Grade 2, Year 1	-	72,857
Year 2	-	79,229
Year 3	82	89,406
Grade 3, Year 1	-	96,199
Year 2	-	99,648
Year 3	98	104,918
Grade 4, Year 1	-	109,559
Year 2	-	113,348
Year 3	111	119,061
Grade 5, Year 1	116	124,965
Year 2	120	130,262
Grade 6, Year 1	126	138,421
Year 2	130	144,521

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	1.7.18 Per annum 2.50% $
Full-time Permanent - Junior	-	
On employment		34,311
After 12 months or at 20 years	-	44,113
Adult		
Year 1	19	49,016
Year 2	20	49,431
Year 3	22	50,367
Year 4	23	51,522
Year 5	25	52,456
Part-time Permanent (up to 35.5 hpw)		1.7.18 Per hour 2.50% $
Junior		
On employment		19.03
After 12 months or at 20 years		24.47
Adult		27.95
Full-time (38 hpw) Temporary - Unloaded Junior		
On employment		17.32
After 12 months or at 20 years		22.25
Adult		24.70
Full-time Temporary - Loaded Junior		
On employment		18.76
After 12 months or at 20 years		24.08
Adult		26.81
Part-time Temporary (up to 35.5 hpw)		
Unloaded Junior		
On employment		19.03
After 12 months or at 20 years		24.47

Adult		27.95
Loaded Junior On employment After 12 months or at 20 years Adult		 20.63 26.52 30.26

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 1.7.2018 2.50% $
General Manager	193,625
Superintendent	177,664
Manager Security	163,349
Deputy Superintendent	152,175

Crown Employees (General Staff - Salaries) Award 2007

General Staff - Salaries		
Classification and Grades	Common Salary Point	1.7.18 Per annum 2.50% $
Corrective Services NSW Canteen Worker	9	41,825
Community Liaison Officer/Aboriginal Community Liaison Officer, Department of Education and Training (DET) Year 1 Year 2 Year 3 Year 4	57	 69,962 72,783 75,055 77,363
Farm Foreman, DET Grade A 1st year 2nd year 3rd year Grade B 1st year 2nd year 3rd year	 39 41 43 45 47 51	 59,411 60,574 61,655 62,717 63,863 66,198
Maintenance Officer, DET 1st year 2nd - 7th year 8th year	 24 25 26	 52,028 52,456 52,882
Matrons and Sub-Matrons, DET Matron 1st year Thereafter Sub-Matron 1st year Thereafter	 45 46 39 40	 62,717 63,199 59,411 59,901
Technical Assistant (Art, Ceramics, TV Studio) Years 1 - 3 Years 4 - 6 Year 7	 32 34 35	 55,747 56,726 57,185
Assistant, Dept of Infrastructure Planning and Natural Resources (DIPNR) Junior - under 17 (50% of Grade 1, Yr 1) Aged 17 (60% of Grade 1, Yr 1) Aged 18 (70% of Grade 1, Yr 1)		 24,296 29,155 34,014

Aged 19 (80% of Grade 1, Yr 1)		38,873
Aged 20 (90% of Grade 1, Yr)		43,734
Grade 1		
1st year	18	48,592
2nd year	22	50,367
3rd year	25	52,456
4th year	29	54,311
5th year	32	55,747
Grade 2		
1st year	34	56,726
2nd year	36	57,767
3rd year	37	58,319
4th year	39	59,411
Grade 3		
1st year	46	63,199
2nd year	52	66,871
Field Services Staff, DIPNR Field Supervisor		
1st year	48	64,393
2nd year	51	66,198
3rd year	53	67,443
4th year	55	68,707
5th year	58	70,652
Field Service Manager, Years 1-3 only		
Other locations (not specified)		
1st year	66	76,580
2nd year	67	77,363
3rd year	69	78,824
Specific locations Years 1-4 (Bathurst, Cooma, Glennies Creek, Gosford, Goulburn, Henty, Inverell, Lithgow, Manilla (f.s.), Moss Vale, Nowra, Newcastle, Parkes, Cowra RC, Parramatta, Penrith, Scone, Singleton, Wellington, Braidwood (cons.), Murwillumbah, Coffs Harbour, Kempsey, Grafton, Queanbeyan, Gunnedah RC.		
4th year	75	83,403
Regional Field Services Manager	83	90,278
Overseers, DIPNR		
Grade 1 (ex Dept of Water Resources only)	60	72,054
Grade II	61	72,783
Grade III	65	75,686
Grade IV	73	81,920
Grade V	77	85,043
Plant Managers, DIPNR		
Grade 1 (Workshop Supervisors, Goulburn, Inverell, Scone & Wagga Wagga	65	75,686
Grade 2 (Workshop Manager, Wellington & Fleet Managers, Tamworth & Wagga Wagga)		
Year 1	69	78,824
Year 2	70	79,602
Assistant Education Officers, Powerhouse Museum	43	61,655
	47	63,863
House Officer, Powerhouse Museum	43	61,655
	44	62,113
Museum Officer, Powerhouse Museum	18	48,592
	19	49,015
	20	49,431
	21	49,901
	23	51,522
Photographer		
Grade 1 - Years 1-3 (various agencies)		
1st year	39	59,411

2nd year	41	60,574
3rd year	43	61,655
Grade 2*		
1st year	49	65,056
2nd year	51	66,198
*Progression from Photographer Grade 1 to Photographer Grade 2 (see Sch A of Award)		
Photographers Grade 3** Years 1-3		
1st year	63	74,333
2nd year	65	75,686
3rd year	69	78,824
**Grade 3 requirements in Sch A of award		
Photographic Assistant	22	50,367
	23	51,522
	25	52,456
	26	52,882
Preparator, Powerhouse Museum		
Grade I - Years 1-3	45	62,717
	48	64,393
	51	66,198
Grade II - Years 1-2	55	68,707
	59	71,391
Senior Preparator, Powerhouse Museum	63	74,333
	65	75,686
Stores Officer, Powerhouse Museum		
Grade 1	31	55,212
	33	56,198
Grade 2	34	56,726
	35	57,185
Grade 3	36	57,767
	37	58,319
Grade 4	39	59,411
	41	60,574
Transport Officer, Powerhouse Museum	47	63,863
	49	65,056
Field Assistant, Dept of Mineral Resources		
Year 1	26	52,882
Year 2	28	53,758
Year 3	31	55,212
Year 4	32	55,747
Year 5	34	56,726
Regional Mining Officer, Dept of Mineral Resources	58	70,652
	61	72,783
	64	75,055
	67	77,363
Regional Mining Officer, Lightning Ridge, Dept of Mineral Resources		
	75	83,403
	79	86,721
	82	89,406
	85	92,026
Craftsman/Framer, Art Gallery	32	55,747
Gallery Services Officer, Art Gallery	18	48,592
	20	49,431
Supervisor, Gallery Services Officers, Art Gallery	23	51,522
Senior Gallery Services Officer	43	61,655
	45	62,717
	47	63,863
	49	65,056
Installation Officer, Art Gallery	26	52,882
	29	54,311

	32	55,747
Senior Installation Officer, Art Gallery	32	55,747
	35	57,185
Display Technician, Art Gallery		
Grade 1	45	62,717
	48	64,393
	51	66,198
Grade 2	55	68,707
	59	71,391
Senior Display Technician	63	74,333
	65	75,686
Bar Manager, Police Academy	34	56,726
Building Manager, NSW Police	60	72,054
	61	72,783
	63	74,333
Driving Instructor, NSW Police College	68	77,929
	69	78,824
	72	81,081
General Assistant, NSW Police College	19	49,015
	20	49,431
	22	50,367
	23	51,522
	25	52,456
Groom, Mounted Police	16	46,937
	18	48,592
Maintenance Attendant, Goulburn Police College	22	50,367
Senior Basement Attendant, Police Headquarters	29	54,311
	31	55,212
	32	55,747
	34	56,726
Storeman/Attendant, Police Headquarters	17	48,119
Uniform Fitter and Advisory Officer, NSW Police	37	58,319
Police Armourer		
Year 1	51	66,198
Year 2	55	68,707
Year 3	58	70,652
Year 4	59	71,391
General Assistant, State Library	23	51,522
Photographic Operator, State Library	23	51,522
	26	52,882
Museum Assistant, Historic Houses Trust		
Grade 1 Years 1 to 4	20	49,431
	21	49,901
	25	52,456
	27	53,307
Grade 2, Years 1 to 5	30	54,775
	31	55,212
	34	56,726
	35	57,185
	36	57,767
Museum Guide, Historic Houses Trust	28	53,758
Years 1 to 6	30	54,775
	32	55,747
	34	56,726
	36	57,767
	39	59,411
Chief Guide, Historic Houses Trust	48	64,393
	51	66,198
Entrance Attendant, Royal Botanic Gardens	30	54,775

Herbarium Assistants, Royal Botanic Gardens		
Grade 1	18	48,592
	22	50,367
	25	52,456
	29	54,311
	32	55,747
Grade 2	34	56,726
	36	57,767
	37	58,319
	39	59,411
Centre Supervisor, State Sports Centre	37 (+10% all purpose allow.)	58,319
Centre Supervisor, State Sports Centre	40	59,901
Events Technical Officer, State Sports Centre	58	70,652
Maintenance Officer, State Sports Centre	55	68,707
Facilities Manager, State Sports Centre	111	119,061
Assistant Facilities Manager, State Sports Centre	67	77,363
General Assistant, WorkCover	19	49,015
	20	49,431
	22	50,367
	23	51,522
	25	52,456
Day Attendant, Australian Museum	18	48,592
	19	49,015
	20	49,431
	21	49,901
	23	51,522
Preparator Australian Museum		
Assistant Preparator (55)	29	54,311
	34	56,726
	39	59,411
	43	61,655
Cadet Preparator (56)	21	49,901
	25	52,456
Chief Preparator	82	89,406
	84	91,072
Preparator (57) Grade I	46	63,199
	49	65,056
	52	66,871
Grade II	56	69,350
	60	72,054
Senior Preparator	63	74,333
	65	75,686
Cleaner/Messenger/Courtkeeper - Sheriff's Office, Attorney-General's Dept	30	54,775
Courtkeeper and Cleaner, Darlinghurst, Attorney-General's Dept	27	53,307
Courtkeeper/Cleaner and Messenger Bathurst, Attorney-General's Dept	25	52,456
Courtkeeper/Cleaner and Messenger	25	52,456
Queanbeyan, (Local Court), Attorney-General's Dept		
Security Attendant, Attorney-General's Dept (formerly Assistant Service		
	17	48,119
Officer)	18	48,592
	20	49,431
	22	50,367
Basement Attendant, Attorney-General's Dept (formerly Assistant Service Officer)	23	51,522
Property Inspector, Public Trust Office	64	75,055

	67 69 73	77,363 78,824 81,920

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

Classification and Grades	1.7.18 Per annum 2.50% $
Horticultural/Trades Officer	
Level One	46,401
Level Two Year 1 Level Two Year thereafter	51,522 52,882
Level Three Year 1 Level Three Year thereafter	54,775 56,726
Level Four Year 1 Level Four Year thereafter	58,803 60,574
Level Five Year 1 Level Five Year thereafter	62,717 64,393
Level Six Year 1 Level Six Year thereafter	66,198 68,032
Level Seven Year 1 Level Seven Year thereafter	69,962 72,054
Level Eight Year 1 Level Eight Year thereafter	74,333 77,363
Level Nine Year 1 Level Nine Year thereafter	80,396 83,403
Level Ten Year 1 Level Ten Year thereafter	86,033 88,450
Level Eleven Year 1 Level Eleven Year thereafter	95,736 101,684

Crown Employees (Interpreters and Translators, Multicultural NSW) Award

Table 1 - Rates of Pay

Classification and Grades	Common Salary Point	1.7.18 Per annum 2.50%
Interpreting/Translating Officer		
Year 1	49	65,056
Year 2	56	69,350
Year 3	63	74,333
Interpreter/Translator		
Year 1	56	69,350
Year 2	63	74,333
Year 3	70	79,602
Year 4	76	84,322
Year 5	81	88,450
Senior Interpreter/Translator		
Year 1	84	91,072
Year 2	87	93,848
Year 3	91	97,616

Table 2 - Casual Rates of Pay

Casual Interpreter	1.7.18
Year 1	

Base Hourly Rate (Unloaded)	37.96
Hourly Rate (Base + 20% + 34.5%)	58.66
Base Overtime Rate (Base + 34.5%)	51.08
Year 2	
Base Hourly Rate (Unloaded)	40.71
Hourly Rate (Base + 20% + 34.5%)	62.89
Base Overtime Rate (Base + 34.5%)	54.76
Year 3	
Base Hourly Rate (Unloaded)	43.59
Hourly Rate (Base + 20% + 34.5%)	67.31
Base Overtime Rate (Base + 34.5%)	58.63
Year 4	
Base Hourly Rate (Unloaded)	46.18
Hourly Rate (Base + 20% + 34.5%)	71.34
Base Overtime Rate (Base + 34.5%)	62.10
Year 5	
Base Hourly Rate (Unloaded)	48.41
Hourly Rate (Base + 20% + 34.5%)	74.80
Base Overtime Rate (Base + 34.5%)	65.12
Casual Translator	
Year 1	
Standard Document Translation	29.33
Non Standard Document Translation	
First 200 words or part thereof	58.66
Then 100 words thereafter or part thereof	29.33
Editing	
First 200 words or part thereof	44.00
Then 100 words thereafter or part thereof	22.00
Proof Reading	
First 200 words or part thereof	29.33
Then 100 words thereafter or part thereof	14.66
Checking	
First 200 words or part thereof	44.00
Then 100 words thereafter or part thereof	22.00
Year 2	
Standard Document Translation	31.45
Non Standard Document Translation	
First 200 words or part thereof	62.89
Then 100 words thereafter or part thereof	31.45
Editing	
First 200 words or part thereof	47.18
Then 100 words thereafter or part thereof	23.58
Proof Reading	
First 200 words or part thereof	31.45
Then 100 words thereafter or part thereof	15.71
Checking	
First 200 words or part thereof	47.18
Then 100 words thereafter or part thereof	23.58
Year 3	
Standard Document Translation	33.67
Non Standard Document Translation	
First 200 words or part thereof	67.31
Then 100 words thereafter or part thereof	33.67
Editing	
First 200 words or part thereof	50.49
Then 100 words thereafter or part thereof	25.26
Proof Reading	
First 200 words or part thereof	33.67
Then 100 words thereafter or part thereof	16.84

Checking First 200 words or part thereof	 50.49
Then 100 words thereafter or part thereof	25.26
Year 4	
Standard Document Translation	35.68
Non Standard Document Translation First 200 words or part thereof Then 100 words thereafter or part thereof	 71.34 35.68
Editing First 200 words or part thereof Then 100 words thereafter or part thereof	 53.49 26.76
Proof Reading First 200 words or part thereof Then 100 words thereafter or part thereof	 35.68 17.82
Checking First 200 words or part thereof Then 100 words thereafter or part thereof	 53.49 26.76
Year 5	
Standard Document Translation	37.44
Non Standard Document Translation First 200 words or part thereof Then 100 words thereafter or part thereof	 74.79 37.44
Editing First 200 words or part thereof Then 100 words thereafter or part thereof	 56.13 28.05
Proof Reading First 200 words or part thereof Then 100 words thereafter or part thereof	 37.44 18.72
Checking First 200 words or part thereof Then 100 words thereafter or part thereof	 56.13 28.05

Crown Employees (Jenolan Caves Reserve Trust) Salaries Award 2016

Jenolan Caves Reserve Trust Officers	
Classification and Grades	1.7.18 Per annum 2.50% $
Administration Officer	59,172
Administration Officer (Special)	61,325
Business Development Manager	111,083
Caretaker Jenolan Cottages	56,932
Manager Caving Operations	89,406
Director	161,707
Guide - Grade 1 Guide - Grade 2	56,932 59,172
Maintenance Officer	53,685
Karst Resources Officer	85,421
Senior Finance Officer	94,778
Guide - Grade 3	63,581
System Administrator/Finance Officer	85,421
Team Leader - Electrical	74,015
Team Leader - Maintenance	74,015
Trades Officer	61,325
Trades Officer - Electrical (W/ends)	69,822
Visitor Services Officer (Tickers - PT)*	56,932
*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 2016

Legal Officers		
Classification and Grades	Common Salary Point	1.7.18 Per annum 2.50% $
Legal Officers		
Grade I		
1st year of service	51	66,198
2nd year of service	55	68,707
3rd year of service	58	70,652
4th year of service	61	72,783
5th year of service	65	75,686
Grade II		
1st year of service	73	81,920
2nd year of service	78	86,033
3rd year of service	84	91,072
4th year of service	89	95,736
5th year of service	93	99,554
Grade III		
1st year of service	98	104,918
2nd year of service	101	108,044
3rd year of service	105	112,212
Grade IV		
1st year of service	112	120,223
2nd year of service	114	122,537
Grade V		
1st year of service	119	128,857
2nd year of service	121	131,382
Grade VI		
1st year of service	126	138,421
2nd year of service	128	141,338

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

Classification and Grades	Salary Point	1.7.18 Per annum 2.50% $
Librarians and Archivists		
Grade 1		
Year 1	46	63,199
Year 2	52	66,871
Year 3	58	70,652
Year 4	64	75,055
Year 5	69	78,824
Year 6	74	82,571
Grade 2		
Year 1	78	86,033
Year 2	82	89,406
Year 3	87	93,848
Year 4	91	97,616
Grade 3		
Year 1	96	102,749
Year 2	99	105,925
Year 3	103	110,083
Year 4	107	114,481

Grade 4		
Year 1	110	117,909
Year 2	113	121,379
Year 3	116	124,965
Year 4	119	128,857
Grade 5		
Year 1	122	132,495
Year 2	125	136,935
Year 3	128	141,338
Year 4	-	146,134
Library Assistant		
Year 1	20	49,431
Year 2	25	52,456
Year 3	32	55,747
Year 4	40	59,901
Year 5	44	62,113
Library Technician		
Grade 1		
Year 1	46	63,199
Year 2	52	66,871
Year 3	58	70,652
Year 4	64	75,055
Grade 2		
Year 1	75	83,403
Year 2	78	86,033
Year 3	82	89,406
Year 4	87	93,848

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

Classification	Grade	Year	1.7.18 Per annum 2.50%
LHI Officer	1	1	53,669
		2	56,061
		3	57,449
LHI Officer	2	1	58,978
		2	59,564
		3	62,143
LHI Officer	3	1	63,184
		2	64,961
		3	67,112
LHI Officer	4	1	69,061
		2	72,340
		3	75,110
LHI Officer	5	1	76,707
		2	78,899
		3	83,477
LHI Officer	5A	1	83,478
		2	85,926
		3	96,378
		4	100,276
		5	103,374
		6	106,802
LHI Officer	6	1	85,926
		2	96,378
		3	100,276
LHI Officer	7	1	103,374
		2	106,802
		3	113,630

LHI Officer	8	1 2 3	116,926 122,583 127,661
LHI Senior Officer	1	1 2	141,123 147,222

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

After Hour Service	
	1.7.18 Per day 2.50% $
Monday 5.00 pm to Saturday 9.00 am	104.38
Saturday 9.00 am to Sunday 9.00 am	156.57
Sunday 9.00 am to Monday 9.00 am	156.57
Public Holiday	156.57
Other Rates and Allowances Disturbance Rate	 31.27

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

Classification	Common Salary Point	1.7.18 Per annum 2.50% $
Graphic Service Operator Class 2 Commencing Salary After completion of stage 1 training After completion of stage 2 training After completion of stage 3 training	 46 49 52 55	 63,199 65,056 66,871 68,707
Graphic Service Operator Class 1 Commencing Salary After completion of stage 1 training After completion of stage 2 training After completion of stage 3 training After completion of stage 4 training After completion of stage 5 training	 58 61 64 67 75 78	 70,652 72,783 75,055 77,363 83,403 86,033
Graphic Services Operator - Shift Supervisor Commencement salary Year 2 Year 3 Year 4	 88 91 95 98	 94,782 97,616 101,684 104,918

Crown Employees (NSW Department of Justice) Casino Inspectors Transferred from Department of Gaming and Racing Award

Casino Inspectors		
Classification and Grades	Common Salary Point	1.7.18 Per annum 2.50% $
Preliminary Training Rates - Inspectors Inspector - 1st Year of Service	 64	 750,55
Inspector - 2nd Year of Service	67	77,363
Inspector - 3rd Year of Service Thereafter	75 78	83,403 86,033
Salary Rates - Inspectors		

Inspector - 1st Year of Service Inspector - 2nd Year of Service		97,574 100,569
Inspector - 3rd Year of Service Thereafter		108,424 111,844
Preliminary Training Rates - Supervising Inspectors		
Supervising Inspector - 1st year of Service	88	94,782
Supervising Inspector - 2nd year of Service	91	97,616
Supervising Inspector - 3rd year of Service	95	101,684
Thereafter	98	104,918
Salary Rates - Supervising Inspector		
Supervising Inspector - 1st year of Service	-	123,217
Supervising Inspector - 2nd year of Service	-	126,901
Supervising Inspector - 3rd year of Service	-	132,191
Thereafter	-	136,393

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

Domestic Services Officers		
Classification and Grades	Common Salary Point	1.7.18 Per annum 2.50% $
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	48,119
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	51,522
Level 3 Security Officer Grade 2, Assistant House Supervisor Supervisor, Security Officer Grade 3	31	55,212
Level 4 House Supervisor	44	62,113
Level 5 Manager Catering and Accommodation	70	79,602
Apprentice Cook (Per week) 1st Year 2nd Year 3rd Year 4th Year	 - - - -	 510.51 673.88 833.49 975.55
Other Rates and Allowances		
Qualification Commercial Cookery Trade Course Stage I (per annum)		895.86
Qualification Commercial Cookery Trade Course Stage II and III (per annum)		1,798
Broken Shift (per day)	-	15.13

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

Exhibition Project Managers and Project Officers Australian Museum		
Classification and Grades	Common Salary Point	1.7.18 Per annum 2.50% $
Exhibition Project Officer		
Skill Level 1	46	63,199
Skill Level 2	52	66,871
Skill Level 3	58	70,652
Skill Level 4	64	75,055
Skill Level 5	67	77,363
Skill Level 6	78	86,033
Skill Level 7	83	90,278
Skill Level 8	88	94,782
Exhibition Project Manager		
Year 1	95	101,684
Year 2	98	104,918
Year 3	102	109,078

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

Fisheries Staff		
Administrative and Clerical Officers	Common Salary Point	1.7.18 Per annum 2.50% $
General Scale		
Year 1	9	41,825
Year 2	17	48,119
Year 3	25	52,456
Year 4	32	55,747
Year 5	40	59,901
Clerical Officers - Grade 1/2		
Year 1	9	41,825
Year 2	17	48,119
Year 3	25	52,456
Year 4	32	55,747
Year 5	40	59,901
Fisheries Officers - Grade 1		
Year 1	52	66,871
Grade 2		
Year 1	58	70,652
Year 2	64	75,055
Grade 3		
Year 1	64	75,055
Year 2	67	77,363
District Fisheries Officer		
Year 1	78	86,033
Year 2	85	92,026
Supervising Fisheries Officer		
Year 1	101	108,044
Year 2	104	111,082
Clause 4 (i)(a) Fisheries Officers receive a salary loading of 13.7%		
Fisheries Scientific Technicians		
Grade 1		
Year 1	-	46,192
Year 2	-	49,296

Year 3	-	52,456
Year 4	-	55,520
Year 5	-	58,630
Year 6	-	61,734
Grade 2		
Year 1	-	64,218
Year 2	-	67,594
Year 3	-	70,977
Grade 3		
Year 1	-	74,355
Year 2	-	78,184
Year 3	-	84,318
Grade 4		
Year 1	-	85,846
Year 2	-	88,437
Year 3	-	91,072
Grade 5		
Year 1	-	94,412
Year 2	-	97,792
Year 3	-	101,684
Fisheries Maintenance Technician		
Grade 1		
Year 1	-	46,192
Year 2	-	49,296
Year 3	-	52,456
Year 4	-	55,520
Year 5	-	58,630
Year 6	-	61,734
Grade 2		
Year 1	-	64,218
Year 2	-	67,594
Year 3	-	70,977
Grade 3		
Year 1	-	74,355
Year 2	-	78,184
Year 3	-	84,318
Grade 4		
Year 1	-	85,846
Year 2	-	88,437
Year 3	-	91,072
Grade 5		
Year 1	-	94,412
Year 2	-	97,792
Year 3	-	101,684
Fish Hatchery Staff		
Assistant Manager		
Year 1	-	64,218
Year 2	-	67,594
Year 3	-	70,979
Manager		
Year 1	-	74,355
Year 2	-	78,184
Year 3	-	84,322
Clause 4 (i)(c) Fish Hatchery Staff receive a salary loading of 11.05%		
Senior Manager	-	
Year 1	-	150,164
Year 2	-	164,667
Other Rates and Allowances		
Brief Description		
Regional Dive Coordinator		2,142

Regional Dive Officer		1,503

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

Geoscientists		
Classification and Grades	Common Salary Point	1.7.18 Per annum 2.50% $
Geoscientists		
Grade I		
1st year of service	47	63,863
2nd year of service	51	66,198
3rd year of service	57	69,962
4th year of service	64	75,055
5th year of service	71	80,396
6th year of service and thereafter	77	85,043
Grade II		
1st year of service	82	89,406
2nd year of service	85	92,026
3rd year of service	89	95,736
4th year of service and thereafter	94	100,624
Senior		
1st year of service	97	103,783
2nd year of service	99	105,925
3rd year of service	102	109,078
4th year of service and thereafter	105	112,212
Principal		
1st year of service	111	119,061
2nd year of service and thereafter	114	122,537
Assistant Director, Geological Survey		
1st year of service	119	128,857
2nd year of service	124	135,444
3rd year of service and thereafter	128	141,338

Crown Employees (Department of Industry, Skills and Regional Development) Land Information Officers Award

Land Information Officers		
Classification and Grades	Common Salary Point	1.7.18 Per annum 2.50% $
Land Information Officer Level 1		
Year 1	20	49,431
Year 2	27	53,307
Year 3	36	57,767
Year 4	46	63,199
Land Information Officer Level 2		
Year 1	52	66,871
Year 2	57	69,962
Year 3	62	73,469
Land Information Officer Level 3		
Year 1	67	77,363
Year 2	71	80,396
Year 3	75	83,403
Year 4	78	86,033
Land Information Officer Level 4		
Year 1	82	89,406
Year 2	85	92,026

Year 3	88	94,782
Land Information Officer Level 5		
Year 1	91	97,616
Year 2	94	100,624
Year 3	98	104,918
Land Information Officer Level 6		
Year 1	101	108,044
Year 2	105	112,212
Year 3	108	115,617
Year 4	111	119,061
Land Information Officer Level 7		
Year 1	116	124,965
Year 2	120	130,262
Year 3	126	138,421
Year 4	130	144,521

Crown Employees (Department of Industry, Skills and Regional Development) Local Coordinator Allowance Award

	1.7.18 Per annum 2.50% $
Staff Administered by Local Office Coordinator	
Full Allowance -	
Up to three staff	2,487
Up to six staff	3,727
Up to ten staff	4,971
More than ten staff	7,458
Partial Allowance -	
Up to three staff	1,242
Up to six staff	1,862
Up to ten staff	2,487
More than ten staff	3,729

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

Classification and Grades	Classification and Grade	Common Salary Point	1.7.18 Per annum 2.50% $
Inspector Grade 1			
Mine Safety Officer	Level 1	50	65,688
Inspector (Information and Analysis)	Level 2	57	69,962
Inspector (Mining)	Level 3	63	74,333
Inspector (Environment)	Level 4	69	78,824
	Level 5	75	83,403
	Level 6	80	87,663
	Level 7	92	98,519
	Level 8	102	109,078
	Level 9	112	120,223
Inspector Grade 2 -			
Inspector (Review, Enforcement and Systems)	Level 1	-	136,877
Inspector (Environment)	Level 2	-	141,478
Inspector (Mining)	Level 3	-	145,977
Mine Safety Officer	Level 4	-	149,649
	Level 5	-	154,628
	Level 6	-	158,432
Inspector Grade 3 -			

Inspector (Management and/or Systems) Inspector (Mining) Inspector (Environment)	Level 1 Level 2 Level 3 Level 4 Level 5		174,644 181,113 188,181 195,151 202,123
Inspector Grade 4- Regional Manager Grade 4 Assistant Director Deputy Chief Inspector Grade 4	Level 1 Level 2		204,860 212,451

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

Operational Staff		
Classification and Grades	Common Salary Point	1.7.18 Per annum 2.50% $
Junior Under 17 at 17 years	 - -	 35,701 43,349
Grade 1 Step 1 Step 2 Step 3 Step 4	 - 26 29 33	 50,996 52,882 54,311 56,198
Grade 2 Step 1 Step 2 Step 3 Step 4	 36 39 43 46	 57,767 59,411 61,655 63,199
Grade 3 Step 1 Step 2 Step 3	 46 50 53	 63,199 65,688 67,443
Grade 4 Step 1 Step 2 Step 3	 56 60 63	 69,350 72,054 74,333
Grade 5 Step 1 Step 2 Step 3	 63 66 70	 74,333 76,580 79,602
Grade 6 Step 1 Step 2 Step 3	 73 76 80	 81,920 84,322 87,663
Apprentices Full-time (Weekly Rate) Year 1 Year 2 Year 3 Year 4	 - - - -	 510.70 673.90 858.50 975.60
Chokage, etc.(per day), allowance per day or part thereof	-	9.54
Maintenance Operator - Licence and Registration Allowances (Per annum) Electricians Licence A Grade B Grade Registration Allowance (a) Plumber’s Licence (b) Gasfitter’s Licence (c) Drainer’s Licence (d) Plumber’s/Gasfitter’s Licence	 - - - - - - -	 2,656 1,428 1,999 2,625 2,625 2,265 3,502

(e) Gasfitter's/Drainer's Licence	-	3,502
(f) Plumber's/Drainer's Licence	-	3,502
(g) Plumber's/Gasfitter's/Drainer's Licence	-	4,835
Leading Hand Allowance	-	2,315
Broken Shift (per day)	-	14.74
Occupational First Aid Per week)	-	26.20
First Aid Allowance (per week)	-	17.59
Refrigeration Allowance (per annum)	-	701.03

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

Casual Guide Lecturers - Museum of Applied Arts and Sciences	
Classification	1.7.18 Per hour 2.5% $
Casual Guide Lecturer	46.77

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

Professional Officers		
Classification and Grades	Salary Class	1.7.18 Per annum 2.50% $
Grade 1		
Year 1	46	63,199
Year 2	50	65,688
Year 3	56	69,350
Year 4	64	75,055
Year 5	70	79,602
Year 6	76	84,322
Grade 2		
Year 1	81	88,450
Year 2	84	91,072
Year 3	87	93,848
Year 4	91	97,616
Grade 3		
Year 1	95	101,684
Year 2	98	104,918
Year 3	100	107,007
Year 4	103	110,083
Grade 4		
Year 1	107	114,481
Year 2	110	117,909
Year 3	113	121,379
Grade 5		
Year 1	116	124,965
Year 2	118	127,460
Grade 6		
Year 1	121	131,382
Year 2	124	135,444
Grade 7		
Year 1	127	139,873
Year 2	130	144,521
Grade 8		
Year 1	132	151,580
Year 2	133	159,218

Grade 9		
Year 1	134	167,275
Year 2	135	175,741
OIC Veterinary Laboratory		
Allowance		7,458

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

Classification and Grades	Common Salary Point	1.7.18 Per annum 2.50% $
Grade 1, Year 1	29	54,311
Grade 1, Year 2	33	56,198
Grade 1, Year 3	37	58,319
Grade 2, Year 1	42	61,050
Grade 2, Year 2	50	65,688
Grade 2, Year 3	56	69,350
Grade 3, Year 1	62	73,469
Grade 3, Year 2	70	79,602
Grade 3, Year 3	74	82,571
Grade 4, Year 1	78	86,033
Grade 4, Year 2	81	88,450
Grade 5, Year 1	85	92,026
Grade 5, Year 2	88	94,782
Grade 6, Year 1	95	101,684
Grade 6, Year 2	98	104,918
Grade 7, Year 1	100	107,007
Grade 7, Year 2	103	110,083
Grade 8, Year 1	107	114,481
Grade 8, Year 2	110	117,909
Grade 8, Year 3	113	121,379
Allowances		
One person crossing relief allowance	-	5,823
One person crossing telephone allowance	-	2,877

Crown Employees (NSW Department of Justice) State Library Security Staff Award

Security Staff - State Library	
Classification	1.7.18 Per annum 2.50% $
1st year of service	66,176
2nd year of service	68,535
3rd year of service	70,478
4th year of service	72,600

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

Technical Staff		
Classification and Grades	Common Salary Point	1.7.18 Per annum 2.50% $
Technical Assistant - Junior		
Under 17	n/a	26,442
Age 17	n/a	31,729

Age 18	n/a	37,018
Age 19	n/a	42,309
Age 20	n/a	47,596
Grade 1		
1st Year	26	52,882
2nd Year	29	54,311
3rd Year and thereafter	33	56,198
Grade 2		
1st Year	36	57,767
2nd Year and thereafter	39	59,411
Grade 3		
1st Year	43	61,655
2nd Year and thereafter	46	63,199
Technical Officer -		
Grade 1		
1st Year	46	63,199
2nd Year	50	65,688
3rd Year	53	67,443
4th Year and thereafter	56	69,350
Grade 2		
1st Year	64	75,055
2nd Year	67	77,363
3rd Year	70	79,602
4th Year and thereafter	76	84,322
Grade 3		
1st Year	81	88,450
2nd Year	84	91,072
3rd Year	87	93,848
4th Year and thereafter	91	97,616
Grade 4		
1st Year	95	101,684
2nd Year	98	104,918
3rd Year	100	107,007
4th Year and thereafter	103	110,083
Grade 5		
1st Year	107	114,481
2nd Year	110	117,909
3rd Year and thereafter	113	121,379
Technical Co-ordinator Allowance	-	2,839

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

Administrative Officer and Temporary Employee Classifications	
Classification and Grades	1.7.18 Per annum 2.50% $
Armourer, Police	
1st year of service	74,333
2nd year of service	75,686
3rd year of service	77,363
4th year of service and thereafter	78,824
Senior Armourer, Police	
1st year of service	82,571
2nd year of service	84,322
3rd year of service and thereafter	86,721
Administrative and Clerical Clerks General Scale	
Clerks General Scale step 1	30,601
Clerks General Scale step 2	34,727

Clerks General Scale step 3 - 1st year of service or 18 years	36,912
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	41,825
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	44,646
Clerks General Scale step 6 Minimum for employee 21 years of age Clerks General Scale step 7 Clerks General Scale step 8 Clerks General Scale step 9 Clerks General Scale step 10 Clerks General Scale step 11 Clerks General Scale step 12 Clerks General Scale step 13	48,119 49,431 51,522 52,456 53,758 55,747 57,767 59,901
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	62,462
Grade 1 1st year of service Thereafter	 63,199 65,056
Grade 2 1st year of service Thereafter	 66,871 68,707
Grade 3 1st year of service Thereafter	 70,652 72,783
Grade 4 1st year of service Thereafter	 75,055 77,363
Grade 5 1st year of service Thereafter	 83,403 86,033
Grade 6 1st year of service Thereafter	 89,406 92,026
Grade 7 1st year of service Thereafter	 94,782 97,616
Grade 8 1st year of service Thereafter	 101,684 104,918
Grade 9 1st year of service Thereafter	 108,044 111,082
Grade 10 1st year of service Thereafter	 115,617 119,061
Grade 11 1st year of service Thereafter	 124,965 130,262
Grade 12 1st year of service Thereafter	 138,421 144,521

Bar Manager, Police College	
1st year of service	62,717
Thereafter	63,863
Building Manager (Sydney Police Centre)	
1st year of service	79,602
2nd year of service	80,396
PT Building Manager Allowance	1,456
Clerical Officer - translated to Administrative and Clerical Clerks classification - see Table 2 of the award	
Clinical Pharmacologist	156,899
Computer Systems Officer (CSO)	
CSO Level 1 - Non Graduate	
Year 1A	36,912
Year 1B	44,646
Year 1C	48,119
Year 1D	49,431
Year 1E	51,522
Year 1F	52,456
Year 2	55,746
Year 3	65,056
Year 4	68,707
CSO Level 1 - Graduate	
Year 1A (Any degree)	55,747
Year 1B (Degree - Computer Sciences)	57,767
Year 2	65,062
Year 3	68,707
CSO Level 2	
Year 1	72,783
Year 2	77,363
Year 3	86,033
CSO Level 3	
Year 1	89,406
Year 2	92,026
Year 3	94,782
Year 4	97,616
Year 5	101,684
Year 6	104,918
CSO Level 4	
Year 1	108,044
Year 2	111,082
Year 3	115,617
Year 4	119,061
CSO Level 5	
Year 1	124,965
Year 2	130,262
CSO Level 6	
Year 1	1384,21
Year 2	144,521
Departmental Professional Officer	
Grade I -	
1st year of service	63,199
2nd year of service	65,688
3rd year of service	69,350
4th year of service	74,333
5th year of service	79,602
6th year of service and thereafter	84,322
Grade II -	
1st year of service	88,450
2nd year of service	91,072
3rd year of service	93,848

4th year of service and thereafter	97,616
Grade III -	
1st year of service	101,684
2nd year of service	104,918
3rd year of service	107,007
4th year of service and thereafter	111,082
Grade IV -	
1st year of service	115,617
2nd year of service and thereafter	117,909
Grade V -	
1st year of service	122,537
2nd year of service and thereafter	124,965
Grade VI -	
1st year of service	128,857
2nd year of service and thereafter	131,382
Grade VII -	
1st year of service	135,444
2nd year of service and thereafter	138,421
Grade VIII -	
1st year of service	142,926
2nd year of service and thereafter	144,521
Director of Music (Police Band)	
1st year	86,033
2nd year	88,450
3rd year	91,072
4th year	93,848
5th year and thereafter	96,685
Loading	
1st year	8,604
2nd year	8,845
3rd year	9,107
4th year	9,385
5th year and thereafter	9,669
Car Drivers	
Driver/General Assistant	56,198
Departmental - Driver/Assistant	59,411
Police Executive Driver/Assistant	
1st year and thereafter	59,376
All incidence of employment allowance	54,943
Clothing Allowance $600 per annum	
Driving Instructor	
1st year	77,929
2nd year	78,824
3rd year and thereafter	81,081
Engineer	
Grade I Diplomate Experience Since Qualifying	
In first year	63,199
After one year	65,688
After two years	69,350
After three years	74,333
After four years	79,602
After five years	84,322
Grade I Graduate Experience Since Qualifying	
In first year	65,688
After one year	69,350
After two years	74,333
After three years	79,602
After four years	84,322
Grade II	

1st year of service	89,406
2nd year of service	92,850
3rd year of service	95,736
4th year of service and thereafter	98,519
Grade III	
1st year of service	103,783
2nd year of service	107,007
3rd year of service	111,082
4th year of service and thereafter	114,481
Grade IV	
1st year of service	120,223
2nd year of service	123,749
3rd year of service and thereafter	126,205
Grade V	
1st year of service	131,382
2nd year of service and thereafter	133,970
Grade VI	
1st year of service	136,935
2nd year of service and thereafter	139,873
General Assistant (NSW Police Academy)	
1st year	49,016
2nd year	49,431
3rd year	50,367
4th year	51,522
5th year and thereafter	52,456
Groom, Mounted Police	
1st year	46,937
2nd year and there after	48,592
Imaging Technician	
1st year	70,652
2nd year	72,783
3rd year	75,055
4th year and thereafter	77,363
Interpreters and Translators	
Interpreter/Translator	
Year 1	69,350
Year 2	74,333
Year 3	79,602
Year 4	84,322
Year 5	88,450
Senior Interpreter/Translator	
Year 1	91,072
Year 2	93,848
Year 3	97,616
Legal Officers	
Grade I	
1st year of service	66,198
2nd year of service	68,707
3rd year of service	70,652
4th year of service	72,783
5th year of service	75,686
Grade II	
1st year of service	81,920
2nd year of service	86,033
3rd year of service	91,072
4th year of service	95,736
5th year of service	99,554
Grade III	
1st year of service	104,918
2nd year of service	108,044

3rd year of service	112,212
Grade IV	
1st year of service	120,223
2nd year of service	122,537
Grade V	
1st year of service	128,857
2nd year of service	131,382
Grade VI	
1st year of service	138,421
2nd year of service	141,338
Librarians and Archivists	
Grade 1	
Year 1	63,199
Year 2	66,871
Year 3	70,652
Year 4	75,055
Year 5	78,824
Year 6	82,571
Grade 2	
Year 1	86,033
Year 2	89,406
Year 3	93,848
Year 4	97,616
Grade 3	
Year 1	102,749
Year 2	105,925
Year 3	110,083
Year 4	114,481
Grade 4	
Year 1	117,909
Year 2	121,379
Year 3	124,965
Year 4	128,857
Grade 5	
Year 1	132,495
Year 2	136,935
Year 3	141,338
Year 4	146,134
Library Assistant	
Year 1	49,431
Year 2	52,456
Year 3	55,747
Year 4	59,901
Year 5	62,113
Library Technician	
Grade 1	
Year 1	63,199
Year 2	66,871
Year 3	70,652
Year 4	75,055
Grade 2	
Year 1	83,403
Year 2	86,033
Year 3	89,406
Year 4	93,848
Maintenance Attendant, Police Academy	50,367
Maintenance Officer Trades	75,055
Manager Trades	
1st year	104,918
2nd year and there after	105,925

On call Allowance (per hour)	0.98
Assistant Manager Trades	
1st year	86033
2nd year and there after	87663
On call Allowance (per hour)	0.98
Pathology Exhibit Courier	57,767
Photogrammetrist	
General Scale	
1st year	36,912
2nd year	44,646
3rd year	48,119
4th year	49,431
5th year	51,522
6th year	52,456
7th year	53,758
8th year	55,747
9th year	57,767
10th year	59,901
11th year	63,199
12th year	65,056
13th year	66,871
14th year	68,707
Officer with HSC aged 19 and over paid not less than	41,825
Class 1	
1st year	70,652
2nd year	72,783
3rd year	75,055
4th year	77,363
Class 2	
1st year	83,403
2nd year	86,033
Class 3	
1st year	89,406
2nd year	92,026
Class 4	
1st year	94,782
2nd year	97,616
Class 5	
1st year	101,684
2nd year	104,918
Class 6	
1st year	108,044
2nd year	111,082
Class 7	
1st year	115,617
2nd year	119,061
Public Relations Officer	
Assistant Publicity Officers	
1st year of service	71,391
2nd year of service	73,469
Publicity Officers	
1st year of service	78,824
2nd year of service	81,081
3rd year of service and thereafter	82,571
Public Relations Officer	
Grade II	
1st year of service	93,848
2nd year of service	95,736
3rd year of service and thereafter	97,616
Grade I	

1st year of service	110,083
2nd year of service	112,212
3rd year of service and thereafter	114,481
Allowance in lieu of overtime (per annum)	13,894
Radio Technician,	
1st year of service	63,863
2nd year of service	64,393
3rd year of service and thereafter	65,688
Radio Technician, Senior	
1st year of service	69,962
2nd year of service and thereafter	70,652
Scientific Officer	
Grade I	
1st year of service	63,199
2nd year of service	65,688
3rd year of service	69,350
4th year of service	74,333
5th year of service	79,602
6th year of service and thereafter	84,322
Grade II	
1st year of service	88,450
2nd year of service	91,072
3rd year of service	93,848
4th year of service and thereafter	97,616
Grade III	
1st year of service	101,684
2nd year of service	104,918
3rd year of service and thereafter	107,007
Grade IV	
1st year of service	112,212
2nd year of service	115,617
3rd year of service and thereafter	117,910
Grade V	
1st year of service	122,537
2nd year of service and thereafter	126,205
Grade VI	
1st year of service	130,262
2nd year of service	133,970
Senior Basement Attendant, Police Headquarters	
1st year of service	54,311
2nd year of service	55,212
3rd year of service	55,747
4th year of service and thereafter	56,726
Senior Officers	
Grade 1	
Year 1	161,707
Year 2	174,243
Grade 2	
Year 1	177,192
Year 2	189,685
Grade 3	
Year 1	196,032
Year 2	215,186
Stenographers and Machine Operators	
(Present Occupants Only)	
1st year (up to 17 years)	27,416
2nd year (or 17 years)	32,544
3rd year (or 18 years)	36,912
4th year (or 19 years)	41,825
5th year (or 20 years)	44,241

6th year (or 21 years)	49,016
7th year	50,367
8th year	52,028
9th year	56,198
10th year	57,185
11th year	58,803
12th year	59,901
Grade 1	
1st year	63,199
2nd year	65,056
Grade 2	
1st year	66,871
2nd year	68,707
Grade 3	
1st year	70,652
2nd year	72,783
Storeman Attendant	48,119
Stores Officers	
Grade 1	
1st year of service	55,212
2nd year of service and thereafter	56,198
Grade 2	
1st year of service	56,726
2nd year of service and thereafter	57,185
Grade 3	
1st year of service	57,767
2nd year of service and thereafter	58,319
Grade 4	
1st year of service	59,411
2nd year of service	60,574
3rd year of service and thereafter	60,574
Technical Officer	
Grade 1	
1st year of service	64,393
2nd year of service	66,198
3rd year of service	68,032
4th year of service	69,350
5th year of service	71,391
Grade 2	
1st year of service	75,055
2nd year of service	76,580
3rd year of service	77,929
4th year of service	79,602
Grade 3	
1st year of service and thereafter	85,043
Senior Technical Officer	
Grade 1	
1st year of service	83,403
2nd year of service	85,043
3rd year of service	87,663
Grade 2	
1st year of service	90,278
2nd year of service	92,850
Grade 3	96,685
Technical Officer, Maintenance Services	88,450
Technician	
Class 1	
1st year of service	59,901
2nd year of service	61,654
Class 2	

1st year of service	65,056
2nd year of service	66,871
Class 3	
1st year of service	70,652
2nd year of service	72,054
Class 4	
1st year of service	73,469
2nd year of service	74,333
Transport Officer	60,574
Transport Officer, Mechanical	
Year 1	70,652
Year 2	71,391
Year 3	72,054
Year 4	72,783
Uniform Fitter and Advisory Officer	58,319
Allowances	
On call allowances (per hour)	0.98
Community Language Allowance Scheme (per annum)	
Base level rate	1,413
Higher level rate	2,124
Flying Allowance (per hour)	21.28
First Aid Allowance (per annum)	
Holders of basic qualification	910.01
Holders of current occupational first aid certificate	1,367.35

Crown Employees (NSW Police Force Communications Officers) Award

Communications Officer - NSW Police Force Classifications	Common Salary Point	1.7.18 Per annum 2.50% $
Communications Officer		
Trainee	35	57,185
1st year	40	59,901
2nd year	46	63,199
3 rd year	49	65,056
4th year	55	68,707
5th year	58	70,652
Senior Communications Officer		
1st year	64	75,055
2nd year	67	77,363
Shift Co-ordinators		
1st year	75	83,403
2nd year	78	86,033
3rd year	82	89,406
4th year	85	92,026
Radio and Communications Operators		
4th year	52	66,871
5th year	55	68,707

Crown Employees (NSW Police Force Police Band) Award

Special Constables (Police Bands) NSW Police Force		
Classification and Grades	Common Salary Point	1.7.18 Per annum 2.50% $
Bandsperson		
1st year of service	41	60,574
2nd year of service	43	61,655

3rd year of service	45	62,717
4th year of service	47	63,863
5th year of service	52	66,871
6th year of service and thereafter	54	68,032
Senior Special Constable	-	70,592
Allowance - Doubling		1,123

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

Special Constables (Security) NSW Police Force	
Classification and Grades	1.7.18 Per week 2.50% $
Special Constable (Security) 1st year of service 2nd year of service 3rd year of service and thereafter	 1,013 1,030 1,050
Special Constable (Security) First Class 1st year of service and thereafter	 1,068
Senior Special Constable (Security) 1st year of service 2nd year of service and Thereafter	 1,143 1,169
Special Constable (Security), Field Supervisor 1st year of service 2nd year of service and Thereafter	 1,308 1,336
Other rates and allowances Full time Special Constables (Security) Monday to Friday Shift Allowance	 69.08
Full time Special Constables (Security), Saturday and Sunday Shift Allowance	195.16

Crown Employees (Office of Environment and Heritage and the Office of Environment Protection Authority) General Award 2015

Environment Officers - Department of Environment and Climate Change New South Wales	
Classification and Grades	1.7.18 Per annum 2.50% $
Class 1 1 2 3 4 5 6 7	 37,269 45,025 49,420 52,441 54,762 57,747 63,813
Class 2 1 2 3 4	 63,813 65,688 67,431 69,949
Class 3 1 2 3 4	 67,431 69,949 73,448 75,658
Class 4 1	 73,448

2	75,658
3	78,801
4	81,896
Class 5	
1	78,801
2	81,896
3	85,024
4	87,641
Class 6	
1	85,024
2	87,641
3	91,050
4	93,818
Class 7	
1	91,050
2	93,818
3	96,656
4	100,598
Class 8	
1	96,656
2	100,598
3	103,752
4	109,048
Class 9	
1	103,752
2	109,048
3	112,181
4	115,579
Class 10	
1	112,181
2	115,579
3	120,188
4	123,712
Class 11	
1	120,188
2	123,712
3	127,416
4	132,457
Class 12	
1	127,416
2	132,457
3	136,900
4	139,839
Class 13	
1	136,900
2	139,839
3	144,477
4	146,638
Class 14	
1	144,477
2	146,638
3	153,429
4	160,226
Class 15	
1	153,429
2	160,226
3	167,020
4	173,809
Other Rates and Allowances - Brief Description	
AHIS weekly allowance:	

inconvenience and 6 incoming calls after/before normal working hours	481.00
For each call above 6 incoming calls in an AHIS roster period; not limited	23.50
Extra per public holiday falling on a weekday	147.50
Out of hours disturbance (AHIS Supervising Officers)	47.40

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

Ranger Classifications	
Classification and Grades	1.7.18 Per annum 2.50% $
Trainee Rangers	
1st year of service	56,605
2nd year of service	57,621
3rd year of service	59,357
4th year of service	60,421
5th year of service	61,050
6th year of service	61,934
Rangers	
Grade 1	
1st level	61,934
2nd level	64,370
3rd level	67,961
4th level	72,839
5th level	80,283
6th level	84,982
Grade 2	
1st year	86,673
2nd year	89,247
3rd year	91,962
4th year	95,661
Senior Ranger	
1st year & thereafter	102,812
Assistant District Manager	
Grade 1	105,875
Grade 2	113,297
Grade 3	122,456
Grade 4	127,648
District Manager	
Grade 1	108,856
Grade 2	116,677
Grade 3	127,648
Grade 4	135,647
Grade 5	141,623
Project/Research Officer Classification	
Grade 1	
1st year	64,141
2nd year	66,199
3rd year	72,214
4th year	77,860
5th year	83,465
Grade 2*	
1st year	89,406
2nd year	92,021
3rd year	94,782
Grade 3*	
1st year	99,554
2nd year	102,749

3rd year	105,931
4th year	108,041
Grade 4*	
1st year	109,075
2nd year	112,212
Grade 5	
1st year	117,904
2nd year	122,905
Grade 6	
1st year	130,602
2nd year	131,973
* Progression criteria applies	
Project Officer (Aboriginal Positions)	
Grade 1	
1st year	64,141
2nd year	66,199
3rd year	72,214
4th year	77,860
5th year	83,465
Grade 2*	
1st year	89,406
2nd year	92,021
3rd year	94,782
Grade 3*	
1st year	99,554
2nd year	102,749
3rd year	105,931
4th year	108,041
Grade 4*	
1st year	109,075
2nd year	112,212
Grade 5	
1st year	117,904
2nd year	122,905
Grade 6	
1st year	130,602
2nd year	131,973
*Progression criteria applies	
Field Officer Classification	
Field Officer Base Grade 1/2 Employees Engaged on or after 1 July 2007	
Grade 1	
Year 1	48,652
Year 2	49,881
Grade 2	
Year 1	51,031
Year 2	53,411
Field Officer Grade 1/4 Employees Engaged on or after 1 July 2007	
Grade 1	
1st year	48,652
2nd year	49,881
Grade 2	
1st year	51,031
2nd year	53,411
Grade 3 (A)	
1st year	60,945
2nd year	62,020
Grade 4 (A)	

1st year 2nd year Field Officer Grade B3/B4 Employees engaged on or before 30 June 2007	63,756 64,906
Grade 3 (B) 1st year 2nd year	 60,945 62,020
Grade 4 (B) 1st year 2nd year	 63,756 64,906
Senior Field Officer and Senior Field Officer (Plant)	
Grade 1 1st year 2nd year	 66,349 67,477
Grade 2 1st year 2nd year	 68,841 70,282
Field Supervisor Classification and Grades Grade 1 1st year 2nd year Grade 2 1st year 2nd year	 72,693 74,359 76,025 77,693
Senior Field Supervisor Classification and Grades Grade 1 1st year 2nd year Grade 2 1st year 2nd year	 84,290 86,360 88,433 90,503

Crown Employees (Office of the Sydney Harbour Foreshore Authority) Award 2007

Professional, Administration and Operational Officers - Sydney Harbour Foreshore Authority		
Classification and Grades	Common Salary Point	1.7.18 Per annum 2.50%
Professional Officer SHFA PO4	 - - -	 175,751 168,965 162,037
Hard Barrier		
PO3	- 128	146,973 141,338
Hard Barrier		
	124 - 117	135,444 131,497 126,204
Hard Barrier		
PO2	115 - 108	123,749 118,969 115,617
Hard Barrier		
PO1	- 97 94 90	108,947 103,783 100,622 96,685

Hard Barrier		
PO Entry Level	84 80 76 69 59	91,072 87,663 84,322 78,824 71,391
Administration Officer SHFA		
AO7	130 126 120 116	144,521 138,421 130,262 124,965
Hard Barrier		
AO6	111 108 104	119,061 115,617 111,082
Hard Barrier		
AO5	98 95 91	104,918 101,684 97,616
Hard Barrier		
AO4	85 82 78	92,026 89,406 86,033
Hard Barrier		
AO3	67 61	77,363 72,783
Hard Barrier		
AO2	55 49	68,707 65,056
Hard Barrier		
AO1	40 32 28	59,901 55,747 53,758
Hard Barrier		
AO Entry Level	23 17 11 -	51,522 48,119 44,646 39,427
Operational Officer SHFA		
OO4	98 95 91	104,918 101,684 97,616
Hard Barrier		
OO3	85 82 78	92,026 89,406 86,033
Hard Barrier		
OO2	67 61	77,363 72,783
Hard Barrier		
OO1	55 49 40	68,707 65,056 59,901
Hard Barrier		
OO Entry Level	32 28 23 17 11	55,747 53,758 51,522 48,119 44,646

	-	39,427
Control Room Operator SHFA	55	68,707

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

Inspectors - WorkCover Authority		
Classification		1.7.18 Per annum 2.50% $
Inspectorial Stream	Managerial Stream	
Progression Level		
Level 1 Level 2 Level 3		97,094 99,752 105,431
Senior Inspector 1		109,551
Senior Inspector 2		110,581
Principal Inspector 1	District Coordinator 1	112,833
Principal Inspector 2		113,890
	District Coordinator 2	115,064
Assistant State Inspector 1		119,083
Assistant State Inspector 2		120,203
State Inspector 1	Team Coordinator 1	127,181
State Inspector 2		128,377
	Team Coordinator 2	129,697
	State Coordinator 1	133,171
	State Coordinator 2 Team Manager 1 Team Manager 2	134,427 149,912 165,618

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

Classification and Grades		1.7.18 Per annum 2.50% $
Horticultural Apprentice Year 1 Horticultural Apprentice Year 2 Horticultural Apprentice Year 3 Horticultural Apprentice Year 4	- - - 27	28,222 37,630 47,038 53,307
Level 1	15	46,401
Level 2, Year 1 (Minimum) Level 2, (Maximum)	23 26	51,522 52,882
Level 3 Year 1, (Minimum) Level 3, (Maximum)	30 34	54,775 56,726
Level 4, Year 1, (Minimum) Level 4, (Maximum)	38 41	58,803 60,574
Level 5, Year 1, (Minimum) Level 5, (Maximum)	45 48	62,717 64,393
Level 6, Year 1, (Minimum) Level 6, (Maximum)	51 54	66,198 68,032
Level 7, Year 1, (Minimum) Level 7, (Maximum)	57 60	69,962 72,054
Level 8, Year 1, (Minimum) Level 8, Maximum	63 67	74,333 77,363
Level 9, Year 1, (Minimum) Level 9, (Maximum)	71 75	80,396 83,403
Level 10, Year 1, (Minimum) Level 10, (Maximum)	78 81	86,033 88,450

Level 11, Year 1, (Minimum) Level 11, (Maximum)	89 95	95,736 101,684
Level 12, Year 1, (Minimum) Level 12, (Maximum)	109 112	116,766 120,223
Level 13, Year 1, (Minimum) Level 13, (Maximum)	115 118	123,749 127,460
Level 14, Year 1, (Minimum) Level 14, (Maximum)	121 124	131,382 135,444
Level 15, Year 1, (Minimum) Level 15, (Maximum)	127 130	139,873 144,521

Crown Employees (Parliament House Conditions of Employment) Award 2015

Allowances	1.7.18 2.50% $
Allowance in lieu of overtime Sessional Staff Above Clerk Grade 8 (per occasion)	 402.15

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

Physiotherapists, Occupational Therapists, Speech Pathologists and Music Therapists		
Classification and Grade	Common Salary Point	1.7.18 Per annum 2.50% $
Physiotherapists - Grade 1		
1st year of service	46	63,199
2nd year of service	50	65,688
3rd year of service	56	69,350
4th year of service	63	74,333
5th year of service	70	79,602
6th year of service	76	84,322
7th year of service	81	88,450
Grade 2	85	92,026
Grade 3	92	98,519
Grade 4	95	101,684
Grade 5	98	104,918
Grade 6	100	107,007
Grade 7	103	110,083
Occupational Therapists Grade 1		
1st year of service	46	63,199
2nd year of service	50	65,688
3rd year of service	56	69,350
4th year of service	63	74,333
5th year of service	70	79,602
6th year of service	76	84,322
7th year of service	81	88,450
Grade 2	85	92,026
Grade 3	92	98,519
Grade 4	95	101,684
Grade 5	98	104,918
Grade 6	100	107,007
Speech Pathologist - Grade 1		
1st year of service	46	63,199
2nd year of service	50	65,688

3rd year of service	56	69,350
4th year of service	63	74,333
5th year of service	70	79,602
6th year of service	76	84,322
7th year of service	81	88,450
Grade 2	85	92,026
Grade 3	92	98,519
Grade 4	95	101,684
Grade 5	98	104,918
Music Therapists		
1st year of service	31	55,212
2nd year of service	38	58,803
3rd year of service	43	61,655
4th year of service	49	65,056
5th year of service	54	68,032
6th year of service	59	71,391
7th year of service	63	74,333
Sole Allowance - 3(ii)(a)		2,659
Part-time Student Unit Supervisor Allowance for each student per supervised shift - refer formula in award at 3(ii)(b)		9.65

Crown Employees (Planning Officers) Award 2016

Classification and Grades	Common salary point	1.7.18 Per annum 2.50% $
Student Planner		
Year 1	CSP 23	51,522
Year 2	CSP 28	53,758
Year 3	CSP 32	55,747
Year 4	CSP 40	59,901
Planning Officer (Professional)		
Level 1(a)		
Year 1	CSP 59	71,391
Year 2	CSP 69	78,824
Year 3	CSP 76	84,322
Year 4	CSP 80	87,663
Year 5	CSP 84	91,072
Progression/ promotion soft barrier (clause 4.7.2)		
Level 1(b)		
Year 1	CSP 90	96,685
Year 2	CSP 94	100,624
Year 3	CSP 97	103,783
Year 4	-	108,947
Level 2		
Year 1	CSP 108	115,617
Year 2	-	118,969
Year 3	CSP115	123,749
Level 3		
Year 1	CSP 117	126,205
Year 2	-	131,497
Year 3	CSP 124	135,444
Progression/ promotion soft barrier (clause 4.9.2)		
Year 4	CSP 128	141,338
Year 5	-	146,973
Level 4		
Year 1	-	162,037

Year 2	-	168,825
Year 3	-	175,751
Level 5		
Year 1	-	185,079
Year 2	-	189,685

Crown Employees (Psychologists) Award

Classification and Grade	1.7.18 Per annum 2.50% $
Psychologist -	
1st year	66,423
2nd year	70,018
3rd year	73,605
4th year	78,093
5th year	82,583
6th year	87,072
7th year	91,560
8th year	95,151
9th year and thereafter	98,739
Senior Psychologist -	
1st year	104,127
2nd year	108,617
3rd year and thereafter	113,102
Specialist Psychologist -	
1st year	95,151
2nd year	100,534
3rd year	105,922
4th year	111,308
5th year and thereafter	116,690
Senior Specialist Psychologist -	
1st year	122,079
2nd year	125,668
3rd year and thereafter	129,262
Chief Psychologist - 1st year	135,512
Principal Psychologist - 1st year and thereafter	147,213
Environmental Allowance - (Corrective Services and Juvenile Justice)	3,041

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

Allowances	1.7.18 2.50% $
On call allowance	0.98
Community Language Allowance Scheme	
Base level rate	1,413
Higher level rate	2,124
Flying Allowance	21.20
First Aid Allowance	
Holders of basic qualification	910
Holders of current occupational first aid certificate	1,367

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 2018)

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	1.7.18 Per week 2.50% $
Trainee Diploma Level	 725.50

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 1.7.2018	Year 11 1.7.2018	Year 12 1.7.2018
School leaver	320.20	352.70	423.02
Plus 1 year out of school	352.70	423.20	493.60
Plus 2 years	423.20	493.60	572.60
Plus 3 years	493.60	572.60	655.00
Plus 4 years	572.60	655.00	655.00
Plus 5 years or more	655.00	655.00	655.00

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 1.7.2018	Year 11 1.7.2018	Year 12 1.7.2018
School leaver	320.20	352.90	410.10
Plus 1 year out of school	352.70	410.10	471.90
Plus 2 years	410.10	471.90	554.30
Plus 3 years	471.90	554.30	631.90
Plus 4 years	554.30	631.90	631.90
Plus 5 years or more	631.90	631.90	631.90

Skill Level C
Where the accredited training course and work performed are for the purpose for generating skills which have been defined for work at Skill Level C:

Highest Year of Schooling Completed			
	Year 10 1.7.2018	Year 11 1.7.2018	Year 12 1.7.2018
School leaver	320.20	352.90	406.40
Plus 1 year out of school	352.90	406.40	457.40
Plus 2 years	406.40	457.40	509.30
Plus 3 years	457.40	509.30	570.10
Plus 4 years	481.60	570.10	570.10
Plus 5 years or more	570.10	570.10	570.10

The average proportion of time spent in structured training that has been taken into account in setting the rate is 20%.

School-Based Traineeships -		
 Year of Schooling	Year 11 1.7.2018 2.5%	Year 12 1.7.2018 2.5%

School based traineeships Skill Levels A, B and C	320.20	357.10

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

Set out below are the hourly rates of pay for part-time or school-based trainees where the training is either fully off-the-job or where 20% of time is spent in approved training. These rates are derived from a 35 hour week. If the ordinary full-time weekly hours are not 35, the appropriate hourly rate may be obtained by multiplying the rate in the table by 35 and then dividing by the ordinary full time hours.

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	1.7.18 Per hour 2.50% $
Trainee Diploma Level – part-time	25.90

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 1.7.2018	Year 11 1.7.2018	Year 12 1.7.2018
School leaver	11.50	12.60	15.20
Plus 1 year out of school	12.60	15.20	17.60
Plus 2 years	15.20	17.60	20.50
Plus 3 years	17.60	20.50	23.40
Plus 4 years	20.50	23.40	23.40
Plus 5 years or more	23.40	23.40	23.40

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 1.7.2018	Year 11 1.7.2018	Year 12 1.7.2018
School leaver	11.50	12.60	14.60
Plus 1 year out of school	12.60	14.60	16.90
Plus 2 years	14.60	16.90	19.90
Plus 3 years	16.90	19.90	22.50
Plus 4 years	19.90	22.50	22.50
Plus 5 years or more	22.50	22.50	22.50

Skill Level C
Where the accredited training course and work performed are for the purpose for generating skills which have been defined for work at Skill Level C:

Highest Year of Schooling Completed			
	Year 10 1.7.2018	Year 11 1.7.2018	Year 12 1.7.2018

School leaver	11.50	12.60	14.50
Plus 1 year out of school	12.60	14.50	16.40
Plus 2 years	14.50	16.40	18.10
Plus 3 years	16.40	18.10	20.40
Plus 4 years	18.10	20.40	20.40
Plus 5 years or more	20.40	20.40	20.40

School Based Trainees	Year 11 1.7.2018 2.5%	Year 12 1.7.2018 2.5%
Wage Levels A, B and C	11.50	12.60

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

Crown Employees (Research Scientists) Award 2007

Research Scientists		
Classification and Grades	Common Salary Point	1.7.18 Per annum 2.50% $
Research Scientist -		
1st year of service	86	92,850
2nd year of service	91	97,616
3rd year of service	96	102,749
4th year of service	100	107,007
Efficiency Barrier -		
5th year of service	105	112,212
6th year of service	109	116,766
7th year of service	113	121,379
Senior Research Scientist -		
1st year of service	115	123,749
2nd year of service	118	127,460
3rd year of service	121	131,382
Efficiency Barrier -		
4th year of service	124	135,444
5th year of service	127	139,873
Principal Research Scientist -		
1st year of service	130	144,521
2nd year of service	-	147,827
3rd year of service	-	151,580
Senior Principal Research Scientist -		
1st year of service	-	162,508
2nd year of service	-	174,330
Efficiency Barrier -		
3rd year of service	-	189,183

Crown Employees (Rural Fire Service) Award

RFS Officers

These rates are inclusive of Annual Leave Loading

Classification and Grades	1.7.18 Per annum 2.50% $
RFS Officer Level 1	
Year 1	37,413
Year 2	45,248
Year 3	48,767
Year 4	50,101
Year 5	52,219
Year 6	53,164
Year 7	54,482
Year 8	56,501
Year 9	58,544
Year 10	60,705
RFS Officer Level 2	
Year 1	64,051
Year 2	65,934
RFS Officer Level 3	
Year 1	67,773
Year 2	69,630
RFS Officer Level 4	
Year 1	71,607
Year 2	73,764
RFS Officer Level 5	
Year 1	76,069
Year 2	78,406
RFS Officer Level 6	
Year 1	84,526
Year 2	87,194
RFS Officer Level 7	
Year 1	90,611
Year 2	93,266
RFS Officer Level 8	
Year 1	96,063
Year 2	98,936
RFS Officer Level 9	
Year 1	103,056
Year 2	106,330
RFS Officer Level 10	
Year 1	109,502
Year 2	112,583
RFS Officer Level 11	
Year 1	117,178
Year 2	120,667
RFS Officer Level 12	
Year 1	126,648
Year 2	132,024
RFS Officer Level 13	
Year 1	140,291
Year 2	146,468
RFS Officer Level 14	
Year 1	163,891
Year 2	176,597
RFS Officer Level 15	

Year 1	179,581
Year 2	192,242
RFS Officer Level 16	
Year 1	198,678
Year 2	218,086

RFS Officers (OCC) - These rates are inclusive of Annual Leave Loading

Classification and Grades	1.7.18 Per annum 2.50%
RFS Officer Level A (OCC Operator)	
Year 1	41,825
Year 2	44,646
Year 3	48,119
Year 4	49,431
Year 5	51,522
Year 6	52,456
Year 7	53,758
Year 8	55,746
Year 9	57,767
Year 10	59,901
RFS Officer Level B (OCC Senior Operator)	
Year 1	63,199
Year 2	65,056
Year 3	66,871
Year 4	68,707

Crown Employees (School Administrative and Support Staff) Award

Schedule 1 - School Administrative and Support Staff (other than Aboriginal Education Officers) Rates of Pay

1.1 Permanent School Administrative and Support Staff

	1.7.18 Per hour 2.50% $
School Support Officer	26.63
School Administrative Officer	29.90
School Administrative Manager -	
Level 1	34.58
Level 2	35.53
Level 3	36.54
Level 4	37.65
School Learning Support Officer and School Learning Support Officer (Braille Transcriber), (Ethnic), (Sign Interpreter) - (for progression on these rates see clause 6)	
Junior	19.02
Following 12 months of service or at age 20	22.49
1st year	27.38
2nd year	27.87
3rd year	29.83
4th year	31.81
School Learning Support Officer (Pre-school) - (for progression on these rates see clause 6)	
Junior	19.02
Following 12 months of service or at age 20	22.49
1st year	26.39
2nd year	26.88

3rd year	27.38
4th year	27.87

1.2 Long-term Temporary School Administrative and Support Staff

	1.7.18 Per hour 2.50% $
School Support Officer	28.21
School Administrative Officer	31.62
School Administrative Manager -	
Level 1	36.59
Level 2	37.60
Level 3	38.69
Level 4	39.82
School Learning Support Officer and School Learning Support Officer (Braille Transcriber), (Ethnic), (Sign Interpreter) - (for progression on these rates see clause 6)	
Junior	20.08
Following 12 months of service or at age 20	23.79
1st year	29.01
2nd year	29.47
3rd year	31.52
4th year	33.63
School Learning Support Officer (Pre-school) - (for progression on these rates see clause 6)	
Junior	20.08
Following 12 months of service or at age 20	23.79
1st year	27.96
2nd year	28.43
3rd year	29.01
4th year	29.47

1.3 Short-term Temporary School Administrative and Support Staff

	1.7.18 Per hour 2.50% $
School Support Officer	30.65
School Administrative Officer	34.40
School Administrative Manager	
Level 1	39.78
Level 2	40.88
Level 3	42.06
Level 4	43.30
School Learning Support Officer and School Learning Support Officer (Braille Transcriber), (Ethnic), (Sign Interpreter) - (for progression on these rates see clause 6)	
Junior	21.88
Following 12 months of service or at age 20	25.85
1st year	31.50
2nd year	32.05
3rd year	34.33
4th year	36.54
School Learning Support Officer (Pre-school) - (for progression on these rates see clause 6)	
Junior	21.88
Following 12 months of service or at age 20	25.85
1st year	30.39
2nd year	30.94

3rd year	31.50
4th year	32.05

Schedule 2 - Aboriginal Education Officers - Rates of Pay
(For progression on these rates see subclause 6.3)

2.1 Permanent Aboriginal Education Officer

	1.7.18 Per hour 2.50% $
Year 1	32.71
Year 2	33.66
Year 3	34.60
Year 4	35.58

2.2 Long-term Temporary Aboriginal Education Officer

	1.7.18 Per hour 2.50% $
Year 1	34.59
Year 2	35.63
Year 3	36.61
Year 4	37.62

2.3 Short-term Temporary Aboriginal Education Officer

	1.7.18 Per hour 2.50% $
Year 1	37.62
Year 2	38.72
Year 3	39.80
Year 4	40.89

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

Classification	1.7.18 Per annum 2.50% $
Commissioned Correctional Officers: Senior Assistant Superintendent - 7 day or any 5/7 days	 126,211
Assistant Superintendent - 7 day or any 5/7 days	 118,139
Senior Assistant Superintendent - 5 day	119,307
Assistant Superintendent - 5 day	111,233
Commissioned Industries Officers:	
Regional Business Manager - 5 day Year 1 Year 2 Year 3 Year 4	 134,033 137,477 143,379 148,677

Operations Manager	142,632
Manager of Industries Level 1 - 5 day	131,612
Manager of Industries Level 2 - Any 5 of 7 days	132,165
Manager Centre Services and Employment Manager of Industries Level 2 - 5 day	125,258
Manager Business Unit - any 5/7 days	126,211
Manager Business Unit - 5 day	119,307

Crown Employees (Senior Officers Salaries) Award 2012

Senior Officers	
Classification and Grades	1.7.18 Per annum 2.50%
Grade 1 Year 1 Year 2	 161,707 174,243
Grade 2 Year 1 Year 2	 177,192 189,685
Grade 3 Year 1 Year 2	 196,032 215,186

Crown Employees (Sheriff's Officers) Award

Sheriff's Officers		
Classification and Grades	Common Salary Point	1.7.18 Per annum 2.50% $
Chief Inspector Year 2 Year 1	 85 82	 92,026 89,406
Inspector Year 2 Year 1	 78 75	 86,033 83,403
Sergeant Year 4 Year 3 Year 2 Year 1	 67 64 61 58	 77,363 75,055 72,783 70,652
Sheriff's Officer Year 4 Year 3 Year 2	 55 52 49	 68,707 66,871 65,056
Year 1	46	63,199
Probationary Sheriff's Officer	36	57,767

Crown Employees (State Emergency Service) Communication Centre - Continuous Shift Workers Award 2012

Classification and Grades	Common Salary Point	1.7.18 Per annum 2.50% $
Operations Communications Centre Senior Team Leader, Clerk Grade 5/6 1st year of service 2nd year of service	 75 78	 83,403 86,033

3rd year of service	82	89,406
Thereafter	85	92,026
Operations Communications Centre Team Leader, Clerk Grade 3/4		
1st year of service	58	70,652
2nd year of service	61	72,783
3rd year of service	64	75,055
Thereafter	67	77,363
Operations Communications Centre Call Operator, Clerks General Scale		
Step 1	4	30,601
Step 2	6	34,727
Step 4	9	41,825
Step 5	11	44,646
Step 6	17	48,119
Step 7	20	49,431
Step 8	23	51,522
Step 9	25	52,456
Step 10	28	53,758
Step 11	32	55,747
Step 12	36	57,767
Step 13	40	59,901

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

Learning and Development Officers - Full-time, State Emergency Service		
Classification	Common Salary Point	1.7.18 Per annum 2.50% $
1st year of service	82	89,406
2nd year of service	85	92,026
3rd year of service	88	94,782
Thereafter	91	97,616

Crown Employees (State Emergency Service) Region Controllers Award 2012

Region Controllers - State Emergency Services		
Classification	Common Salary Point	1.7.18 Per annum 2.50% $
Salaries of Full-time Region Controllers		
1st year of service	101	108,044
2nd year of service	104	111,082
3rd year of service	108	115,617
Thereafter	111	119,061

Crown Employees (Technical Officers - Treasury) Award

Technical Officers – Treasury	
Classification and Grades	1.7.18 Per annum 2.50%
Technical Officers - Treasury Grade 1	 153,387 160,226 167,288 174,243
Technical Officers - Treasury	

Grade 2	177,079 184,145

Crown Employees (Tipstaves to Justices) Award 2007

Tipstaff - Attorney General's Department		
Classification and Grades	Common Salary Point	1.7.18 Per annum 2.50% $
1st year of service	40	59,901
2nd year of service	42	61,050
3rd year of service	44	62,113
Tipstaff to the Chief Justice	46	63,199

Crown Employees (Trades Assistants) Award

Trades Assistants	
Classification and Grades	1.7.18 Per week 2.50% $
Blacksmith's striker	939.70
Cold saw operator	947.00
Driller (stationary machines)	939.70
Dresser and grinder (portable machines)	956.20
Dresser, shot blast or sand blast- (a) who operates from outside a properly enclosed cabin (b) other	 947.00 987.80
Dogman and/or crane chaser	956.20
Forger's assistant	939.70
Assistant Furnaceperson	947.00
Hammer driver	947.00
Heat treater operative	956.20
Machinist second class (Metal Trades)	997.40
Operator of straight line oxy-acetylene Cutting machine	956.20
Pipe fitter	997.40
Rigger and/or splicer (other than construction work)	1,030.00
Rigger and/or splicer (construction work)	1,049.30
Spray painter (ironwork) and/or brush hand	956.20
Tool and/or material storeman	987.80
Trades assistant (Metal Trades)	939.70
Trades assistant (Electrical Trades)	965.20
Trades assistant	947.00
Cupola furnaceperson (foundries)	997.40
Allowances: Cold Places per hour	 0.81
Confined Spaces per hour	1.01
Dirty Work per hour	0.81
Height Money per hour: - At a height of 7.5 m - For every additional 3m	 0.81 0.25
Hot Places per hour: - 46C-54C - Above 54C	 0.81 1.01
Insulation Material per hour: - Pumice or other recognised insulator - Silicate	 0.81 1.01
Smoke Boxes etc per hour:	

- Working on repairs to smoke boxes, furnaces etc - Working on repairs inside oil-fired boilers	0.52 2.02
Wet Places per hour	0.81
Working on a boat or punt per day	3.14
Working knee deep in mud or water per day	6.43
Acid, furnaces, stills, etc per hour	4.14
Towers per hour	0.81
Depth money per hour	0.81
Swing Scaffolds: - First four hours (fixed rate) - Each hour thereafter - Solid plasterers per hour	 6.00 1.22 0.25
Septic Tanks per day	9.66
Distant Places per day: - Area re paragraph 4.17.1 - Area re paragraph 4.17.2 - Area re paragraph 4.17.3	 1.59 2.57 2.57
Epoxy Materials per hour - Applying to air-conditioned buildings per hour - Employees in close proximity per hour	1.01 0.71 0.81
Foundry per hour	0.59
Asbestos Eradication per hour	2.71
First Aid per day	3.55

Taronga Conservation Society Australia Salaried Employees Award

Classification and Grades	Common salary point	1.7.18 Per annum 2.50% $
Clerks -		
General Scale -		
1st year (up to 18 years) 2nd year (or 20 years) 3rd year 4th year 5th year 6th year 7th year 8th year 9th year 10th year At 19 years + (HSC)	7 11 17 20 23 25 28 32 36 40 9	36,912 44,646 48,119 49,431 51,522 52,456 53,758 55,747 57,767 59,901 41,825
Grade 1 - 1st year 2nd year	 46 49	 63,199 65,056
Grade 2 - 1st year 2nd year	 52 55	 66,871 68,707
Grade 3 - 1st year 2nd year	 58 61	 70,652 72,783
Grade 4 - 1st year 2nd year	 64 67	 75,055 77,363
Grade 5 - 1st year 2nd year	 75 78	 83,403 86,033
Grade 6 -		

1st year	82	89,406
2nd year	85	92,026
Grade 7 -		
1st year	88	94,782
2nd year	91	97,616
Grade 8 -		
1st year	95	101,684
2nd year	98	104,918
Grade 9 -		
1st year	101	108,044
2nd year	104	111,082
Grade 10 -		
1st year	108	115,617
2nd year	111	119,061
Grade 11 -		
1st year	116	124,965
2nd year	120	130,262
Grade 12 -		
1st year	126	138,421
2nd year	130	144,521
Clerical Assistants -		
1st year (or under 17 years)	1	25,695
2nd year (or 17 years)	3	28,863
3rd year (or 18 years)	6	34,727
4th year (or 19 years)	8	39,443
5th year (or 20 years)	9	41,825
6th year (or 21 years)	15	46,401
7th year	17	48,119
8th year	20	49,431
9th year	22	50,367
Class 1 -		
1st year	25	52,456
2nd year	28	53,758
Class 2 -		
1st year	32	55,747
2nd year	35	57,185
Class 3 -		
1st year	37	58,319
2nd year	40	59,901
Class 4 -		
1st year	42	61,050
2nd year	44	62,113
Horticulturalist Labourer - (Applies to employees engaged prior 1 July 2010)		
Grade 1	25	52,456
Grade 2	30	54,775
Grade 3	35	57,185
Horticulturalist Level 1 - (Applies to employees engaged prior 1 July 2010)		
Grade 1	42	61,050
Grade 2	45	62,717
Horticulturalist Level 2 (Applies to employees engaged prior 1 July 2010)		
Grade 1	48	64,393
Grade 2	50	65,688
Horticultural Technician (Applies to employees engaged prior 1 July 2010)		
Grade 1	55	68,707
Grade 2	57	69,962
Senior Horticultural Technician (Applies to employees engaged prior 1 July 2010)		
Grade 1	63	74,333
Grade 2	67	77,363

Horticultural Apprentice (Applies to employees engaged post 1 July 2010)		
1st Year		25,520
2nd Year		30,163
3rd Year		34,801
4th Year		41,764
Gardener (Applies to employees engaged post 1 July 2010)		
Grade 1	15	46,401
Grade 2	18	48,592
Grade 3	21	49,901
Horticulturalist (Applies to employees engaged post 1 July 2010)		
Grade 1		59,057
Grade 2		60,828
Grade 3		62,654
Grade 4		65,687
Horticultural Supervisor (Applies to employees engaged post 1 July 2010)		
Grade 1		69,744
Grade 2		71,837
Grade 3		73,992
Keeper Grade 4 (Specialist) Level 2 (only available to employees employed permanently as a Keeper on 8 December 2005)	75	83,403
Trainee Keeper -		
Level 1	-	44,295
Level 2	-	47,246
Level 3	-	50,200
Level 4	-	53,152
Keeper -		
Level 1	-	59,058
Level 2	-	62,010
Level 3	-	64,962
Level 4	-	67,918
Senior Keeper -		
Level 1	-	70,869
Level 2	-	76,775
Keeping Unit Supervisor -		
Year 1	-	85,635
Year 2	-	87,407
Year 3	-	89,176
Keeper before Jan 06		
Grade 1		
Level 01		55,211
Level 02		55,746
Level 03		56,667
Level 04		57,766
Grade 2		
Level 01		75,685
Level 02		83,401
Gate Receptionists	38	58,803
Junior Designer		
Grade 1		50,338
Grade 2		52,351
Grade 3		54,444
Grade 4		56,620
Designer		
Grade 1		58,319
Grade 2		60,940
Grade 3		63,683
Grade 4		66,551
Grade 5		69,543
Senior Designer		

Grade 1 Grade 2 Grade 3		73,026 76,675 80,507
Allowances:		
Casual first aid allowance (per shift)		17.47
Laundry Allowance for staff other than Gate Receptionists (per week)		7.29
Laundry Allowance for Gate Receptionists (per week)		13.15

Agreements and Determinations

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

Adventure Facilitator	1.7.18 Per annum 2.50%
Year 1	94,782
Year 2	97,616
Year 3	101,684
Year 4	104,918

Architects etc. Agreement No. 1733 of 1971

Architects		
Classification and Grades	Common salary point	1.7.18 Per annum 2.50% $
Grade I		
1st year of service	46	63,199
2nd year of service	50	65,688
3rd year of service	56	69,350
4th year of service	63	74,333
5th year of service	70	79,602
6th year of service and thereafter	76	84,322
Grade II		
1st year of service	82	89,406
2nd year of service	86	92,850
3rd year of service	89	95,736
4th year of service and thereafter	92	98,519
Grade III		
1st year of service	97	103,783
2nd year of service	100	107,007
3rd year of service	104	111,082
4th year of service and thereafter	107	114,481
Grade IV		
1st year of service	112	120,223
2nd year of service	115	123,749
3rd year of service and thereafter	117	126,205
Grade V		
1st year of service	121	131,382
2nd year of service and thereafter	123	133,970
Grade VI		
1st year of service	125	136,935
2nd year of service	127	139,873

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

Artists, Designers, Exhibitions Officers, etc.		
Classification and Grades	Common Salary Point	1.7.18 Per annum 2.50% $
Artists Australian Museum and Museum of Applied Arts and Sciences		
Grade I		
1st year of service	28	53,758
2nd year of service	31	55,212
3rd year of service	34	56,726
4th year of service	37	58,319
5th year of service	39	59,411
6th year of service	43	61,655
7th year of service and thereafter	46	63,199
Grade II		
1st year of service	49	65,056
2nd year of service	51	66,198
3rd year of service and thereafter	53	67,443
Grade III		
1st year of service	58	70,652
2nd year of service and thereafter	61	72,783
Keeper Of Exhibits (Non Graduate) Museum of Applied Arts & Sciences		
1st year of service	44	62,113
2nd year of Service	47	63,863
3rd year of service	51	66,198
4th year of service	53	67,443
5th year of service	58	70,652
6th year of service and thereafter	58	70,652
Designers (Exhibitions and Publications)		
1st year of service	37	58,319
2nd year of service	39	59,411
3rd year of service	42	61,050
4th year of service	46	63,199
5th year of service	49	65,056
6th year of service	51	66,198
7th year of service	53	67,443
8th year of service	56	69,350
9th year of service	60	72,054
10th year of service	64	75,055
11th year of service	67	77,363
12th year of service	71	80,396
Senior Designer (Exhibitions and Publications) National Parks and Wildlife Service		
On Appointment	77	85,043
Exhibitions Officer, Australian Museum		
Grade I		
1st year of service	56	69,350
2ndyear of service	60	72,054
3rd year of service	64	75,055
4th year of service	67	77,363
5th year of service and thereafter	71	80,396
Grade II		
1st year of service	75	83403
2nd year of service	77	85,043
Chief, Exhibitions Department, Museum of Applied Arts and Sciences		
1st year of service	92	98,519

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

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

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

Cadet Conditions and Rates of Pay, Various Departments		
Classification and Grades	Common Salary Point	1.7.18 Per annum 2.50% $
Level 1 At 18 years of age	7	36,912
Level 1 At 19 years of age with HSC Level 2 Or minimum at 20 years	9 11	41,825 44,646
Level 3 Or minimum at 21 years	17	48,119
Level 4	20	49,431
Level 5	23	51,522
Level 6	25	52,456
Level 7	28	53,758
Level 8	32	55,747
Level 9	36	57,767
Level 10	40	59,901

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	1.7.18 Per annum 2.50% $
General Scale 1st year	7	36,912
2nd year	11	44,646
3rd year	17	48,119
4th year	20	49,431
5th year	23	51,522
6th year	25	52,456
7th year	28	53,758
8th year	32	55,747
9th year	36	57,767
10th year	40	59,901
11th year	46	63,199
12th year	49	65,056
13th year	52	66,871
14th year	55	68,707
Officer with HSC aged 19 and over paid not less than	9	41,825
Class 1 1st year	58	70,652
2nd year	61	72,783
3rd year	64	75,055
4th year	67	77,363
Class 2 1st year	75	83,403
2nd year	78	86,033

Class 3		
1st year	82	89,406
2nd year	85	92,026
Class 4		
1st year	88	94,782
2nd year	91	97,616
Class 5		
1st year	95	101,684
2nd year	98	104,918
Class 6		
1st year	101	108,044
2nd year	104	111,082
Class 7		
1st year	108	115,617
2nd year	111	119,061

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

Department of Corrective Services	
Classification and Grades	1.7.18 Per annum 2.50% $
Sessional Specialist HIV/Health Promotion (The rates are inclusive of a 15% casual loading for Monday to Friday work, plus 1/12th in lieu of recreation leave.	81.05
Environmental Allowance for working within a correctional centre	1.87

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

Community Offender Support Program Centres DCS		
Classification and Grades	Common Salary Point No	1.7.18 Per annum 2.50% $
Throughcare and Placement Officer:		
1st year	88	94,782
2nd year	91	97,616
3rd year	95	101,684
Thereafter	98	104,918
Accommodation Support Worker:		
1st year	75	83,403
2nd year	78	86,033
3rd year	82	89,406
Thereafter	85	92,026
Assistant Support Worker:		
1st year	46	63,199
2nd year	49	65,056
3rd year	52	66,871
Thereafter	55	68,707

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	1.7.18 Per annum 2.50%

		$
Trainee Computer Operator		
At 18 and under	7	36,912
At 19	9	41,825
At 20	11	44,646
At 21	17	48,119
Computer Operator - Grade 1		
1st year of service	20	49,431
2nd year of service	23	51,522
3rd year of service	25	52,456
4th year of service and thereafter	28	53,758
Computer Operator - Grade 2		
1st year of service	32	55,747
2nd year of service	36	57,767
3rd year of service and thereafter	40	59,901
Senior Computer Operator - Grade 1		
1st year of service	46	63,199
2nd year of service	49	65,056
3rd year of service	52	66,871
4th year of service	55	68,707
Senior Computer Operator - Grade 2		
1st year of service	58	70,652
2nd year of service	61	72,783
3rd year of service	64	75,055
4th year of Service	67	77,363

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

Classification and Grades	1.7.18 Per annum 2.50% $
Operations Manager - Clerk 11/12	
1st year of service	124,965
2nd year of service	130,262
3rd year of service	138,421
Thereafter	144,521
Assistant Operations Manager - Clerk 9/10	
1st year of service	108,044
2nd year of service	111,082
3rd year of service	115,617
Thereafter	119,061
Senior Case Worker - Clerk 5/6	
1st year of service	83,403
2nd year of service	86,033
3rd year of service	89,406
Thereafter	92,026

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

Classification and Grades	1.7.18 Per annum 2.50% $
Assistant Manager	
1st year of service	99,892
2nd year of service	102,701
3rd year of service	106,894

Thereafter	110,079
Co-ordinator Program Support & Security	
1st year of service	87,630
2nd year of service	90,253
3rd year of service	94,012
Thereafter	97,001
Senior Program Support Officer	
1st year of service	77,110
2nd year of service	79,542
3rd year of service	82,659
Thereafter	85,084
Program Support Officer	
1st year of service	65,321
2nd year of service	67,291
3rd year of service	69,391
Thereafter	71,525

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

Classification and Grades	1.7.18 Per annum 2.50% $
Co-ordinator Program Support & Security	
1st year of service	94,782
2nd year of service	97,616
3rd year of service	101,684
Thereafter	104,918
Senior Program Support Officer	
1st year of service	83,403
2nd year of service	86,033
3rd year of service	89,406
Thereafter	92,026
Program Support Officer	
1st year of service	70,652
2nd year of service	72,783
3rd year of service	75,055
Thereafter	77,363
Mobile Work Camps Allowance (per day)	150.30

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

Classification and Grades	1.7.18 Per annum 2.50%
Senior Program Support Officer	
1st year of service	83,403
2nd year of service	86,033
3rd year of service	89,406
Thereafter	92,026
Program Support Officer	
1st year of service	70,652
2nd year of service	72,783
3rd year of service	75,055
Thereafter	77,363

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	1.7.18 Per annum 2.50% $
Team Leader (Administrative and Clerical Officer Grade 7/8)	
1st year of service	94,782
Thereafter	97,616
Grade 8	
1st year of service	101,684
Thereafter	104,918
Allowance	26,491
Bail Coordinator (Administrative and Clerical Officer Grade 5/6)	
Grade 5	
1st year of service	83,403
Thereafter	86,033
Grade 6	
1st year of service	89,406
Thereafter	92,026
Allowance	23,967

Conservators, Cultural Institutions Agreement No.2504 of 1987

Conservators, Cultural Institutions		
Classifications and Grade	Common Salary Point	1.7.18 Per annum 2.50% $
Assistant Conservator - Class 1		
1st year of service	40	59,901
2nd year of service	42	61,050
3rd year of service	44	62,113
4th year of service	47	63,863
5th year of service	49	65,056
6th year of service	52	66,871
Class 2		
1st year of service	55	68,707
2nd year of service	56	69,350
3rd year of service	58	70,652
Conservator - Grade 1		
1st year of service	62	73,469
2nd year of service	64	75,055
3rd year of service	66	76,580
4th year of service	68	77,929
5th year of service	70	79,602
Grade 2		
1st year of service	74	82,571
2nd year of service	79	86,721
3rd year of service	83	90,278
4th year of service	87	93,848
5th year of service	91	97,616
Grade 3		
1st year of service	94	100,624
2nd year of service	97	103,783
3rd year of service	99	105,923
Head Conservator		
1st year of service	105	112,212
2nd year of service	108	115,617
3rd year of service	110	117,909

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

Coordinators and Directors, Community Justice Centres - Attorney General's Department		
Classification and Grades	Common Salary Point	1.7.18 Per annum 2.50% $
Co-ordinator	61	72,783
Director	104	111,082

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

Coordinator, Visual Arts, Long Bay Correctional Complex Department of Corrective Services		
Classification and Grades	Common Salary Point	1.7.18 Per annum 2.50% $
Co-ordinator, Visual Arts	102	109,078
Environmental Allowance	-	3,041
All Incidents Allowance	-	10,460

Curators and Registrars Cultural Institutions Agreement No. 2508 of 1987

Curatorial Staff		
Classification and Grades	Common Salary Point	1.7.18 Per annum 2.50% $
Assistant Curator/Assistant Registrar - Grade I		
1st year of service	40	59,901
2nd year of service	46	63,199
3rd year of service	51	66,198
4th year of service	57	69,962
5th year of service and thereafter	62	73,469
Assistant Curator/Assistant Registrar - Grade II		
1st year of service	64	75,055
2nd year of service	67	77,363
3rd year of service	70	79,602
4th year of service	73	81,920
5th year of service and thereafter	75	83,403
Curator/Registrar - Grade I		
1st year of service	77	85,043
2nd year of service	82	89,406
3rd year of service	86	92,850
4th year of service	91	97,616
5th year of service and thereafter	95	101,684
Curator/Registrar - Grade II		
1st year of service	99	105,925
2nd year of service	102	109,078
3rd year of service	105	112,212
4th year of service	108	115,617
5th year of service	110	117,909
Senior Curator Senior Registrar	114	122,537

Departmental Professional Officers Determination No.866 of 1987

Departmental Professional Officers - All Departments		
Classification and Grades	Common Salary Point	1.7.18 Per annum 2.50% $
Grade I -		
1st year of service	46	63,199
2nd year of service	50	65,688
3rd year of service	56	69,350
4th year of service	63	74,333
5th year of service	70	79,602
6th year of service and thereafter	76	84,322
Grade II -		
1st year of service	81	88,450
2nd year of service	84	91,072
3rd year of service	87	93,848
4th year of service and thereafter	91	97,616
Grade III -		
1st year of service	95	101,684
2nd year of service	98	104,918
3rd year of service	100	107,007
4th year of service and thereafter	104	111,082
Grade IV -		
1st year of service	108	115,617
2nd year of service and thereafter	110	117,909
Grade V -		
1st year of service	114	122,537
2nd year of service and thereafter	116	124,965
Grade VI -		
1st year of service	119	128,857
2nd year of service and thereafter	121	131,382
Grade VII -		
1st year of service	124	135,444
2nd year of service and thereafter	126	138,421
Grade VIII -		
1st year of service	129	142,926
2nd year of service and thereafter	130	144,521

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

Transport Officers	
Classification and Grades	1.7.18 Per annum 2.50% $
Grade I -	
One	48,050
Two	49,728
Three	51,467
Four	53,268
Five	55,134
Grade 2	
One	55,134
Two	57,069
Three	59,060
Four	61,135
Five	63,270
Grade 3	

One	63,270
Two	65,484
Three	67,773
Four	70,146
Five	72,608
Grade 4	
One	72,608
Two	75,143
Three	77,774
Four	80,499
Five	83,419
Grade 5	
One	83,419
Two	86,229
Three	89,427
Four	92,374
Five	95,608
Grade 6	
One	95,608
Two	98,956
Three	102,415
Four	105,997
Five	109,710
Grade 7	
One	109,710
Two	113,551
Three	117,524
Four	121,635
Five	125,895
Grade 8	
One	125,895
Two	130,301
Three	138,449
Four	144,547
Five	149,605
Grade 9	
One	149,605
Two	157,642
Three	165,788
Four	171,885
Five	176,946

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	1.7.18 Per annum 2.50% $
Education Officer -		
1st year of service	43	61,655
2nd year of service	48	64,393
3rd year of service	54	68,032
4th year of service	60	72,054
5th year of service	66	76,580
6th year of service	71	80,396
7th year of service	75	83,403
8th year of service	79	86,721

9th year of service and thereafter	84	91,072
Senior Education Officer - 1st year of service 2nd year of service and thereafter	 98 101	 104,918 108,044
Allowance after 12 months on the 9th year of service: $ per annum After a further 12 months: $ per annum	- -	2,855 2,855

Education Officer Department of Training and Education Co-ordination Determination No.912 of 1996

Education Officer - Department of Education and Training	
Classification and Grades	1.7.18 Per annum 2.50% $
Education Officer Step 1 Step 2 Step 3 Step 4	 88,971 93,708 98,648 103,600
Special Program Co-ordinator Step 1 Step 2	 110,943 115,481
Senior Education Officer Step 1 Step 2	 120,540 123,530
Chief Education Officer	134,347
Chief Research Officer	134,347
Quality Assurance Co-ordinator	141,821
Principal Education Officer	150,516
Principal Research Officer	150,516
Principal Officer	150,516
Curriculum Manager	150,516

Engineers Agreement No. 1734 of 1971

Engineers		
Classification and Grades	Common Salary Point	1.7.18 Per annum 2.50% $
Grade I Diplomate Experience Since Qualifying In first year After one year After two years After three years After four years After five years	 46 50 56 63 70 76	 63,199 65,688 69,350 74,333 79,602 84,322
Grade I Graduate Experience Since Qualifying In first year After one year After two years After three years After four years	 50 56 63 70 76	 65,688 69,350 74,333 79,602 84,322
Grade II 1st year of service 2nd year of service 3rd year of service 4th year of service and thereafter	 82 86 89 92	 89,406 92,850 95,736 98,519
Grade III		

1st year of service	97	103,783
2nd year of service	100	107,007
3rd year of service	104	111,082
4th year of service and thereafter	107	114,481
Grade IV		
1st year of service	112	120,223
2nd year of service	115	123,749
3rd year of service and thereafter	117	126,205
Grade V		
1st year of service	121	131,382
2nd year of service and thereafter	123	1339,70
Grade VI		
1st year of service	125	136,935
2nd year of service and thereafter	127	139,873

Escorts and Travelling Attendants Agreement No.2270 of 1980

Escorts and Travelling Attendants	
Classification and Grades	1.7.18 Per annum 2.50% $
Travelling Attendant 1st Year 2nd Year	 48,847 48,847
3rd Year 4th Year	49,314 50,936
Travelling Attendant (Hourly Rate) 1st Year 2nd Year 3rd Year 4th Year	 24.64 24.64 24.88 25.68
Escorts 1st Year 2nd Year 3rd Year 4th Year	 58,211 58,211 58,739 60,722
Rate A Applicable Mon-Fri and all overtime/travelling time/weekdays and public holidays = Hrly rate of Travelling Attendant + 10% +4/48ths 1st Year 2nd Year 3rd Year 4th Year	 29.38 29.38 29.64 30.61
Rate B Applicable first 8 hours on Saturday = Hrly rate of Travelling Attendant + 50% +4/48ths 1st Year 2nd Year 3rd Year 4th Year	 40.05 40.05 40.41 41.75
Rate C Applicable first 8 hours on Sunday = Hrly rate of Travelling Attendant + 75% +4/48ths 1st Year 2nd Year 3rd Year 4th Year	 46.70 46.70 47.15 48.70
Rate D Applicable first 8 hours on a Public Holiday = Hrly Rate of Travelling Attendant + 150%+4/48ths 1st Year 2nd Year	 66.72 66.72

3rd Year	67.34
4th Year	69.59

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

Gardening, Parks and Horticultural and Landscape Staff		
Classification and Grades	Common Salary Point	1.7.18 Per annum 2.50% $
Gardener Tradesman	37	58,319
Gardener Experienced	30	54,775
Garden Labourer	20	49,431
Garden Labourer, 1st class	23	51,522
Chief Propagator (Royal Botanical Gardens)	43	61,655
Groundsman	33	56,198
Horticultural and Landscape Officers: Horticultural Assistants - 1st year of service 2nd year of service 3rd year of service 4th year of service 5th year of service 6th year of service 7th year of service Promotion beyond 3rd year rate dependent upon possession of the Certificate of Horticulture	 33 36 38 40 42 44 46	 56,198 57,767 58,803 59,901 61,050 62,113 63,199
Ranger	30	54,775
Senior Ranger (plus appropriate Leading Hand Allowance)	30	54,775
Foreman	61	72,783
Foreman Special Grade	65	75,686
Superintendent, Centennial Park Supervisor	77	85,043
Royal Botanic Gardens and Mount Tomah 1st year of service 2nd year of service 3rd year of service	 68 71 73	 77,929 80,396 81,920
Development Officer (Horticulture)	81 82 84	88,450 89,406 91,072
Living Collections Registrar Mount Tomah	46 50 53 56	63,199 65,688 67,443 69,350

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

Car Drivers/Assistants		
Classification and Grades	Common Salary Point	1.7.18 Per annum 2.50% $
Car Drivers - Driver/General Assistant	33	56,198
Departmental - Driver/Assistant	39	59,411
Departmental - Driver/Assistant (in Charge), Public Works Department	43	61,655
Ministerial Driver/Assistant * Salary Class 52 with allowance to Salary	39	59,411

Class 122	80	87,663

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	1.7.18 Per annum 2.50% $
Artificer, Australian Museum and Art Gallery of NSW		
1st year of service	43	61,655
2nd year of service and thereafter	45	62,717
Clerk of Works - Various Departments		
1st year of service	68	77,929
2nd year of service	70	79,602
3rd year of service	73	81,920
4th year of service	75	83,403
5th year of service and thereafter	77	85,043
(Provided that in respect of officers appointed after 10th December, 1980, progression beyond the third year of service shall be dependent upon possession of the Building Foreman and Clerk of Works Certificate of the TAFE NSW*or a qualification deemed by the Industrial Authority to be appropriate and equivalent). (*Agencies are advised to check with TAFE institutes with regard to course qualifications)		
Deputy Senior Electrical Inspector, All Departments		
1st year of service	78	86,033
2nd year of service	80	87,663
Electrical Foreman, Various		
Grade 2	64	75,055
Grade 3	68	75,055
Grade 5	77	85,043
Electrical Inspectors, Various		
1st year of service	75	83,403
2nd year of service	77	85,043
Estimator, Various Departments		
1st year of service	68	77,929
2nd year of service	70	79,602
Fitter Operators, Various		
On appointment	51	66,198
(i) NSW Electrician's Licence		54.30
(ii) Department of Industrial Relations First Class Refrigeration Certificate		17.18
(iii) Department of Industrial Relations Electrically Fired Boiler Attendant's Certificate		9.14
(iv) Department of Industrial Relations Open All Class Boiler Attendant's Certificate		17.19
(v) Refrigeration Mechanic's Certificate Course of the Sydney Technical College		17.19
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.		
Food and Beverage Controller		
(S.C. 53) 1st year		59,411
(S.C. 57) 2nd year		61,050
Food School Assistant		
(S.C. 23) 1st year		48,592
(S.C. 24) 4th year		49,015
(S.C. 26) 7th year		49,431

Foreman Electrical		
Grade 2 (T83)	64	75,055
Grade 3 (T96)	68	78,013
Grade 5 (T126)	77	85,043
Other than Electrical -		
Grade 1 (T59)	57	69,962
Grade 2 (T72)	61	72,783
Grade 3 (T85)	65	75,686
Grade 4 (T111)	73	81,920
Grade 5 (T125)	77	85,043
Assistant Mechanical Foreman -		
(T72)	61	72,783
Property and Maintenance Officer, Youth And Community Services		
1st year of service	77	85,043
2nd year of service and thereafter	80	87,663
Property Inspector, Public Trust Office		
1st year of service	64	75,055
2nd year of service	67	77,363
3rd year of service	69	78,824
4th year of service and thereafter	73	81,920
Radio Technician, Police		
1st year of service	47	63,863
2nd year of service	48	64,393
3rd year of service and thereafter	50	65,688
Scientific Instrument Maker, Various Departments		
1st year of service and thereafter	51	66,198
Senior Apprenticeship Supervisor, Department of Industrial Relations		
On appointment	78	86,033
Senior Electrical Inspector, Various Departments		
1st year of service	83	90,278
2nd year of service	85	92,026
Senior Estimator, Various Departments	71	80,396
Senior Mechanical Inspector		
1st year of service	83	90,278
2nd year of service and thereafter	85	92,026
Senior Radio Technician, Police and Forestry Commission		
1st year of service	57	69,962
2nd year of service and thereafter	58	70,652
Senior Works Supervisors, Various Departments		
1st year of service	83	90,278
2nd year of service and thereafter	85	92,026
Textile Maintenance Officer		
1st year	44	62,113
2nd year	46	63,199
3rd year	47	63,863
4th year	49	65,056
Works Supervisors, Various Departments		
1st year of service	78	86,033
2nd year of service and thereafter	80	87,663

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

Department of Education		
Classification and Grades	Common Salary Point	1.7.18 Per annum 2.50% $
Gardener Glenfield Park SSP	27	53,307

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	1.7.18 Per annum 2.50% $
(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	61,655
2nd year of service	48	64,393
3rd year of service	54	68,032
4th year of service	60	72,054
5th year of service	66	76,580
6th year of service	71	80,396
7th year of service	75	83,403
8th year of service	79	86,721
9th year of service and thereafter	84	91,072
Clinical Psychologist Department of Health, Family and Community Services, Department of Attorney General		
1st year of service	79	86,721
2nd year of service	86	92,850
3rd year of service	91	97,616
4th year of service	96	102,749
5th year of service and thereafter	101	1080,44
A Clinical Psychologist appointed to one of the following positions shall be paid as follows:		
Program Co-ordinator		
1st year of service	101	108,044
2nd year of service and thereafter	105	112,212
Senior Program Co-ordinator		
1st year of service	105	112,212
2nd year of service and thereafter	108	115,617
Program Director		
1st year of service	108	115,617
2nd year of service and thereafter	110	117,909
Project Director Department of Health NSW		
1st year of service	91	97,616
2nd year of service and thereafter	96	102,749
Rehabilitation Counsellor Workers Compensation Commission		
1st year of service	66	76,580
2nd year of service	71	80,396
3rd year of service and thereafter	75	83,403
Senior Rehabilitation Counsellor Workers Compensation Commission		

1st year of service 2nd year of service and thereafter	79 84	86,721 91,072
(B) Classified Positions (Group a) 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 On Appointment	101	108,044
Group (b) Deputy Senior Psychologist, Family and Community Services Chief Research Psychologist, Department of Health NSW Senior Research Officer, Senior Psychologist, Corrective Services District Guidance Officer, Grade II, OIC Research Section, OIC Special Section for Handicapped Persons Division of Vocational Guidance Services Principal Counsellor, Youth Counselling Service, Department of of Industrial Relations On Appointment	105	112,212
Group (c) 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 On Appointment	105	112,212
Group (d) Chief Guidance Officer Department of Industrial Relations On Appointment	110	117,909
Chief Psychologist Corrective Services On Appointment	114	122,537
Assistant Director Division of Vocational Guidance Services Department of Industrial Relations On Appointment	115	123,749
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	130,262
Deputy Director, Division Of Vocational Guidance Services Department of Industrial Relations On Appointment	125	136935

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

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

Interpretive Assistants, National Parks and Wildlife Service		
Classification and Grades	Common Salary Point	1.7.18 Per annum 2.50% $
Interpretive Assistants		

Year 1	43	61,655
Year 2	47	63,863

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

Laboratory Attendants, Trainee Technical Officers (Scientific), Technical Officers (Scientific), Various Departments		
Classifications	Common Salary Point	1.7.18 Per annum 2.50% $
Laboratory Attendant (Junior)		
At 16 and under	4	30,601
At 17	6	34,727
At 18	8	39,443
At 19	11	44,646
At 20	18	48,592
Laboratory Attendant General Scale (Adult)		
1st year of service	24	52,028
2nd year of service	26	52,882
3rd year of service and thereafter	28	53,758
Laboratory Attendant Grade 1 (Adult)		
1st year of service	28	53,758
2nd year of service	31	55,212
3rd year of service and thereafter	33	56,198
Technical Officer (Scientific) Grade 1		
1st year of service	36	57,767
2nd year of service	38	58,803
3rd year of service	41	60,574
4th year of service	43	61,655
5th year of service	46	63,199
6th year of service and thereafter	50	65,688
7th year of service	53	67,443
8th year of service and thereafter	56	69,350
Technical Officer (Scientific) Grade II		
1st year of service	63	74,333
2nd year of service	66	76,580
3rd year of service	70	79,602
4th year of service	76	84,322
Senior Technical Officer (Scientific) Grade 1		
1st year of service	81	88,450
2nd year of service	83	90,278
3rd year of service and thereafter	84	91,072
Senior Technical Officer (Scientific) Grade II		
1st year of service	84	91,072
2nd year of service	87	93,848
3rd year of service	89	95,736
4th year of service	92	98,519
5th year of service and thereafter	95	101,684
Trainee Technical Officer (Scientific)		
1st year	5	32,544
2nd year	7	36,912
3rd year	9	41,825
4th year	13	45,496

Legal Officers, Various Departments Agreement No.2375 of 1982

Legal Officers, Various Departments		
	Common	1.7.18

Classification and Grades	Salary Point	Per annum 2.50% $
Legal Officers		
Grade I		
1st year of service	51	66,198
2nd year of service	55	68,707
3rd year of service	58	70,652
4th year of service	61	72,783
5th year of service	65	75,686
Grade II		
1st year of service	73	81,920
2nd year of service	78	86,033
3rd year of service	84	91,072
4th year of service	89	95,736
5th year of service	93	99,554
Grade III		
1st year of service	98	104,918
2nd year of service	101	108,044
3rd year of service	105	112,212
Grade IV		
1st year of service	112	120,223
2nd year of service	114	122,537
Grade V		
1st year of service	119	128,857
2nd year of service	121	131,382
Grade VI		
1st year of service	126	138,421
2nd year of service	128	141,338

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

Maintenance Officer State Library of NSW	
Classification	1.7.18 Per annum 2.50% $
Maintenance Officer	
1st year of service	63,047
2nd year of service	66,404

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

Media Monitors		
Classification and Grades	Common Salary Point	1.7.18 Per annum 2.50% $
Media Monitor, Level 1		
1st year of service	61	72,783
2nd year of service	65	75,686
3rd year of service	69	78,824
4th year of service	74	82,571
Senior Media Monitor, Level 2		
1st year of service	78	86,033
2nd year of service	82	89,406
3rd year of service	86	92,850
4th year of service	89	95,736

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

Ministerial Drivers		
	Common Salary Point	1.7.18 Per annum 2.50% $
Ministerial Driver	39	59,411
Out of Hours Work Allowance (calculated as 34 hours at ordinary time of base salary)		53,156

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

Miscellaneous Professional Officers, Department of Water Resources		
Classification and Grades	Common Salary Points	1.7.18 Per annum 2.50% $
Cadets/Trainees		
1st year of service	8	39,443
2nd year of service	11	44,646
3rd year of service	17	48,119
4th year of service	25	52,456
5th year of service	32	55,747
6th year of service	37	58,319
General Scale		
1st year of service	37	58,319
2nd year of service	44	62,113
3rd year of service	51	66,198
4th year of service	58	70,652
5th year of service	64	75,055
6th year of service	71	80,396
Grade 1		
1st year of service	72	81,081
2nd year of service	75	83,403
3rd year of service	78	86,033
Thereafter	81	88,450
Grade 2		
1st year of service	85	92,026
Thereafter	87	93,848
Grade 3		
1st year of service	90	96,685
Thereafter	95	101,684
Grade 4		
1st year of service	99	105,925
Thereafter	102	109,078
Grade 5		
1st year of service	108	115,617
Thereafter	111	119,061
Grade 6		
1st year of service	116	124,965
Thereafter	121	131,382

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

Administrative and Clerical Officers, Parliament House		
Classification and Grades	Common Salary Points	1.7.18 Per annum 2.50%

		$
Clerks General Scale		
1st year of service or 18	7	36,912
2nd year of service min. at 20	11	44,646
3rd year of service min. at 21	17	48,119
4th year of service	20	49,431
5th year of service	23	51,522
6th year of service	25	52,456
7th year of service	28	53,758
8th year of service	32	55,747
9th year of service	36	57,767
10th year of service	40	59,901
Officer with HSC at 19 paid not less than	9	41,825
Grade 1 -		
1st year of service	46	63,199
Thereafter	49	65,056
Grade 2 -		
1st year of service	52	66,871
Thereafter	55	68,707
Grade 3 -		
1st year of service	58	70,652
Thereafter	61	72,783
Grade 4 -		
1st year of service	64	75,055
Thereafter	67	77,363
Grade 5 -		
1st year of service	75	83,403
Thereafter	78	86,033
Grade 6 -		
1st year of service	82	89,406
Thereafter	85	92,026
Grade 7 -		
1st year of service	88	94,782
Thereafter	91	97,616
Grade 8 -		
1st year of service	95	101,684
Thereafter	98	104,918
Grade 9 -		
1st year of service	101	108,044
Thereafter	104	111,082
Grade 10 -		
1st year of service	108	115,617
Thereafter	111	119,061
Grade 11 -		
1st year of service	116	124,965
Thereafter	120	130,262
Grade 12 -		
1st year of service	126	138,421
Thereafter	130	144,521

Parliament House, Other Clerical Officers Determinations of the Presiding Officers

Other Clerical Officers, Parliament House		
Classification and Grades	Common Salary Point	1.7.18 Per annum 2.50% $
Grade 1 -		
Group A -		
1st year of service or under 17	1	25,695

2nd year of service or 17	4	30,601
3rd year of service or 18	6	34,727
Group B -		
1st year of service or under 17	2	27,416
2nd year of service or 17	4	30,601
3rd year of service	6	34,727
Grade 1 -		
4th year of service 19	9	41,825
5th year of service 20	11	44,646
6th year of service	17	48,119
7th year of service	20	49,431
8th year of service	23	51,522
9th year of service	25	52,456
10th year of service	28	53,758
Grade 1/2 -		
Group C -		
1st year of service or under 17	3	28,863
2nd year of service or 17	6	34,727
3rd year of service or 18	9	41,825
Group D only -		
Officer with HSC at 19 paid not less than	9	41,825
4th year of service or 19	11	44,646
5th year of service or 20	17	48,119
6th year of service	20	49,431
7th year of service	23	51,522
8th year of service	25	52,456
9th year of service	28	53,758
10th year of service	32	55,747
11th year of service	36	57,767
12th year of service	40	59,901
Grade 3 -		
1st year of service	46	63,199
2nd year of service	49	65,056
Grade 3/4 -		
1st year of service	46	63,199
2nd year of service	49	65,056
3rd year of service	52	66,871
4th year of service	55	68,707
Grade 4 -		
1st year of service	52	66,871
2nd year of service	55	68,707
Grade 5 -		
1st year of service	58	70,652
2nd year of service	61	72,783
Grade 6 -		
1st year of service	64	75,055
2nd year of service	67	77,363
Grade 7 -		
1st year of service	75	83,403
2nd year of service	78	86,033
Grade 8 -		
1st year of service	82	89,406
2nd year of service	85	92,026

Parliamentary Attendant Staff, Determinations of the Presiding Officers

Parliamentary Attendant Staff		
Classification and Grades	Common Salary Point	1.7.18 Per annum 2.50%

		$
Parliamentary Officer - Attendant, Grade 1 1st year of service 2nd year of service Thereafter	 32 36 40	 55,747 57,767 59,901
Grade 2 1st year of service Thereafter	 41 43	 60,574 61,655
Grade 3 1st year of service (Level 1) Thereafter (Level 2) Grade 4 Grade 5	 46 49 55 61	 63,199 65,056 68,707 72,783

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

Parliamentary Staff (Security Officers, Attendants/Gatekeepers, Joint Services Staff, Food and Beverages Staff		
Classification and Grades	Common Salary Point	1.7.18 Per annum 2.50% $
**Parliamentary Officers Chef - Grade 4 (Head Chef) 1st year 2nd year and thereafter	 82 85	 89,406 92,026
**Parliamentary Officer Chef - Grade 3 (Chef)	47	63,863
**Parliamentary Officer Chef - Grade 2 - (Assistant Chef)	37	58,319
Parliamentary Steward 1st year 2nd year and thereafter	 48 50	 64,393 65,688
Dining Room Supervisor	40	59,901
Assistant Dining Room Supervisor	32	55,747
**Catering Supervisor (Cafeteria Supervisor)	34	56,726
**Catering Supervisor (Room Service Supervisor)	32	55,747
Senior Dining Room Attendant/Cleaner	29	54,311
Dining Room Attendant/Cleaner	27	53,307
Senior Bartender	30	54,775
Bartender	-	52,005
Kitchen Attendant	27	53,307
Kitchen Assistant	-	50,295
Stock Clerk - 1st year 2nd year 3rd year and thereafter	 38 40 43	 58,803 59,901 61,655
Pantry Supervisor	34	56,726
Assistant Pantry Supervisor	30	54,775
**Cleaning Supervisor (Foreman Cleaner)	30	54,775
**Assistant Cleaning Supervisor		
(Assistant Foreman Cleaner)	-	52,005
General Useful	-	50,295
Stores Officer 1st year 2nd year and thereafter	 - -	 59,411 60,574
Housekeeper	-	48,912
*Senior Laundry Assistant	-	48,470
Laundry Assistant	-	47,989

Cleaner	-	47,989
**Horticulturalist Grade 2 (Gardener – experienced)	32	55,747
*Attendant/Gatekeeper	-	50,295
*Parliament House Security Officer	41	60,574
*Position deleted from establishment.		
**Title of position changed - old title appears in brackets.		

Parole Officers, Department of Corrective Services, Industrial Authority Determination

Parole Officers, Department of Corrective Services		
Classification and Grades	Common Salary Point	1.7.18 Per annum 2.50% $
Parole Officer		
Min 3	58	70,652
Max 3	61	72,783
Min 4	64	75,055
Max 4	67	77,363
Min 5	75	83,403
Max 5	78	86,033
Min 6	82	89,406
Max 6	85	92,026
Unit Leader		
Min 7	88	94,782
Max 7	91	97,616
Min 8	95	101,684
Max 8	98	104,918
District Manager 4		
Min 7	88	94,782
Max 7	91	97,616
Min 8	95	101,684
District Manager 3		
Min 8	95	101,684
Max 8	98	104,918
Min 9	101	108,044
Max 9	104	111,082
District Manager 2		
Min 9	101	108,044
Max 9	104	111,082
Min 10	108	115,617
Max 10	111	119,061
District Manager 1		
Min 10	108	115,617
Max 10	111	119,061
Min 11	116	124,965
Max 11	120	130,262

Petty Sessions Officers - Local Courts Administration Determination 741 of 1982

Petty Sessions Officers - Local Courts Administration		
Classification and Grades	Common Salary	1.7.18 Per annum 2.50% $
Grade1/2		
1st year of service	7	36,912
2nd year of service	11	44,646
3rd year of service	17	48,119
4th year of service	20	49,431

5th year of service	23	51,522
6th year of service	25	52,456
7th year of service	28	53,758
8th year of service	32	55,747
9th year of service	36	57,767
10th year of service	40	59,901
Officer with HSC at 19 paid not less than	9	41,825
General Scale		
Grade 3		
1st year of service Max 1	49	65,056
2nd year of service Min 2	52	66,871
Thereafter Max 2	55	68,707
Grade 4		
1st year of service Max 3	61	72,783
2nd year of service Min 4	64	75,055
Thereafter Max 4	67	77,363
Grade 5		
1st year of service Max 5	78	86,033
2nd year of service Min 6	82	89,406
Thereafter Max 6	85	92,026
Grade 6		
1st year of service Min 8	95	101,684
Thereafter Max 9	104	111,082
Grade 7		
1st year of service Min 11	116	124,965
Thereafter Min 12	126	138,421

Pharmacists Agreement 2441 of 1982

Pharmacists	
Classification and Grade	1.7.18 Per annum 2.50% $
Pharmacist - Grade 1	
1st year	60,478
2nd year	62,738
3rd year	66,579
4th year	71,165
5th year	76,101
6th year	80,935
7th year	84,857
8th year	87,589
Pharmacist - Grade 2 After 2 yrs on maximum	90,204
Part-time Pharmacist	48.20
Pharmaceutical Advisor, Pharmaceutical Services Branch	
1st year	97,995
2nd year	101,282
3rd year	104,112
4th year	106,947
Principal Pharmaceutical Advisor, Pharmaceutical Services Branch	
1st year	117,100
2nd year	120,054
Deputy Chief Pharmacist Pharmaceutical Services Branch	
1st year	124,031
2nd year	127,118
Chief Pharmacist Pharmaceutical Services Branch	
1st year	136,902
2nd year	140,116
Chief Pharmacist Group 1 & 3, Grade 5, Corrections Health Service	

1st year	117,094
2nd year	120,055

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	1.7.18 Per annum 2.50% $
Senior Psychologist Year 1	-	120,033
Senior Psychologist Year 2	-	125,082
Senior Psychologist Year 3 and thereafter	-	130,130
Senior Specialist Psychologist Year 1	-	140,229
Senior Specialist Psychologist Year 2	-	144,259
Senior Specialist Psychologist Year 3 and thereafter	-	148,326
Community Based Incidental Allowance	-	3,041

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

Publicity Officers and Public Relations Officers		
Classification and Grades	Common Salary Point	1.7.18 Per annum 2.50% $
Assistant Publicity Officers		
1st year of service	59	71,391
2nd year of service	62	73,469
Publicity Officers		
1st year of service	69	78,824
2nd year of service	72	81,081
3rd year of service and thereafter	74	82,571
Senior Publicity Officers, Dept of Education & Training		
1st year of service and thereafter	100	107,007
Public Relations Officer		
Grade II		
1st year of service	87	93,848
2nd year of service	89	95,736
3rd year of service and thereafter	91	97,616
Grade I		
1st year of service	103	110,083
2nd year of service	105	112,212
3rd year of service and thereafter	107	114,481
Allowance in lieu of overtime (per annum)	-	12,351

Scientific Officers Various Departments Agreement No. 2433 of 1982

Scientific Officers, Various Departments		
Classification and Grades	Common Salary Point	1.7.18 Per annum 2.50% $
Grade I		
1st year of service	46	63,199
2nd year of service	50	65,688
3rd year of service	56	69,350
4th year of service	63	74,333
5th year of service	70	79,602

6th year of service and thereafter	76	84,322
Grade II		
1st year of service	81	88,450
2nd year of service	84	91,072
3rd year of service	87	93,848
4th year of service and thereafter	91	97,616
Grade III		
1st year of service	95	101,684
2nd year of service	98	104,918
3rd year of service and thereafter	100	107,007
Grade IV		
1st year of service	105	112,212
2nd year of service	108	115,617
3rd year of service and thereafter	110	117,909
Grade V		
1st year of service	114	122,537
2nd year of service and thereafter	117	126,205
Grade VI		
1st year of service	120	130,262
2nd year of service	123	133,970

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

Security Officers and Senior Security Officers, Various Departments		
Classification and Grades	Common Salary Point	1.7.18 Per annum 2.50% $
Security Officer	25	52,456
Senior Security Officer	30	54,775
Chief Security Controller - Sydney		
1st year	75	83,403
2nd year	78	86,033
Chief Security Officer - Sydney		
(S.C. 85) 1st year	60	72,054
(S.C. 92) 2nd year	64	75,055
Newcastle -		
(S.C. 80)	57	69,962

Social Workers, Various Departments Agreement No.2374 of 1982

Social Workers, Various Departments		
Classification and Grades	Common Salary Point	1.7.18 Per annum 2.50% $
Social Worker, Community Services Consultant		
1st year of service	44	62,113
2nd year of service	49	65,056
3rd year of service	55	68,707
4th year of service	61	72,783
5th year of service	67	77,363
6th year of service	71	80,396
7th year of service	75	83,403
8th year of service	79	86,721
9th year of service and thereafter	84	91,072
Senior Allotment Officer	89	95,736
Community Services Officer	96	102,749

Social Worker Grade I	89	95,736
Senior Social Worker	96	102,749
Regional Social Work Adviser		
South Eastern, Orana and Far West and South Western Health Regions	89	95,736
Central Western, North Coast, Illawarra and New England Health Regions	96	102,749
Southern Metropolitan, Northern Metropolitan, Western Metropolitan and Hunter Health Regions	107	114,481

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

Stores Officer, Various Departments		
Classification and Grades	Common Salary Point	1.7.18 Per annum 2.50% $
Stores Officers		
Grade 1		
1st year of service	31	55,212
2nd year of service and thereafter	33	56,198
Grade 2		
1st year of service	34	56,726
2nd year of service and thereafter	35	57,185
Grade 3		
1st year of service	36	57,767
2nd year of service and thereafter	37	58,319
Grade 4		
1st year of service	39	59,411
2nd year of service	41	60,574
3rd year of service and thereafter	41	60,574
Stores and Despatch Officer Art Gallery of N.S.W.		
1st year of service	39	59,411
2nd year of service	40	59,901
3rd year of service and thereafter	41	60,574
Drug Checker and Counter Hand Commercial Services Group		
1st year of service	37	58,319
2nd year of service and thereafter	38	58,803
Area Supervisors Commercial Services Group		
1st year of service	46	63,199
2nd year of service and thereafter	48	64,393
Second O.I.C. (Other Areas) Commercial Services Group		
1st year of service	37	58,319
2nd year of service and thereafter	38	58,803
Area Supervisors (Shea's Creek Stores) Despatch Section, Government Supply Department		
1st year of service	52	66,871
2nd year of service and thereafter	55	68,707
Packing Section and Sheds 68-72 Commercial Services Group		
1st year of service	49	65,056
2nd year of service and thereafter	51	66,198
Section O.I.C. (Areas) Commercial Services Group		
1st year of service	41	60,574
2nd year of service and thereafter	43	61,655
Packing Section and Sheds 68-72 Commercial Services Group		
1st year of service	39	59,411
2nd year of service and thereafter	40	59,901
Assistant Inspector of Packing and Quality Control, Commercial Services Group	56	69,350
Inspector of Packing and Quality Control, Commercial Services Group	59	71,391

Controller of Order Processing, Commercial Services Group	59	71,391
Stores Controller, CMA	46	63,199
Assistant Stores Controller, CMA	40	59,901
Chief Stores Officer, Government Motor Garage		
1st year of service	46	63,199
2nd year of service	48	64,393
3rd year of service and thereafter	49	65,056

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	1.7.18 Per annum 2.50% $
Grade I		
1st year of service	50	65,688
2nd year of service	56	69,350
3rd year of service	63	74,333
4th year of service	70	79,602
5th year of service and thereafter	76	84,322
Grade II		
1st year of service	82	89,406
2nd year of service	86	92,850
3rd year of service	89	95,736
4th year of service and thereafter	92	98,519
Grade III		
1st year of service	97	103,783
2nd year of service	100	107,007
3rd year of service	104	111,082
4th year of service and thereafter	107	114,481
Grade IV		
1st year of service	112	120,223
2nd year of service	115	123,749
3rd year of service and thereafter	117	126,205
Grade V		
1st year of service	121	131382
2nd year of service and thereafter	123	133970

Technical Officers (Engineering) Determination No.803 of 1983

Technical Officers (Engineering)		
Classification and Grades	Common Salary Point	1.7.18 Per annum 2.50% $
Grade 1		
1st year of service	48	64,393
2nd year of service	51	66,198
3rd year of service	54	68,032
4th year of service	56	69,350
5th year of service	59	71,391
Grade 2		
1st year of service	64	75,055
2nd year of service	66	76,580
3rd year of service	68	77,929
4th year of service	70	79,602
Grade 3		
1st year of service and thereafter	77	85,043

Senior Technical Officer Grade 1 1st year of service 2nd year of service 3rd year of service	 75 77 80	 83,403 85,043 87,663
Grade 2 1st year of service 2nd year of service	 83 86	 90,278 92,850
Grade 3	90	96,685

Technical Surveyors, All Departments Agreement No. 2494 of 1986

Technical Surveyors, All Departments		
Classification and Grades	Common Salary Point	1.7.18 Per annum 2.50% $
Assistant Technical Surveyors 1st year of service 2nd year of service 3rd year of service 4th year of service 5th year of service 6th year of service 7th year of service	 2 5 7 11 17 20 23	 27,416 32,544 36,912 44,646 48,119 49,431 51,522
8th year of service 9th year of service 10th year of service 11th year of service 12th year of service 13th year of service 14th year of service 15th year of service 16th year of service	25 28 32 36 40 46 49 52 55	52,456 53,758 55,746 57,767 59,901 63,199 65,056 66,871 68,707
Officer with HSC at 19 paid not less than	9	41,825
Technical Surveyor Grade 1 1st year of service 2nd year of service 3rd year of service 4th year of service	 58 61 64 67	 70,652 72,783 75,055 77,363
Grade 2 1st year of service 2nd year of service 3rd year of service 4th year of service	 73 76 80 83	 81,920 84,322 87,663 90,278
Grade 3 1st year of service 2nd year of service	 88 91	 94,782 97,616

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	1.7.18 Per annum 2.50% $
Grade 1 Year 1	 59	 71,391

Thereafter	60	72,054
Grade 2 Year 1 Thereafter	 62 63	 73,469 74,333
On call allowance	-	269.80

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	1.7.18 Per annum 2.50% $
Timekeeper and/or Storekeeper Grade I 1st year of service 2nd year of service	 34 37	 56,726 58,319
Grade II 1st year of service 2nd year of service	 39 42	 59,411 61,050
Assistant to Supervisory Timekeeper On Appointment	 43	 61,655
Special Grade 1st year of service 2nd year of service	 45 46	 62,717 63,199

Tracers, Various Departments Agreement No.2192 of 1975

Tracers, Various Departments		
Classification and Grades	Common Salary Point	1.7.18 Per annum 2.50% $
General Scale 1st year of service or under 17 2nd year of service or 17 3rd year of service or 18 4th year of service or 19 5th year of service or 20 6th year of service or 21 7th year of service 8th year of service 9th year of service	 2 4 6 8 10 17 19 23 25	 27,416 30,601 34,727 39,443 44,241 48,119 49,015 51,522 52,456
Grade 1 1st year of service 2nd year of service	 26 28	 52,882 53,758
Grade 2 1st year of service 2nd year of service	 31 33	 55,212 56,198
Grade 3 1st year of service	 35	 57,185
2nd year of service	37	58,319
Grade 4 1st year of service 2nd year of service	 39 40	 59,411 59,901