

CROWN EMPLOYEES (PUBLIC SECTOR - SALARIES 2017) 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. 2017/99841)

Before Chief Commissioner Kite

21 June 2015

AWARD

PART A

Arrangement

Clause No.	Subject Matter
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5.	Salary Packaging Arrangements, including Salary Sacrifice to Superannuation
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PART B

MONETARY RATES

AWARDS

AGREEMENTS AND DETERMINATIONS

1. Title

This award will be known as the Crown Employees (Public Sector - Salaries 2017) 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 2017;

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 2018 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 2016) Award published 24 June 2016 (379 I.G. 597).
- (iv) This Award shall take effect on and from 1 July 2017 and shall remain in force until 30 June 2018.

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 Justice) 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. 960 of 2008

Computer Operators - Salaries - 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 1982; 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.

COMMON SALARY POINTS		
		1.7.17 Per annum 2.50% \$
Common Salary Point:	1	25,068
	2	26,747
	3	28,159
	4	29,855
	5	31,750
	6	33,880
	7	36,012
	8	38,481
	9	40,805
	10	43,162
	11	43,557
	12	43,946
	13	44,386
	14	44,847
	15	45,269
	16	45,792
	17	46,945
	18	47,407
	19	47,820
	20	48,225
	21	48,684
	22	49,139
	23	50,265
	24	50,759
	25	51,177
	26	51,592
	27	52,007
	28	52,447
	29	52,986
	30	53,439
	31	53,865
	32	54,387
	33	54,827
	34	55,342
	35	55,790
	36	56,358
	37	56,897
	38	57,369
	39	57,962
	40	58,440
	41	59,097
	42	59,561
	43	60,151
	44	60,598
	45	61,187
	46	61,658
	47	62,305
	48	62,822
	49	63,469
	50	64,086
	51	64,583
	52	65,240
	53	65,799
	54	66,373

	55	67,031
	56	67,659
	57	68,256
	58	68,929
	59	69,650
	60	70,297
	61	71,008
	62	71,677
	63	72,520
	64	73,224
	65	73,840
	66	74,712
	67	75,476
	68	76,028
	69	76,901
	70	77,660
	71	78,435
	72	79,103
	73	79,922
	74	80,557
	75	81,369
	76	82,265
	77	82,969
	78	83,935
	79	84,606
	80	85,525
	81	86,293
	82	87,225
	83	88,076
	84	88,851
	85	89,781
	86	90,585
	87	91,559
	88	92,470
	89	93,401
	90	94,327
	91	95,235
	92	96,116
	93	97,126
	94	98,170
	95	99,204
	96	100,243
	97	101,252
	98	102,359
	99	103,341
	100	104,397
	101	105,409
	102	106,418
	103	107,398
	104	108,373
	105	109,475
	106	110,584
	107	111,689
	108	112,797
	109	113,918
	110	115,033
	111	116,157
	112	117,291
	113	118,419

	114	119,548
	115	120,731
	116	121,917
	117	123,127
	118	124,351
	119	125,714
	120	127,085
	121	128,178
	122	129,263
	123	130,702
	124	132,140
	125	133,595
	126	135,045
	127	136,461
	128	137,891
	129	139,440
	130	140,996

PART B

MONETARY RATES

AWARDS

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

Administrative and Clerical Officer		
Classification and Grades	Common Salary Point	1.7.17 Per annum 2.50% \$
Clerks General Scale		
Clerks General Scale step 1	4	29,855
Clerks General Scale step 2	6	33,880
Clerks General Scale step 3 - 1st year of service or 18 years	7	36,012
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	40,805
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	43,557
Clerks General Scale step 6 - Minimum for employee 21 years of age	17	46,945
Clerks General Scale step 7	20	48,225
Clerks General Scale step 8	23	50,265
Clerks General Scale step 9	25	51,177
Clerks General Scale step 10	28	52,447
Clerks General Scale step 11	32	54,387
Clerks General Scale step 12	36	56,358
Clerks General Scale step 13	40	58,440
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		60,939

Grade 1		
1st year of service	46	61,658
Thereafter	49	63,469
Grade 2		
1st year of service	52	65,240
Thereafter	55	67,031
Grade 3		
1st year of service	58	68,929
Thereafter	61	71,008
Grade 4		
1st year of service	64	73,224
Thereafter	67	75,476
Grade 5		
1st year of service	75	81,369
Thereafter	78	83,935
Grade 6		
1st year of service	82	87,225
Thereafter	85	89,781
Grade 7		
1st year of service	88	92,470
Thereafter	91	95,235
Grade 8		
1st year of service	95	99,204
Thereafter	98	102,359
Grade 9		
1st year of service	101	105,409
Thereafter	104	108,373
Grade 10		
1st year of service	108	112,797
Thereafter	111	116,157
Grade 11		
1st year of service	116	121,917
Thereafter	120	127,085
Grade 12		
1st year of service	126	135,045
Thereafter	130	140,996

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

Correctional Officers - Department of Corrective Services	CSP NO.	1.7.17
Classification and Grades		Per annum 2.50% \$
Probationary Correctional Officer	45	61,187
Correctional Officer -		
1st year	47	62,305
2nd year and thereafter	49	63,469
Correctional Officer, First Class -1st year	55	67,031
2nd year and thereafter	63	72,520
Senior Correctional Officer	69	76,901
Overseer -		
1st year	55	67,031
2nd year and thereafter	63	72,520
Senior Overseer	69	76,901
Industries and Maintenance Allowance -		
Overseer 1st year		9,874
Overseer 2nd year and thereafter		4,382
Senior Overseer		8,622

Incidental Allowance -	1.7.17 Per annum 2.50%
Probationary Correctional Officer (in training)	n/a
Probationary Correctional Officer (on graduation)	1,006
Correctional Officer 1st year	1,510
Correctional Officer 2nd year and thereafter	2,018
Correctional Officer, First Class 1st year	3,017
Correctional Officer, First Class 2nd year and	3,017
Senior Correctional Officer	5,028
Overseer 1st year	3,017
Overseer 2nd year and thereafter	3,017
Senior Overseer	5,028

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		1.7.17 Per annum 2.50% \$
General Manager		188,902
Manager of Security		159,365
Principal Correctional Officer		123,133
Chief Correctional Officer		115,258
Correctional Officers - Kempsey, Dillwynia and Wellington Correctional Centres		
	Common Salary Points	1.7.17 Per annum 2.50% \$
Senior Correctional Officer	69	76,901
Correctional Officer 1st Class Year 2	63	72,520
Correctional Officer 1st Class Year 1	55	67,031
Correctional Officer Year 2	49	63,469
Correctional Officer Year 1	47	62,305
Correctional Officer Probationary	45	61,187
Correctional Officer (Training)	45	61,187
Incidental Allowance:		
Senior Correctional Officer		5,028
Correctional Officer 1st Class Years 1 and 2		3,017
Correctional Officer Year 2		2,018
Correctional Officer Year 1		1,510
Correctional Officer Probationary		1,006
Principal Industry Officer Level 1		128,402
Principal Industry Officer Level 2		122,203
Chief Industry Officer		116,397
Senior Overseer	80	85,525
Overseer	69	76,901
Senior Overseer		5,028
Overseer		3,017

Crown Employees (Departmental Officers) Award

Departmental Officer		
Classifications and Grades		1.7.17 Per annum 2.50% \$
General Scale	Year 1	36,012
	Year 2	43,557
	Year 3	46,945
	Year 4	48,225
	Year 5	50,265
	Year 6	51,177
	Year 7	52,447
	Year 8	54,387
	Year 9	56,358
	Year 10	58,440
Grade 1-2 (Level 1)	Year 1	61,658
	Year 2	63,469
	Year 3	65,240
	Year 4	67,031
Grade 3-4 (Level 2)	Year 1	68,929
	Year 2	71,008
	Year 3	73,224
	Year 4	75,476
Grade 5-6 (Level 3)	Year 1	81,369
	Year 2	83,935
	Year 3	87,225
	Year 4	89,781
Grade 7-8 (Level 4)	Year 1	92,470
	Year 2	95,235
	Year 3	99,204
	Year 4	102,359
Grade 9-10 (Level 5)	Year 1	105,409
	Year 2	108,373
	Year 3	112,797
	Year 4	116,157
Grade 11 (Level 6)	Year 1	121,917
	Year 2	127,085
Grade 12 (Level 7)	Year 1	135,045
	Year 2	140,996
Senior Officer Grade 1 (Level 8)	Year 1	157,763
	Year 2	169,993
Senior Officer Grade 2 (Level 9)	Year 1	172,870
	Year 2	185,059
Senior Officer Grade 3 (Level 10)	Year 1	191,251
	Year 2	209,938

Crown Employees (Sound Reporters) Award

Multi-Skilled Reporters and Sound Reporters Dual Remote		
Classification and Grade	Common Salary Point	1.7.17 Per annum 2.50% \$
Trainee Multi-Skilled Sound Reporter Year 1	46	61,658
Multi-Skilled Sound Reporter Year 2	52	65,240
Multi-Skilled Sound Reporter Year 3	55	67,031
Multi-Skilled Sound Reporter Year 4	58	68,929
Multi-Skilled Sound Reporter Year 5	61	71,008
Sound Reporter Dual Remote	64	73,224

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

Classification and Grades	A & C Grade Equivalent	1.7.17 Per annum 2.50% \$
Unqualified Youth Officer - Level 1	GS Year 10	58,440
Youth Officer Level 2 Year 1	Min 1	61,658
Year 2	Max 1	63,469
Year 3	Min 2	65,240
Level 3 Year 1	Max 2	67,031
Shift Supervisor/Assistant Unit Manager - Level 4 Year 1	Min 4	73,224
Year 2	Max 4	75,476
Year 3	Min 5	81,369
Year 4	Max 5	83,935
Unit Manager - Level 5 Year 1	Min 6	87,225
Year 2	Max 6	89,781
Year 3	Min 7	92,470
Year 4	Max 7	95,235
Assistant Manager - Level 6 Year 1	Min 8	99,204
Year 2	Max 8	102,359
Year 3	Min 9	105,409
Year 4	Max 9	108,373
Centre Manager - Level 7 Year 1	Min 10	112,797
Year 2	Max 10	116,157
Centre Manager - Level 8 Year 1	Min 11	121,917
Year 2	Max 11	127,085
Centre Manager - Level 9 Year 1	Min 12	135,045
Year 2	Max 12	140,996
Vocational Instructor (Trade, Maintenance, Grounds) Level 1, Year 1		58,440
Level 2 Year 1		61,658

Year 2		63,469
Year 3		65,240
Year 4		67,031
Kitchen Support Officer and Vocational Instructor (Cook)		
Level 1		
Year 1		48,225
Year 2		50,265
Level 2		
Year 1		61,658
Year 2		63,469
Year 3		65,240
Year 4		67,031
Vocational Instructor (Cook Supervisor)		
		69,694
Logistics Officer		
Level 4		
Year 1		81,369
Year 2		83,935
Level 5		
Year 3		87,225
Year 4		89,781
Court Supervisor - Level 4		
Year 1	Min 4	73,224
Year 2	Max 4	75,476
Year 3	Min 5	81,369
Year 4	Max 5	83,935
Drug Detection Security and Intelligence Officer		
Level 2		
Year 1	Min 1	61,658
Year 2	Max 1	63,469
Year 3	Min 2	65,240
Level 3	Max 2	67,031
Allowances		
Chokage Allowance (per day)		4.94
Uniform Allowance (per week)		5.13
Trade Allowance (per annum)		1,871
Supervisory Allowance (per week)		51.25
Allocated Youth Officer Additional Responsibilities Allowance (per hour)		1.33

Crown Employees (Office of Sport - Catering Officers) Award

Classification and Grades	1.7.17 Per annum 2.50% \$
Level 1	57,096
Level 2	58,901
Level 3	60,676
Level 4	62,632
Level 5	64,849
Catering Officers - Academy Allowance	
Senior Catering Officer	4,991
Catering Officer	2,408
Apprentice	1,928

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	1.7.17 Per annum 2.50% \$
Annual allowance (Clause 11)	11,320

Crown Employees (Office of Sport - Program Officers) Award

Program Officers - Department of the Arts, Sport and Recreation	
Classification and Grades	1.7.17 Per annum 2.50% \$
Program Officers	
Level 1	57,749
Level 2	60,011
Level 3	63,398
Level 4	67,928
Level 5	70,190
Level 6	73,598
Level 7	76,986
Level 8	80,392
Level 9	83,778
Level 10	87,184
Level 11	90,566
Level 12	92,832
Program Officers - Temporary employees	1.7.17 Per day 2.50% \$
Level 1	221.67
Level 2	229.75
Level 3	242.45
Level 4	260.92
Level 5	268.99
Level 6	281.70
Level 7	295.55
Level 8	308.26
Level 9	320.96
Level 10	333.66
Level 11	347.51
Level 12	355.59
Program Officers - Casual Employees	1.7.17 Per day 2.50% \$
Level 1	249.02
Level 2	258.79
Level 3	273.41
Level 4	292.89
Level 5	302.72
Level 6	317.35
Level 7	331.97

Level 8	346.67
Level 9	361.26
Level 10	375.97
Level 11	390.56
Level 12	400.29
	1.7.17 Per day 2.50% \$
Assistant instructor (Per day)	60.69
Program Officer (Instructor)	193.53 234.77
Allowances	
Sport and recreation allowance - Permanent Program Officers (per annum)	11,320.10
Sport and recreation allowance- Temporary Program Officers (per day)	43.39
Night duty allowance - Casual Program Officers(per night)	92.63
Night duty allowance - Program Officer (Instructors) (per night)	44.69

Crown Employees (Office of Sport - Services Officers) Award

Table 1 - Salary Scale for Services Officers Prior to Competency Attainment	
Classification and Grades	1.7.17 Per annum 2.50% \$
Level 1	48,363
Level 2	51,010
Level 3	53,205
Level *4	55,403
	Per hour \$
Level 1	24.38
Level 2	25.72
Level 3	26.84
Level 4	27.96
Table 2 - Salary Scale for Services Officers after Competency Attainment	
Classification and Grades	1.7.17 Per annum 2.50% \$
Level 1	49,813
Level 2	52,543
Level 3	54,806
Level 4*	57,066
	Per hour \$
Level 1	25.15
Level 2	26.52
Level 3	27.64
Level 4	28.77

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

Table 3 - Salary Scale for Assistant Services Officers	
Classification and Grades	1.7.17 Per annum 2.50% \$
Level 1 Level 2	48,363 51,010
	Per hour \$
Level 1 Level 2	24.38 25.72

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	1.7.17 Per annum 2.50% \$
DPWS Professional Staff -	
General Scale 1	36,508
General Scale HSC 19 years	41,366
General Scale 2 or age 20	44,153
General Scale 3 or age 21	47,585
General Scale 4	48,887
General Scale 5	50,949
General Scale 6	51,876
General Scale 7	53,167
General Scale 8	55,132
General Scale 9	57,130
General Scale 10	59,236
General Scale 11	60,978
General Scale 12	62,498
General Scale 13	64,336
Grade 1	
Year 1	64,959
Year 2	68,586
Year 3	73,509
Year 4	78,722
Year 5	83,390
Grade 2	
Year 1	88,421
Year 2	91,827
Year 3	94,676
Year 4	97,435
Grade 3	
Year 1	102,640
Year 2	105,826
Year 3	109,856
Year 4	113,218

Grade 4	
Year 1	118,895
Year 2	122,378
Year 3	124,820
DPWS Senior Professional Staff -	
Senior 1	
Year 1	129,933
Year 2	132,493
Senior 2	
Year 1	135,428
Year 2	138,335
Senior 3	
Year 1	141,349
Year 2	142,928
DPWS Project Staff	
Grade 1	
Year 1	77,116
Year 2	78,404
Grade 2	
Year 1	83,435
Year 2	85,840
Grade 3	
Year 1	88,484
Year 2	91,119
Grade 4	
Year 1	93,758
DPWS Senior Management	
Grade 1	
Year 1	154,949
Year 2	162,762
Grade 2 -	
Year 1	170,565
Year 2	178,379
DPWS Staff -	
General Scale 1	36,508
General Scale HSC 19 yrs	41,366
General Scale 2 or age 20	44,153
General Scale 3 or age 21	47,585
General Scale 4	48,887
General Scale 5	50,949
General Scale 6	51,876
General Scale 7	53,167
General Scale 8	55,132
General Scale 9	57,130
General Scale 10	59,236
* Personal	60,978
Grade 1 -	
Year 1	62,498
Year 2	64,336
Grade 2 -	
Year 1	66,136
Year 2	67,943
Grade 3 -	
Year 1	69,874
Year 2	71,984
Grade 4 -	
Year 1	74,229
Year 2	76,508

Grade 5 - Year 1 Year 2	82,484 85,091
Grade 6 - Year 1 Year 2	88,421 91,010
Grade 7 - Year 1 Year 2	93,741 96,546
Grade 8 - Year 1 Year 2	100,562 103,764
Grade 9 - Year 1 Year 2	106,854 109,856
Grade 10 - Year 1 Year 2	114,349 117,750
Grade 11 - Year 1 Year 2	123,587 128,828
Grade 12 - Year 1 Year 2	136,897 142,928
DPWS Technical Staff (A)	
General Scale 1 or 16 years	30,267
General Scale 2 or 17 years	34,346
General Scale 3 or 18 years	36,508
General Scale 4 or 20 years	41,366
General Scale 5 or 21 years	44,153
General Scale 6	47,585
General Scale 7	48,887
General Scale 8	50,949
General Scale 9	51,876
General Scale 10	53,167
General Scale 11	55,132
General Scale 12	57,130
General Scale 13	59,236
General Scale 14	60,978
Grade I - Year 1 Year 2 Year 3 Year 4 Year 5	63,686 65,476 67,281 68,586 70,606
Grade II - Year 1 Year 2 Year 3 Year 4	74,229 75,735 77,074 78,722
Grade III - Year 1	84,102
DPWS Senior Technical (A) -	
Senior I - Year 1 Year 2 Year 3	82,484 84,102 86,693

Senior II -	
Year 1	89,275
Year 2	91,827
Senior III -	
Year 1	95,613
Senior Officer -	
Grade 1 -	
Year 1	159,655
Year 2	171,885
Grade 2 -	
Year 1	174,761
Year 2	186,951
Grade 3 -	
Year 1	193,144
Year 2	211,830

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

WAMC OFFICER

Grade	Year	Per annum 1.7.17 2.50% \$
WAMC Officer General Scale	1	36,671
WAMC Officer General Scale	2	44,356
WAMC Officer General Scale	3	47,804
WAMC Officer General Scale	4	49,111
WAMC Officer General Scale	5	51,191
WAMC Officer General Scale	6	52,118
WAMC Officer General Scale	7	53,410
WAMC Officer General Scale	8	55,385
WAMC Officer General Scale	9	57,391
WAMC Officer General Scale	10	59,510
WAMC Officer Grade 1	1	62,788
	2	64,636
WAMC Officer Grade 2	1	66,436
	2	68,260
WAMC Officer Grade 3	1	70,195
	2	72,310
WAMC Officer Grade 4	1	74,570
	2	80,571
WAMC Officer Grade 5	1	82,864
	2	85,476
WAMC Officer Grade 6	1	88,825
	2	91,432
WAMC Officer Grade 7	1	94,170
	2	96,983
WAMC Officer Grade 8	1	101,025
	2	104,236
WAMC Officer Grade 9	1	107,346
	2	110,360
WAMC Officer Grade 10	1	114,870
	2	118,291
WAMC Officer Grade 11	1	124,154
	2	129,419

WAMC Officer Grade 12	1	137,523
	2	143,581

WAMC SENIOR OFFICER

Grade	Year	Per annum 1.7.17 \$
WAMC Senior Officer Grade 1	1	160,662
	2	173,114
WAMC Senior Officer Grade 2	1	176,043
	2	188,454
WAMC Senior Officer Grade 3	1	194,762
	2	213,793

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

Food Safety Officers		
Classification and Grades	Common Salary Points	Per annum 1.7.17 2.50% \$
Grade 1, Year 1	-	62,564
Year 2	-	64,355
Year 3	55	67,031
Grade 2, Year 1	-	71,080
Year 2	-	77,297
Year 3	82	87,225
Grade 3, Year 1	-	93,853
Year 2	-	97,218
Year 3	98	102,359
Grade 4, Year 1	-	106,887
Year 2	-	110,583
Year 3	111	116,157
Grade 5, Year 1	116	121,917
Year 2	120	127,085
Grade 6, Year 1	126	135,045
Year 2	130	140,996

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	1.7.17 Per annum 2.50% \$
Full-time Permanent - Junior	-	
On employment		33,474
After 12 months or at 20 years	-	43,037
Adult		
Year 1	19	47,820
Year 2	20	48,225
Year 3	22	49,139
Year 4	23	50,265
Year 5	25	51,177

Part-time Permanent (up to 35.5 hpw)		1.7.17 Per hour 2.50% \$
Junior On employment After 12 months or at 20 years		18.57 23.87
Adult Full-time (38 hpw) Temporary - Unloaded Junior On employment After 12 months or at 20 years Adult		27.27 16.90 21.71 24.10
Full-time Temporary - Loaded Junior On employment After 12 months or at 20 years Adult		18.30 23.49 26.16
Part-time Temporary (up to 35.5 hpw) Unloaded Junior On employment After 12 months or at 20 years Adult		18.57 23.87 27.27
Loaded Junior On employment After 12 months or at 20 years Adult		20.13 25.87 29.52

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 1.7.2017 2.50% \$
General Manager	188,902
Superintendent	173,331
Manager Security	159,365
Deputy Superintendent	148,463

Crown Employees (General Staff - Salaries) Award 2007

General Staff - Salaries		
Classification and Grades	Common Salary Point	1.7.17 Per annum 2.50% \$
Corrective Services NSW Canteen Worker	9	40,805
Community Liaison Officer/Aboriginal Community Liaison Officer, Department of Education and Training (DET)	57	66,591
Year 1		68,926
Year 2		71,008
Year 3		73,224
Year 4		75,476

Farm Foreman, DET		
Grade A		
1st year	39	57,962
2nd year	41	59,097
3rd year	43	60,151
Grade B		
1st year	45	61,187
2nd year	47	62,305
3rd year	51	64,583
House Officer, DET		
1st year	34	55,342
2nd year	36	56,358
3rd year	39	57,962
Maintenance Officer, DET		
1st year	24	50,759
2nd - 7th year	25	51,177
8th year	26	51,592
Photographic Assistant, DET		
1st year	22	49,139
2nd year	23	50,265
3rd year	25	51,177
4th year	26	51,592
Matrons and Sub-Matrons, DET		
Matron		
1st year	45	61,187
Thereafter	46	61,658
Sub-Matron		
1st year	39	57,962
Thereafter	40	58,440
Storeman/Attendant, Hurlstone/Yanco Agricultural High School, DET		
1st year	17	46,945
2nd year	18	47,407
3rd year and 4th year	20	48,225
5th year	22	49,139
Technical Assistant (Art, Ceramics, TV Studio)		
Years 1 - 3	32	54,387
Years 4 - 6	34	55,342
Year 7	35	55,790
Assistant, Dept of Infrastructure Planning and Natural Resources (DIPNR)		
Junior - under 17 (50% of Grade 1, Yr 1)		23,703
Aged 17 (60% of Grade 1, Yr 1)		28,444
Aged 18 (70% of Grade 1, Yr 1)		33,184
Aged 19 (80% of Grade 1, Yr 1)		37,925
Aged 20 (90% of Grade 1, Yr 1)		42,667
Grade 1		
1st year	18	47,407
2nd year	22	49,139
3rd year	25	51,177
4th year	29	52,986
5th year	32	54,387
Grade 2		
1st year	34	55,342
2nd year	36	56,358
3rd year	37	56,897
4th year	39	57,962
Grade 3		
1st year	46	61,658
2nd year	52	65,240

Field Services Staff, DIPNR Field Supervisor		
1st year	48	62,822
2nd year	51	64,583
3rd year	53	65,798
4th year	55	67,031
5th year	58	68,929
Field Service Manager, Years 1-3 only Other locations (not specified)		
1st year	66	74,712
2nd year	67	75,476
3rd year	69	76,901
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	81,369
Regional Field Services Manager	83	88,076
Overseers, DIPNR		
Grade 1 (ex Dept of Water Resources only)	60	70,297
Grade II	61	71,008
Grade III	65	73,840
Grade IV	73	79,922
Grade V	77	82,969
Plant Managers, DIPNR		
Grade 1 (Workshop Supervisors, Goulburn, Inverell, Scone & Wagga Wagga	65	73,840
Grade 2 (Workshop Manager, Wellington & Fleet Managers, Tamworth & Wagga Wagga)		
Year 1	69	76,901
Year 2	70	77,660
Assistant Education Officers, Powerhouse Museum	43	60,151
	47	62,305
House Officer, Powerhouse Museum	43	60,151
	44	60,598
Museum Officer, Powerhouse Museum	18	47,407
	19	47,820
	20	48,225
	21	48,684
	23	50,265
Photographer		
Grade 1 - Years 1-3 (various agencies)		
1st year	39	57,962
2nd year	41	59,097
3rd year	43	60,151
Grade 2*		
1st year	49	63,469
2nd year	51	64,583
*Progression from Photographer Grade 1 to Photographer Grade 2 (see Sch A of award)		
Photographers Grade 3** Years 1-3		
1st year	63	72,520
2nd year	65	73,840
3rd year	69	76,901
**Grade 3 requirements in Sch A of award		
Photographic Assistant	22	49,139
	23	50,265
	25	51,177
	26	51,592

Preparator, Powerhouse Museum Grade I - Years 1-3	45	61,187	
	48	62,822	
	51	64,583	
	Grade II - Years 1-2	55	67,031
		59	69,650
Senior Preparator, Powerhouse Museum	63	72,520	
	65	73,840	
Stores Officer, Powerhouse Museum Grade 1	31	53,865	
	33	54,827	
	Grade 2	34	55,342
		35	55,790
	Grade 3	36	56,358
		37	56,897
	Grade 4	39	57,962
41		59,097	
Transport Officer, Powerhouse Museum	47	62,305	
	49	63,469	
Field Assistant, Dept of Mineral Resources Year 1	26	51,592	
	Year 2	28	52,447
		31	53,865
	Year 4	32	54,387
	Year 5	34	55,342
Regional Mining Officer, Dept of Mineral Resources	58	68,929	
	61	71,008	
	64	73,224	
	67	75,476	
Regional Mining Officer, Lightning Ridge, Dept of Mineral Resources	75	81,369	
	79	84,606	
	82	87,225	
	85	89,781	
Craftsman/Framer, Art Gallery	32	54,387	
Gallery Services Officer, Art Gallery	18	47,407	
	20	48,225	
Supervisor, Gallery Services Officers, Art Gallery	23	50,265	
Senior Gallery Services Officer	43	60,151	
	45	61,187	
	47	62,305	
	49	63,469	
Installation Officer, Art Gallery	26	51,592	
	29	52,986	
	32	54,387	
Senior Installation Officer, Art Gallery	32	54,387	
	35	55,790	
Display Technician, Art Gallery Grade 1	45	61,187	
	48	62,822	
	51	64,583	
	Grade 2	55	67,031
		59	69,650
Senior Display Technician	63	72,520	
	65	73,840	
Bar Manager, Police Academy	34	55,342	
Building Manager, NSW Police	60	70,297	
	61	71,008	
	63	72,520	

Driving Instructor, NSW Police College	68	76,028
	69	76,901
	72	79,103
General Assistant, NSW Police College	19	47,820
	20	48,225
	22	49,139
	23	50,265
	25	51,177
Groom, Mounted Police	16	45,792
	18	47,407
Maintenance Attendant, Goulburn Police College	22	49,139
Senior Basement Attendant, Police Headquarters	29	52,986
	31	53,865
	32	54,387
	34	55,342
Storeman/Attendant, Police Headquarters	17	46,945
Uniform Fitter and Advisory Officer, NSW Police	37	56,897
Police Armourer		
Year 1	51	64,583
Year 2	55	67,031
Year 3	58	68,929
Year 4	59	69,650
General Assistant, State Library	23	50,265
Photographic Operator, State Library	23	50,265
	26	51,592
Museum Assistant, Historic Houses Trust		
Grade 1 Years 1 to 4	20	48,225
	21	48,684
	25	51,177
	27	52,007
Grade 2, Years 1 to 5	30	53,439
	31	53,865
	34	55,342
	35	55,790
	36	56,358
Museum Guide, Historic Houses Trust	28	52,447
	30	53,439
	32	54,387
	34	55,342
	36	56,358
	39	57,962
Chief Guide, Historic Houses Trust	48	62,822
	51	64,583
Entrance Attendant, Royal Botanic Gardens	30	53,439
Herbarium Assistants, Royal Botanic Gardens		
Grade 1	18	47,407
	22	49,139
	25	51,177
	29	52,986
Grade 2	32	54,387
	34	55,342
	36	56,358
	37	56,897
	39	57,962
Centre Supervisor, State Sports Centre	37 (+10% all purpose allow.)	56,897
Centre Supervisor, State Sports Centre	40	58,440

Events Technical Officer, State Sports Centre	58	68,929
Maintenance Officer, State Sports Centre	55	67,031
Facilities Manager, State Sports Centre	111	116,157
Assistant Facilities Manager, State Sports Centre	67	75,476
General Assistant, WorkCover	19	47,820
	20	48,225
	22	49,139
	23	50,265
	25	51,177
Day Attendant, Australian Museum	18	47,407
	19	47,820
	20	48,225
	21	48,684
	23	50,265
Preparator Australian Museum Assistant Preparator (55)	29	52,986
	34	55,342
	39	57,962
	43	60,151
Cadet Preparator (56)	21	48,684
	25	51,177
Chief Preparator	82	87,225
	84	88,851
Preparator (57) Grade I	46	61,658
	49	63,469
	52	65,240
Grade II	56	67,659
	60	70,297
Senior Preparator	63	72,520
	65	73,840
Cleaner/Messenger/Courtkeeper - Sheriff's Office, Attorney-General's Dept	30	53,439
Courtkeeper and Cleaner, Darlinghurst, Attorney-General's Dept	27	52,007
Courtkeeper/Cleaner and Messenger Bathurst, Attorney-General's Dept	25	51,177
Courtkeeper/Cleaner and Messenger	25	51,177
Queanbeyan, (Local Court), Attorney-General's Dept Security Attendant, Attorney-General's Dept (formerly Assistant Service Officer)	17	46,945
	18	47,407
	20	48,225
	22	49,139
Basement Attendant, Attorney-General's Dept (formerly Assistant Service Officer)	23	50,265
Property Inspector, Public Trust Office	64	73,224
	67	75,476
	69	76,901
	73	79,922

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

Classification and Grades	1.7.17 Per annum 2.50% \$
Horticultural/Trades Officer	
Level One	45,269
Level Two Year 1	50,265
Level Two Year thereafter	51,592

Level Three Year 1	53,439
Level Three Year thereafter	55,342
Level Four Year 1	57,369
Level Four Year thereafter	59,097
Level Five Year 1	61,187
Level Five Year thereafter	62,822
Level Six Year 1	64,583
Level Six Year thereafter	66,373
Level Seven Year 1	68,256
Level Seven Year thereafter	70,297
Level Eight Year 1	72,520
Level Eight Year thereafter	75,476
Level Nine Year 1	78,435
Level Nine Year thereafter	81,369
Level Ten Year 1	83,935
Level Ten Year thereafter	86,293
Level Eleven Year 1	93,401
Level Eleven Year thereafter	99,204

Crown Employees (Interpreters and Translators, Multicultural NSW) Award

Table 1 - Rates of Pay

Classification and Grades	Common Salary Point	1.7.17 Per annum 2.50%
Interpreting/Translating Officer		
Year 1	49	63,469
Year 2	56	67,659
Year 3	63	72,520
Interpreter/Translator		
Year 1	56	67,659
Year 2	63	72,520
Year 3	70	77,660
Year 4	76	82,265
Year 5	81	86,293
Senior Interpreter/Translator		
Year 1	84	88,851
Year 2	87	91,559
Year 3	91	95,235

Table 2 - Casual Rates of Pay

Casual Interpreter	1.7.17
Year 1	
Base Hourly Rate (Unloaded)	37.03
Hourly Rate (Base + 20% + 34.5%)	57.23
Base Overtime Rate (Base + 34.5%)	49.83
Year 2	
Base Hourly Rate (Unloaded)	39.72
Hourly Rate (Base + 20% + 34.5%)	61.36
Base Overtime Rate (Base + 34.5%)	53.42
Year 3	
Base Hourly Rate (Unloaded)	42.53
Hourly Rate (Base + 20% + 34.5%)	65.67
Base Overtime Rate (Base + 34.5%)	57.20

Year 4	
Base Hourly Rate (Unloaded)	45.05
Hourly Rate (Base + 20% + 34.5%)	69.60
Base Overtime Rate (Base + 34.5%)	60.59
Year 5	
Base Hourly Rate (Unloaded)	47.23
Hourly Rate (Base + 20% + 34.5%)	72.98
Base Overtime Rate (Base + 34.5%)	63.53
Casual Translator	
Year 1	
Standard Document Translation	28.61
Non Standard Document Translation	
First 200 words or part thereof	57.23
Then 100 words thereafter or part thereof	28.61
Editing	
First 200 words or part thereof	42.93
Then 100 words thereafter or part thereof	21.46
Proof Reading	
First 200 words or part thereof	28.61
Then 100 words thereafter or part thereof	14.30
Checking	
First 200 words or part thereof	42.93
Then 100 words thereafter or part thereof	21.46
Year 2	
Standard Document Translation	30.68
Non Standard Document Translation	
First 200 words or part thereof	61.36
Then 100 words thereafter or part thereof	30.68
Editing	
First 200 words or part thereof	46.03
Then 100 words thereafter or part thereof	23.00
Proof Reading	
First 200 words or part thereof	30.68
Then 100 words thereafter or part thereof	15.33
Checking	
First 200 words or part thereof	46.03
Then 100 words thereafter or part thereof	23.00
Year 3	
Standard Document Translation	32.85
Non Standard Document Translation	
First 200 words or part thereof	65.67
Then 100 words thereafter or part thereof	32.85
Editing	
First 200 words or part thereof	49.26
Then 100 words thereafter or part thereof	24.64
Proof Reading	
First 200 words or part thereof	32.85
Then 100 words thereafter or part thereof	16.43
Checking	
First 200 words or part thereof	49.26
Then 100 words thereafter or part thereof	24.64
Year 4	
Standard Document Translation	34.81
Non Standard Document Translation	
First 200 words or part thereof	69.60
Then 100 words thereafter or part thereof	34.81

Editing First 200 words or part thereof Then 100 words thereafter or part thereof	52.19 26.11
Proof Reading First 200 words or part thereof Then 100 words thereafter or part thereof	34.81 17.39
Checking First 200 words or part thereof Then 100 words thereafter or part thereof	52.19 26.11
Year 5	
Standard Document Translation	36.53
Non Standard Document Translation First 200 words or part thereof Then 100 words thereafter or part thereof	72.97 36.53
Editing First 200 words or part thereof Then 100 words thereafter or part thereof	54.76 27.37
Proof Reading First 200 words or part thereof Then 100 words thereafter or part thereof	36.53 18.26
Checking First 200 words or part thereof Then 100 words thereafter or part thereof	54.76 27.37

Crown Employees (Jenolan Caves Reserve Trust) Salaries Award 2016

Jenolan Caves Reserve Trust Officers	
Classification and Grades	1.7.17 Per annum 2.50% \$
Administration Officer	57,729
Administration Officer (Special)	59,829
Business Development Manager	108,374
Caretaker Jenolan Cottages	55,543
Manager Caving Operations	87,225
Director	157,763
Guide - Grade 1	55,543
Guide - Grade 2	57,729
Maintenance Officer	52,376
Karst Resources Officer	83,338
Senior Finance Officer	92,466
Guide - Grade 3	62,030
System Administrator/Finance Officer	83,338
Team Leader - Electrical	72,210
Team Leader - Maintenance	72,210
Trades Officer	59,829
Trades Officer - Electrical (W/ends)	68,119
Visitor Services Officer (Tickers - PT)*	55,543
*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	1.7.17 Per annum 2.50% \$
Legal Officers		
Grade I		
1st year of service	51	64,583
2nd year of service	55	67,031
3rd year of service	58	68,929
4th year of service	61	71,008
5th year of service	65	73,840
Grade II		
1st year of service	73	79,922
2nd year of service	78	83,935
3rd year of service	84	88,851
4th year of service	89	93,401
5th year of service	93	97,126
Grade III		
1st year of service	98	102,359
2nd year of service	101	105,409
3rd year of service	105	109,475
Grade IV		
1st year of service	112	117,291
2nd year of service	114	119,548
Grade V		
1st year of service	119	125,714
2nd year of service	121	128,178
Grade VI		
1st year of service	126	135,045
2nd year of service	128	137,891

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

Classification and Grades	Salary Point	1.7.17 Per annum 2.50% \$
Librarians and Archivists		
Grade 1		
Year 1	46	61,658
Year 2	52	65,240
Year 3	58	68,929
Year 4	64	73,224
Year 5	69	76,901
Year 6	74	80,557
Grade 2		
Year 1	78	83,935
Year 2	82	87,225
Year 3	87	91,559
Year 4	91	95,235

Grade 3		
Year 1	96	100,243
Year 2	99	103,341
Year 3	103	107,398
Year 4	107	111,689
Grade 4		
Year 1	110	115,033
Year 2	113	118,419
Year 3	116	121,917
Year 4	119	125,714
Grade 5		
Year 1	122	129,263
Year 2	125	133,595
Year 3	128	137,891
Year 4	-	142,570
Library Assistant		
Year 1	20	48,225
Year 2	25	51,177
Year 3	32	54,387
Year 4	40	58,440
Year 5	44	60,598
Library Technician		
Grade 1		
Year 1	46	61,658
Year 2	52	65,240
Year 3	58	68,929
Year 4	64	73,224
Grade 2		
Year 1	75	81,369
Year 2	78	83,935
Year 3	82	87,225
Year 4	87	91,559

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

Classification	Grade	Year	1.7.17 Per annum 2.50% \$
LHI Officer	1	1	52,360
		2	54,694
		3	56,048
LHI Officer	2	1	57,540
		2	58,111
		3	60,627
LHI Officer	3	1	61,643
		2	63,377
		3	65,475
LHI Officer	4	1	67,377
		2	70,576
		3	73,278
LHI Officer	5	1	74,836
		2	76,975
		3	81,441

LHI Officer	5A	1	81,442
		2	83,830
		3	94,027
		4	97,830
		5	100,853
		6	104,197
LHI Officer	6	1	83,830
		2	94,027
		3	97,830
LHI Officer	7	1	100,853
		2	104,197
		3	110,859
LHI Officer	8	1	114,074
		2	119,593
		3	124,547
LHI Senior Officer	1	1	137,681
		2	143,631

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

After Hour Service	
	1.7.17 Per annum 2.50% \$
Monday 5.00 pm to Saturday 9.00 am	101.83
Saturday 9.00 am to Sunday 9.00 am	152.75
Sunday 9.00 am to Monday 9.00 am	152.75
Public Holiday	152.75
Other Rates and Allowances Disturbance Rate	30.51

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

Classification	Common Salary Point	1.7.17 Per annum 2.50% \$
Graphic Service Operator Class 2		
Commencing Salary	46	61,658
After completion of stage 1 training	49	63,469
After completion of stage 2 training	52	65,240
After completion of stage 3 training	55	67,031
Graphic Service Operator Class 1		
Commencing Salary	58	68,929
After completion of stage 1 training	61	71,008
After completion of stage 2 training	64	73,224
After completion of stage 3 training	67	75,476
After completion of stage 4 training	75	81,369
After completion of stage 5 training	78	83,935
Graphic Services Operator - Shift Supervisor		
Commencement salary	88	92,470
Year 2	91	95,235
Year 3	95	99,204
Year 4	98	102,359

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

Casino Inspectors		
Classification and Grades	Common Salary Point	1.7.17 Per annum 2.50% \$
Preliminary Training Rates - Inspectors		
Inspector - 1st Year of Service	64	73,224
Inspector - 2nd Year of Service	67	75,476
Inspector - 3rd Year of Service	75	81,369
Thereafter	78	83,935
Salary Rates - Inspectors		
Inspector - 1st Year of Service		95,194
Inspector - 2nd Year of Service		98,116
Inspector - 3rd Year of Service		105,780
Thereafter		109,116
Preliminary Training Rates - Supervising Inspectors		
Supervising Inspector - 1st year of Service	88	92,470
Supervising Inspector - 2nd year of Service	91	95,235
Supervising Inspector - 3rd year of Service	95	99,204
Thereafter	98	102,359
Salary Rates - Supervising Inspector		
Supervising Inspector - 1st year of Service	-	120,212
Supervising Inspector - 2nd year of Service	-	123,806
Supervising Inspector - 3rd year of Service	-	128,967
Thereafter	-	133,066

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

Domestic Services Officers		
Classification and Grades	Common Salary Point	1.7.17 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	46,945
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	50,265
Level 3 Security Officer Grade 2, Assistant House Supervisor Supervisor, Security Officer Grade 3	31	53,865
Level 4 House Supervisor	44	60,598
Level 5 Manager Catering and Accommodation	70	77,660

Apprentice Cook (Per week)		
1st Year	-	498.06
2nd Year	-	657.44
3rd Year	-	813.16
4th Year	-	951.76
Other Rates and Allowances		
Qualification		
Commercial Cookery Trade Course Stage I (per annum)		874.01
Qualification		
Commercial Cookery Trade Course Stage II and III (per annum)		1,754
Broken Shift (per day)	-	14.76

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	1.7.17 Per annum 2.50% \$
Exhibition Project Officer		
Skill Level 1	46	61,658
Skill Level 2	52	65,240
Skill Level 3	58	68,929
Skill Level 4	64	73,224
Skill Level 5	67	75,476
Skill Level 6	78	83,935
Skill Level 7	83	88,076
Skill Level 8	88	92,470
Exhibition Project Manager		
Year 1	95	99,204
Year 2	98	102,359
Year 3	102	106,418

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

Fisheries Staff		
Administrative and Clerical Officers	Common Salary Point	1.7.17 Per annum 2.50% \$
General Scale		
Year 1	9	40,805
Year 2	17	46,945
Year 3	25	51,177
Year 4	32	54,387
Year 5	40	58,440
Clerical Officers - Grade 1/2		
Year 1	9	40,805
Year 2	17	46,945
Year 3	25	51,177
Year 4	32	54,387
Year 5	40	58,440
Fisheries Officers - Grade 1		
Year 1	52	65,240
Grade 2		
Year 1	58	68,929
Year 2	64	73,224

Grade 3		
Year 1	64	73,224
Year 2	67	75,476
District Fisheries Officer		
Year 1	78	83,935
Year 2	85	89,781
Supervising Fisheries Officer		
Year 1	101	105,409
Year 2	104	108,373
Clause 4 (i)(a) Fisheries Officers receive a salary loading of 13.7%		
Fisheries Scientific Technicians		
Grade 1		
Year 1	-	45,065
Year 2	-	48,094
Year 3	-	49,929
Year 4	-	52,845
Year 5	-	55,805
Year 6	-	58,759
Grade 2		
Year 1	-	61,124
Year 2	-	64,337
Year 3	-	67,557
Grade 3		
Year 1	-	70,772
Year 2	-	74,417
Year 3	-	80,255
Grade 4		
Year 1	-	81,709
Year 2	-	84,176
Year 3	-	86,684
Grade 5		
Year 1	-	89,862
Year 2	-	93,080
Year 3	-	96,784
Fisheries Maintenance Technician		
Grade 1		
Year 1	-	45,065
Year 2	-	48,094
Year 3	-	51,177
Year 4	-	54,166
Year 5	-	57,200
Year 6	-	60,228
Grade 2		
Year 1	-	62,652
Year 2	-	65,945
Year 3	-	69,246
Grade 3		
Year 1	-	72,541
Year 2	-	76,277
Year 3	-	82,261
Grade 4		
Year 1	-	83,752
Year 2	-	86,280
Year 3	-	88,851
Grade 5		
Year 1	-	92,109
Year 2	-	95,407
Year 3	-	99,204

Fish Hatchery Staff		
Assistant Manager		
Year 1	-	62,652
Year 2	-	65,945
Year 3	-	69,248
Manager		
Year 1	-	72,541
Year 2	-	76,277
Year 3	-	82,265
Clause 4 (i)(c) Fish Hatchery Staff receive a salary loading of 11.05%		
Senior Manager		
Year 1	-	146,501
Year 2	-	160,651
Other Rates and Allowances		
Brief Description		
Regional Dive Coordinator		2,090
Regional Dive Officer		1,466

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

Geoscientists		
Classification and Grades	Common Salary Point	1.7.17 Per annum 2.50% \$
Geoscientists		
Grade I		
1st year of service	47	62,305
2nd year of service	51	64,583
3rd year of service	57	68,256
4th year of service	64	73,224
5th year of service	71	78,435
6th year of service and thereafter	77	82,969
Grade II		
1st year of service	82	87,225
2nd year of service	85	89,781
3rd year of service	89	93,401
4th year of service and thereafter	94	98,170
Senior		
1st year of service	97	101,252
2nd year of service	99	103,341
3rd year of service	102	106,418
4th year of service and thereafter	105	109,475
Principal		
1st year of service	111	116,157
2nd year of service and thereafter	114	119,548
Assistant Director, Geological Survey		
1st year of service	119	125,714
2nd year of service	124	132,140
3rd year of service and thereafter	128	137,891

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

Land Information Officers	Common Salary Point	1.7.17 Per annum 2.50% \$
Classification and Grades		
Land Information Officer Level 1		
Year 1	20	48,225
Year 2	27	52,007
Year 3	36	56,358
Year 4	46	61,658
Land Information Officer Level 2		
Year 1	52	65,240
Year 2	57	68,256
Year 3	62	71,677
Land Information Officer Level 3		
Year 1	67	75,476
Year 2	71	78,435
Year 3	75	81,369
Year 4	78	83,935
Land Information Officer Level 4		
Year 1	82	87,225
Year 2	85	89,781
Year 3	88	92,470
Land Information Officer Level 5		
Year 1	91	95,235
Year 2	94	98,170
Year 3	98	102,359
Land Information Officer Level 6		
Year 1	101	105,409
Year 2	105	109,475
Year 3	108	112,797
Year 4	111	116,157
Land Information Officer Level 7		
Year 1	116	121,917
Year 2	120	127,085
Year 3	126	135,045
Year 4	130	140,996

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

	1.7.17 Per annum 2.50% \$
Staff Administered by Local Office Coordinator	\$
Full Allowance -	
Up to three staff	2,426
Up to six staff	3,636
Up to ten staff	4,850
More than ten staff	7,276
Partial Allowance -	
Up to three staff	1,212
Up to six staff	1,817
Up to ten staff	2,426
More than ten staff	3,638

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

Classification and Grades	Classification and Grade	Common Salary Point	1.7.17 Per annum 2.50% \$
Inspector Grade 1 Mine Safety Officer Inspector (Information and Analysis) Inspector (Mining) Inspector (Environment)	Level 1 Level 2 Level 3 Level 4 Level 5 Level 6 Level 7 Level 8 Level 9	50 57 63 69 75 80 92 102 112	64,086 68,256 72,520 76,901 81,369 85,525 96,116 106,418 117,291
Inspector Grade 2 - Inspector (Review, Enforcement and Systems) Inspector (Environment) Inspector (Mining) Mine Safety Officer	Level 1 Level 2 Level 3 Level 4 Level 5 Level 6	- - - - - -	133,539 138,027 142,417 145,999 150,857 154,568
Inspector Grade 3 - Inspector (Management and/or Systems) Inspector (Mining) Inspector (Environment)	Level 1 Level 2 Level 3 Level 4 Level 5		170,384 176,696 183,591 190,391 197,193
Inspector Grade 4- Regional Manager Grade 4 Assistant Director Deputy Chief Inspector Grade 4	Level 1 Level 2		199,863 207,269

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

Operational Staff		
Classification and Grades	Common Salary Point	1.7.17 Per annum 2.50% \$
Junior Under 17 at 17 years	- -	34,830 42,292
Grade 1 Step 1 Step 2 Step 3 Step 4	- 26 29 33	49,752 51,592 52,986 54,827
Grade 2 Step 1 Step 2 Step 3 Step 4	36 39 43 46	56,358 57,962 60,151 61,658

Grade 3		
Step 1	46	61,658
Step 2	50	64,086
Step 3	53	65,798
Grade 4		
Step 1	56	67,659
Step 2	60	70,297
Step 3	63	72,520
Grade 5		
Step 1	63	72,520
Step 2	66	74,712
Step 3	70	77,660
Grade 6		
Step 1	73	79,922
Step 2	76	82,265
Step 3	80	85,525
Apprentices Full-time (Weekly Rate)		
Year 1	-	498.20
Year 2	-	657.50
Year 3	-	837.60
Year 4	-	951.80
Chokage, etc.(per day), allowance per day or part thereof	-	9.31
Maintenance Operator - Licence and Registration Allowances (Per annum)		
Electricians Licence A Grade	-	2,591
B Grade	-	1,393
Registration Allowance	-	1,950
(a) Plumber's Licence	-	2,561
(b) Gasfitter's Licence	-	2,561
(c) Drainer's Licence	-	2,210
(d) Plumber's/Gasfitter's Licence	-	3,417
(e) Gasfitter's/Drainer's Licence	-	3,417
(f) Plumber's/Drainer's Licence	-	3,417
(g) Plumber's/Gasfitter's/Drainer's Licence	-	4,717
Leading Hand Allowance	-	2,259
Broken Shift (per day)	-	14.38
Occupational First Aid Per week)	-	25.56
First Aid Allowance (per week)	-	17.16
Refrigeration Allowance (per annum)	-	683.93

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	1.7.17 Per hour 2.0% \$
Casual Guide Lecturer	45.63

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

Professional Officers		
Classification and Grades	Salary Class	1.7.17 Per annum 2.50% \$
Grade 1		
Year 1	46	61,658
Year 2	50	64,086
Year 3	56	67,659
Year 4	64	73,224
Year 5	70	77,660
Year 6	76	82,265
Grade 2		
Year 1	81	86,293
Year 2	84	88,851
Year 3	87	91,559
Year 4	91	95,235
Grade 3		
Year 1	95	99,204
Year 2	98	102,359
Year 3	100	104,397
Year 4	103	107,398
Grade 4		
Year 1	107	111,689
Year 2	110	115,033
Year 3	113	118,419
Grade 5		
Year 1	116	121,917
Year 2	118	124,351
Grade 6		
Year 1	121	128,178
Year 2	124	132,140
Grade 7		
Year 1	127	136,461
Year 2	130	140,996
Grade 8		
Year 1	132	147,883
Year 2	133	155,335
Grade 9		
Year 1	134	163,195
Year 2	135	171,455
OIC Veterinary Laboratory Allowance		7,276

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

Classification and Grades	Common Salary Point	1.7.17 Per annum 2.50% \$
Grade 1, Year 1	29	52,986
Grade 1, Year 2	33	54,827
Grade 1, Year 3	37	56,897

Grade 2, Year 1	42	59,561
Grade 2, Year 2	50	64,086
Grade 2, Year 3	56	67,659
Grade 3, Year 1	62	71,677
Grade 3, Year 2	70	77,660
Grade 3, Year 3	74	80,557
Grade 4, Year 1	78	83,935
Grade 4, Year 2	81	86,293
Grade 5, Year 1	85	89,781
Grade 5, Year 2	88	92,470
Grade 6, Year 1	95	99,204
Grade 6, Year 2	98	102,359
Grade 7, Year 1	100	104,397
Grade 7, Year 2	103	107,398
Grade 8, Year 1	107	111,689
Grade 8, Year 2	110	115,033
Grade 8, Year 3	113	118,419
Allowances		
One person crossing relief allowance	-	5,681
One person crossing telephone allowance	-	2,807

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

Security Staff - State Library	
Classification	1.7.17 Per annum 2.50% \$
1st year of service	64,562
2nd year of service	66,863
3rd year of service	68,759
4th year of service	70,829

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

Technical Staff		
Classification and Grades	Common Salary Point	1.7.17 Per annum 2.50% \$
Technical Assistant - Junior		
Under 17	n/a	25,797
Age 17	n/a	30,955
Age 18	n/a	36,115
Age 19	n/a	41,277
Age 20	n/a	46,435
Grade 1		
1st Year	26	51,592
2nd Year	29	52,986
3rd Year and thereafter	33	54,827
Grade 2		
1st Year	36	56,358
2nd Year and thereafter	39	57,962
Grade 3		
1st Year	43	60,151
2nd Year and thereafter	46	61,658

Technical Officer - Grade 1 1st Year	46	61,658
2nd Year	50	64,086
3rd Year	53	65,798
4th Year and thereafter	56	67,659
Grade 2 1st Year	64	73,224
2nd Year	67	75,476
3rd Year	70	77,660
4th Year and thereafter	76	82,265
Grade 3 1st Year	81	86,293
2nd Year	84	88,851
3rd Year	87	91,559
4th Year and thereafter	91	95,235
Grade 4 1st Year	95	99,204
2nd Year	98	102,359
3rd Year	100	104,397
4th Year and thereafter	103	107,398
Grade 5 1st Year	107	111,689
2nd Year	110	115,033
3rd Year and thereafter	113	118,419
Technical Co-ordinator Allowance	-	2,770

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

Administrative Officer and Temporary Employee Classifications	
Classification and Grades	1.7.17 Per annum 2.50% \$
Armourer, Police 1st year of service	72,520
2nd year of service	73,840
3rd year of service	75,476
4th year of service and thereafter	76,901
Senior Armourer, Police 1st year of service	80,557
2nd year of service	82,265
3rd year of service and thereafter	84,606
Administrative and Clerical Clerks General Scale Clerks General Scale step 1	29,855
Clerks General Scale step 2	33,880
Clerks General Scale step 3 - 1st year of service or 18 years	36,012
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	40,805
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	43,557

Clerks General Scale step 6	46,945
Minimum for employee 21 years of age	
Clerks General Scale step 7	48,225
Clerks General Scale step 8	50,265
Clerks General Scale step 9	51,177
Clerks General Scale step 10	52,447
Clerks General Scale step 11	54,386
Clerks General Scale step 12	56,358
Clerks General Scale step 13	58,440
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	60,939
Grade 1	
1st year of service	61,658
Thereafter	63,469
Grade 2	
1st year of service	65,240
Thereafter	67,031
Grade 3	
1st year of service	68,929
Thereafter	71,008
Grade 4	
1st year of service	73,224
Thereafter	75,476
Grade 5	
1st year of service	81,369
Thereafter	83,935
Grade 6	
1st year of service	87,225
Thereafter	89,781
Grade 7	
1st year of service	92,470
Thereafter	95,235
Grade 8	
1st year of service	99,204
Thereafter	102,359
Grade 9	
1st year of service	105,409
Thereafter	108,373
Grade 10	
1st year of service	112,797
Thereafter	116,157
Grade 11	
1st year of service	121,917
Thereafter	127,085
Grade 12	
1st year of service	135,045
Thereafter	140,996
Bar Manager, Police College	
1st year of service	61,187
Thereafter	62,305
Building Manager (Sydney Police Centre)	
1st year of service	77,660
2nd year of service	78,435
PT Building Manager Allowance	1,420
Clerical Officer - translated to Administrative and Clerical Clerks classification - see Table 2 of the award	
Clinical Pharmacologist	153,072

Computer Systems Officer (CSO)	
CSO Level 1 - Non Graduate	
Year 1A	36,012
Year 1B	43,557
Year 1C	46,945
Year 1D	48,225
Year 1E	50,265
Year 1F	51,177
Year 2	54,386
Year 3	63,469
Year 4	67,031
CSO Level 1 - Graduate	
Year 1A (Any degree)	54,386
Year 1B (Degree - Computer Sciences)	56,358
Year 2	63,475
Year 3	67,031
CSO Level 2	
Year 1	71,008
Year 2	75,476
Year 3	83,935
CSO Level 3	
Year 1	87,225
Year 2	89,781
Year 3	92,470
Year 4	95,235
Year 5	99,204
Year 6	102,359
CSO Level 4	
Year 1	105,409
Year 2	108,373
Year 3	112,797
Year 4	116,157
CSO Level 5	
Year 1	121,917
Year 2	127,085
CSO Level 6	
Year 1	135,045
Year 2	140,996
Departmental Professional Officer	
Grade I -	
1st year of service	61,658
2nd year of service	64,086
3rd year of service	67,659
4th year of service	72,520
5th year of service	77,660
6th year of service and thereafter	82,265
Grade II -	
1st year of service	86,293
2nd year of service	88,851
3rd year of service	91,559
4th year of service and thereafter	95,235
Grade III -	
1st year of service	99,204
2nd year of service	102,359
3rd year of service	104,397
4th year of service and thereafter	108,373

Grade IV - 1st year of service 2nd year of service and thereafter	112,797 115,033
Grade V - 1st year of service 2nd year of service and thereafter	119,548 121,917
Grade VI - 1st year of service 2nd year of service and thereafter	125,714 128,178
Grade VII - 1st year of service 2nd year of service and thereafter	132,140 135,045
Grade VIII - 1st year of service 2nd year of service and thereafter	139,440 140,996
Director of Music (Police Band) 1st year 2nd year 3rd year 4th year 5th year and thereafter Loading 1st year 2nd year 3rd year 4th year 5th year and thereafter	83,935 86,293 88,851 91,559 94,327 8,394 8,629 8,885 9,156 9,433
Car Drivers Driver/General Assistant Departmental - Driver/Assistant Police Executive Driver/Assistant 1st year and thereafter All incidence of employment allowance Clothing Allowance \$600 per annum Driving Instructor 1st year 2nd year 3rd year and thereafter	54,827 57,962 57,928 53,603 76,028 76,901 79,103
Engineer	
Grade I Diplomate Experience Since Qualifying In first year After one year After two years After three years After four years After five years Grade I Graduate Experience Since Qualifying In first year After one year After two years After three years After four years Grade II 1st year of service 2nd year of service 3rd year of service 4th year of service and thereafter	61,658 64,086 67,659 72,520 77,660 82,265 64,086 67,659 72,520 77,660 82,265 87,225 90,585 93,401 96,116

Grade III	
1st year of service	101,252
2nd year of service	104,397
3rd year of service	108,373
4th year of service and thereafter	111,689
Grade IV	
1st year of service	117,291
2nd year of service	120,731
3rd year of service and thereafter	123,127
Grade V	
1st year of service	128,178
2nd year of service and thereafter	130,702
Grade VI	
1st year of service	133,595
2nd year of service and thereafter	136,461
General Assistant (NSW Police Academy)	
1st year	47,820
2nd year	48,225
3rd year	49,138
4th year	50,265
5th year and thereafter	51,177
Groom, Mounted Police	
1st year	45,792
2nd year and there after	47,407
Imaging Technician	
1st year	68,929
2nd year	71,008
3rd year	73,224
4th year and thereafter	75,476
Interpreters and Translators	
Interpreter/Translator	
Year 1	67,659
Year 2	72,520
Year 3	77,660
Year 4	82,265
Year 5	86,293
Senior Interpreter/Translator	
Year 1	88,851
Year 2	91,559
Year 3	95,235
Legal Officers	
Grade I	
1st year of service	64,583
2nd year of service	67,031
3rd year of service	68,929
4th year of service	71,008
5th year of service	73,840
Grade II	
1st year of service	79,922
2nd year of service	83,935
3rd year of service	88,851
4th year of service	93,401
5th year of service	97,126
Grade III	
1st year of service	102,359
2nd year of service	105,409
3rd year of service	109,475

Grade IV 1st year of service 2nd year of service	117,291 119,548
Grade V 1st year of service 2nd year of service	125,714 128,178
Grade VI 1st year of service 2nd year of service	135,045 137,891
Librarians and Archivists	
Grade 1 Year 1 Year 2 Year 3 Year 4 Year 5 Year 6	61,658 65,240 68,929 73,224 76,901 80,557
Grade 2 Year 1 Year 2 Year 3 Year 4 Grade 3 Year 1 Year 2 Year 3 Year 4 Grade 4 Year 1 Year 2 Year 3 Year 4 Grade 5 Year 1 Year 2 Year 3 Year 4	83,935 87,225 91,559 95,235 100,243 103,340 107,398 111,689 115,033 118,419 121,917 125,714 129,263 133,595 137,891 142,570
Library Assistant Year 1 Year 2 Year 3 Year 4 Year 5	48,225 51,177 54,386 58,440 60,598
Library Technician Grade 1 Year 1 Year 2 Year 3 Year 4 Grade 2 Year 1 Year 2 Year 3 Year 4	61,658 65,240 68,929 73,224 81,369 83,935 87,225 91,559
Maintenance Attendant, Police Academy	49,138
Maintenance Officer Trades	73,224

Manager Trades	
1st year	102,359
2nd year and there after	103,340
On call Allowance (per hour)	0.96
Assistant Manager Trades	
1st year	83,935
2nd year and there after	85,525
On call Allowance (per hour)	0.96
Pathology Exhibit Courier	56,358
Photogrammetrist	
General Scale	
1st year	36,012
2nd year	43,557
3rd year	46,945
4th year	48,225
5th year	50,265
6th year	51,177
7th year	52,447
8th year	54,386
9th year	56,358
10th year	58,440
11th year	61,658
12th year	63,469
13th year	65,240
14th year	67,031
Officer with HSC aged 19 and over paid not less than	40,805
Class 1	
1st year	68,929
2nd year	71,008
3rd year	73,224
4th year	75,476
Class 2	
1st year	81,369
2nd year	83,935
Class 3	
1st year	87,225
2nd year	89,781
Class 4	
1st year	92,470
2nd year	95,235
Class 5	
1st year	99,204
2nd year	102,359
Class 6	
1st year	105,409
2nd year	108,373
Class 7	
1st year	112,797
2nd year	116,157
Public Relations Officer	
Assistant Publicity Officers	
1st year of service	69,650
2nd year of service	71,677
Publicity Officers	
1st year of service	76,901
2nd year of service	79,103
3rd year of service and thereafter	80,557

Public Relations Officer Grade II 1st year of service 2nd year of service 3rd year of service and thereafter Grade I 1st year of service 2nd year of service 3rd year of service and thereafter Allowance in lieu of overtime (per annum)	91,559 93,401 95,235 107,398 109,475 111,689 13,555
Radio Technician, 1st year of service 2nd year of service 3rd year of service and thereafter	62,305 62,822 64,086
Radio Technician, Senior 1st year of service 2nd year of service and thereafter	68,256 68,929
Scientific Officer Grade I 1st year of service 2nd year of service 3rd year of service 4th year of service 5th year of service 6th year of service and thereafter Grade II 1st year of service 2nd year of service 3rd year of service 4th year of service and thereafter Grade III 1st year of service 2nd year of service 3rd year of service and thereafter Grade IV 1st year of service 2nd year of service 3rd year of service and thereafter Grade V 1st year of service 2nd year of service and thereafter Grade VI 1st year of service 2nd year of service	61,658 64,086 67,659 72,520 77,660 82,265 86,293 88,851 91,559 95,235 99,204 102,359 104,397 109,475 112,797 115,033 119,548 123,127 127,085 130,702
Senior Basement Attendant, Police Headquarters 1st year of service 2nd year of service 3rd year of service 4th year of service and thereafter	52,986 53,865 54,386 55,342
Senior Officers Grade 1 Year 1 Year 2 Grade 2 Year 1 Year 2 Grade 3 Year 1 Year 2	157,763 169,993 172,870 185,059 191,251 209,938

Stenographers and Machine Operators (Present Occupants Only)	
1st year (up to 17 years)	26,747
2nd year (or 17 years)	31,750
3rd year (or 18 years)	36,012
4th year (or 19 years)	40,805
5th year (or 20 years)	43,162
6th year (or 21 years)	47,820
7th year	49,138
8th year	50,759
9th year	54,827
10th year	55,790
11th year	57,369
12th year	58,440
Grade 1	
1st year	61,658
2nd year	63,469
Grade 2	
1st year	65,240
2nd year	67,031
Grade 3	
1st year	68,929
2nd year	71,008
Storeman Attendant	46,945
Stores Officers	
Grade 1	
1st year of service	53,865
2nd year of service and thereafter	54,827
Grade 2	
1st year of service	55,342
2nd year of service and thereafter	55,790
Grade 3	
1st year of service	56,358
2nd year of service and thereafter	56,897
Grade 4	
1st year of service	57,962
2nd year of service	59,097
3rd year of service and thereafter	59,097
Technical Officer	
Grade 1	
1st year of service	62,822
2nd year of service	64,583
3rd year of service	66,373
4th year of service	67,659
5th year of service	69,650
Grade 2	
1st year of service	73,224
2nd year of service	74,712
3rd year of service	76,028
4th year of service	77,660
Grade 3	
1st year of service and thereafter	82,969

Senior Technical Officer	
Grade 1	
1st year of service	81,369
2nd year of service	82,969
3rd year of service	85,525
Grade 2	
1st year of service	88,076
2nd year of service	90,585
Grade 3	94,327
Technical Officer, Maintenance Services	86,293
Technician	
Class 1	
1st year of service	58,440
2nd year of service	60,150
Class 2	
1st year of service	63,469
2nd year of service	65,240
Class 3	
1st year of service	68,929
2nd year of service	70,297
Class 4	
1st year of service	71,677
2nd year of service	72,520
Transport Officer	59,097
Transport Officer, Mechanical	
Year 1	68,929
Year 2	69,650
Year 3	70,297
Year 4	71,008
Uniform Fitter and Advisory Officer	56,897
Allowances	
On call allowances (per hour)	0.96
Community Language Allowance Scheme (per annum)	
Base level rate	1,379.00
Higher level rate	2,072.00
Flying Allowance (per hour)	20.76
First Aid Allowance (per annum)	
Holders of basic qualification	887.81
Holders of current occupational first aid certificate	1,334.00

Crown Employees (NSW Police Force Communications Officers) Award

Communications Officer - NSW Police Force		
Classifications	Common Salary Point	1.7.17 Per annum 2.50%
		\$
Communications Officer		
Trainee	35	55,790
1st year	40	58,440
2nd year	46	61,658
3rd year	49	63,469
4th year	55	67,031
5th year	58	68,929
Senior Communications Officer		
1st year	64	73,224
2nd year	67	75,476

Shift Co-ordinators		
1st year	75	81,369
2nd year	78	83,935
3rd year	82	87,225
4th year	85	89,781
Radio and Communications Operators		
4th year	52	65,240
5th year	55	67,031

Crown Employees (NSW Police Force Police Band) Award

Special Constables (Police Bands) NSW Police Force		
Classification and Grades	Common Salary Point	1.7.17 Per annum 2.50% \$
Bandsperson		
1st year of service	41	59,097
2nd year of service	43	60,151
3rd year of service	45	61,187
4th year of service	47	62,305
5th year of service	52	65,240
6th year of service and thereafter	54	66,373
Senior Special Constable	-	68,870
Allowance - Doubling		1,096

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

Special Constables (Security) NSW Police Force	
Classification and Grades	1.7.17 Per week 2.50% \$
Special Constable (Security)	
1st year of service	987.90
2nd year of service	1,004.90
3rd year of service and thereafter	1,024.30
Special Constable (Security) First Class	
1st year of service and Thereafter	1,042.30
Senior Special Constable (Security)	
1st year of service	1,115.60
2nd year of service and Thereafter	1,140.20
Special Constable (Security), Field Supervisor	
1st year of service	1,275.80
2nd year of service and Thereafter	1,303.30
Other rates and allowances	
Full time Special Constables (Security) Monday to Friday Shift Allowance	67.40
Full time Special Constables (Security), Saturday and Sunday Shift Allowance	190.40

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	1.7.17 Per annum 2.50% \$
Class 1	
1	36,360
2	43,927
3	48,215
4	51,162
5	53,426
6	56,339
7	62,257
Class 2	
1	62,257
2	64,086
3	65,786
4	68,243
Class 3	
1	65,786
2	68,243
3	71,657
4	73,813
Class 4	
1	71,657
2	73,813
3	76,879
4	79,899
Class 5	
1	76,879
2	79,899
3	82,950
4	85,503
Class 6	
1	82,950
2	85,503
3	88,829
4	91,530
Class 7	
1	88,829
2	91,530
3	94,299
4	98,144
Class 8	
1	94,299
2	98,144
3	101,221
4	106,388
Class 9	
1	101,221
2	106,388
3	109,445
4	112,760

Class 10	
1	109,445
2	112,760
3	117,257
4	120,695
Class 11	
1	117,257
2	120,695
3	124,308
4	129,226
Class 12	
1	124,308
2	129,226
3	133,561
4	136,428
Class 13	
1	133,561
2	136,428
3	140,953
4	143,061
Class 14	
1	140,953
2	143,061
3	149,687
4	156,318
Class 15	
1	149,687
2	156,318
3	162,946
4	169,570
Other Rates and Allowances - Brief Description	
AHIS weekly allowance: inconvenience and 6 incoming calls after/before normal working hours	469.30
For each call above 6 incoming calls in an AHIS roster period; not limited	22.90
Extra per public holiday falling on a weekday	143.90
Out of hours disturbance (AHIS Supervising Officers)	46.20

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

Ranger Classifications	
Classification and Grades	1.7.17 Per annum 2.50% \$
Trainee Rangers	
1st year of service	55,224
2nd year of service	56,216
3rd year of service	57,909
4th year of service	58,947
5th year of service	59,561
6th year of service	60,423
Rangers	
Grade 1	
1st level	60,423
2nd level	62,800
3rd level	66,303
4th level	71,062

5th level	78,325
6th level	82,909
Grade 2	
1st year	84,559
2nd year	87,070
3rd year	89,719
4th year	93,328
Senior Ranger 1st year & thereafter	100,304
Assistant District Manager	
Grade 1	103,293
Grade 2	110,534
Grade 3	119,469
Grade 4	124,535
District Manager	
Grade 1	106,201
Grade 2	113,831
Grade 3	124,535
Grade 4	132,339
Grade 5	138,169
Project/Research Officer Classification	
Grade 1	
1st year	62,577
2nd year	64,584
3rd year	70,453
4th year	75,961
5th year	81,429
Grade 2*	
1st year	87,225
2nd year	89,777
3rd year	92,470
Grade 3*	
1st year	97,126
2nd year	100,243
3rd year	103,347
4th year	105,406
Grade 4*	
1st year	106,415
2nd year	109,475
Grade 5	
1st year	115,028
2nd year	119,907
Grade 6	
1st year	127,417
2nd year	128,754
* Progression criteria applies	
Project Officer (Aboriginal Positions)	
Grade 1	
1st year	62,577
2nd year	64,584
3rd year	70,453
4th year	75,961
5th year	81,429
Grade 2*	
1st year	87,225
2nd year	89,777
3rd year	92,470

Grade 3*	
1st year	97,126
2nd year	100,243
3rd year	103,347
4th year	105,406
Grade 4*	
1st year	106,415
2nd year	109,475
Grade 5	
1st year	115,028
2nd year	119,907
Grade 6	
1st year	127,417
2nd year	128,754
*Progression criteria applies	
Field Officer Classification	
Field Officer Base Grade 1/2	
Employees Engaged on or after 1 July 2007	
Grade 1	
Year 1	47,465
Year 2	48,664
Grade 2	
Year 1	49,786
Year 2	52,108
Field Officer Grade 1/4	
Employees Engaged on or after 1 July 2007	
Grade 1	
1st year	47,465
2nd year	48,664
Grade 2	
1st year	49,786
2nd year	52,108
Grade 3 (A)	
1st year	59,459
2nd year	60,507
Grade 4 (A)	
1st year	62,201
2nd year	63,323
Field Officer Grade B3/B4	
Employees engaged on or before 30 June 2007	
Grade 3 (B)	
1st year	59,459
2nd year	60,507
Grade 4 (B)	
1st year	62,201
2nd year	63,323
Senior Field Officer and Senior Field Officer (Plant)	
Grade 1	
1st year	64,731
2nd year	65,831
Grade 2	
1st year	67,162
2nd year	68,568
Field Supervisor	
Classification and Grades	
Grade 1	
1st year	70,920
2nd year	72,545

Grade 2	
1st year	74,171
2nd year	75,798
Senior Field Supervisor Classification and Grades	
Grade 1	
1st year	82,234
2nd year	84,254
Grade 2	
1st year	86,276
2nd year	88,296

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	1.7.17 Per annum 2.50% \$
Professional Officer SHFA		
PO4	-	171,464
	-	164,844
	-	158,085
Hard Barrier		
PO3	-	143,388
	128	137,891
Hard Barrier		
	124	132,140
	-	128,290
	117	123,126
Hard Barrier		
PO2	115	120,731
	-	116,067
	108	112,797
Hard Barrier		
PO1	-	106,290
	97	101,252
	94	98,168
	90	94,327
Hard Barrier		
PO Entry Level	84	88,851
	80	85,525
	76	82,265
	69	76,901
	59	69,650
Administration Officer SHFA		
AO7	130	140,996
	126	135,045
	120	127,085
	116	121,917
Hard Barrier		
AO6	111	116,157
	108	112,797
	104	108,373
Hard Barrier		
AO5	98	102,359
	95	99,204
	91	95,235

Hard Barrier		
AO4	85	89,781
	82	87,225
	78	83,935
Hard Barrier		
AO3	67	75,476
	61	71,008
Hard Barrier		
AO2	55	67,031
	49	63,469
Hard Barrier		
AO1	40	58,440
	32	54,387
	28	52,447
Hard Barrier		
AO Entry Level	23	50,265
	17	46,945
	11	43,557
	-	38,465
Operational Officer SHFA		
OO4	98	102,359
	95	99,204
	91	95,235
Hard Barrier		
OO3	85	89,781
	82	87,225
	78	83,935
Hard Barrier		
OO2	67	75,476
	61	71,008
Hard Barrier		
OO1	55	67,031
	49	63,469
	40	58,440
Hard Barrier		
OO Entry Level	32	54,387
	28	52,447
	23	50,265
	17	46,945
	11	43,557
	-	38,465
Control Room Operator SHFA	55	67,031

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

Inspectors - WorkCover Authority		
Classification		1.7.17 Per annum 2.50% \$
Inspectorial Stream	Managerial Stream	
Progression Level		
Level 1		94,726
Level 2		97,319
Level 3		102,860
Senior Inspector 1		106,879
Senior Inspector 2		107,884

Principal Inspector 1	District Coordinator 1	110,081
Principal Inspector 2		111,112
	District Coordinator 2	112,258
Assistant State		116,179
Inspector 1		
Assistant State		117,271
Inspector 2		
State Inspector 1	Team Coordinator 1	124,079
State Inspector 2		125,246
	Team Coordinator 2	126,534
	State Coordinator 1	129,923
	State Coordinator 2	131,148
	Team Manager 1	146,256
	Team Manager 2	161,579

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

Classification and Grades		1.7.17 Per annum 2.50% \$
Horticultural Apprentice Year 1	-	27,534
Horticultural Apprentice Year 2	-	36,712
Horticultural Apprentice Year 3	-	45,891
Horticultural Apprentice Year 4	27	52,007
Level 1	15	45,269
Level 2, Year 1 (Minimum)	23	50,265
Level 2, (Maximum)	26	51,592
Level 3 Year 1, (Minimum)	30	53,439
Level 3, (Maximum)	34	55,342
Level 4, Year 1, (Minimum)	38	57,369
Level 4, (Maximum)	41	59,097
Level 5, Year 1, (Minimum)	45	61,187
Level 5, (Maximum)	48	62,822
Level 6, Year 1, (Minimum)	51	64,583
Level 6, (Maximum)	54	66,373
Level 7, Year 1, (Minimum)	57	68,256
Level 7, (Maximum)	60	70,297
Level 8, Year 1, (Minimum)	63	72,520
Level 8, Maximum	67	75,476
Level 9, Year 1, (Minimum)	71	78,435
Level 9, (Maximum)	75	81,369
Level 10, Year 1, (Minimum)	78	83,935
Level 10, (Maximum)	81	86,293
Level 11, Year 1, (Minimum)	89	93,401
Level 11, (Maximum)	95	99,204
Level 12, Year 1, (Minimum)	109	113,918
Level 12, (Maximum)	112	117,291
Level 13, Year 1, (Minimum)	115	120,731
Level 13, (Maximum)	118	124,351
Level 14, Year 1, (Minimum)	121	128,178
Level 14, (Maximum)	124	132,140
Level 15, Year 1, (Minimum)	127	136,461
Level 15, (Maximum)	130	140,996

Crown Employees (Parliament House Conditions of Employment) Award 2015

Allowances	1.7.17 2.50% \$
Allowance in lieu of overtime Sessional Staff Above Clerk Grade 8 (per occasion)	392.34

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	1.7.17 Per annum 2.50% \$
Physiotherapists - Grade 1		
1st year of service	46	61,658
2nd year of service	50	64,086
3rd year of service	56	67,659
4th year of service	63	72,520
5th year of service	70	77,660
6th year of service	76	82,265
7th year of service	81	86,293
Grade 2	85	89,781
Grade 3	92	96,116
Grade 4	95	99,204
Grade 5	98	102,359
Grade 6	100	104,397
Grade 7	103	107,398
Occupational Therapists Grade 1		
1st year of service	46	61,658
2nd year of service	50	64,086
3rd year of service	56	67,659
4th year of service	63	72,520
5th year of service	70	77,660
6th year of service	76	82,265
7th year of service	81	86,293
Grade 2	85	89,781
Grade 3	92	96,116
Grade 4	95	99,204
Grade 5	98	102,359
Grade 6	100	104,397
Speech Pathologist - Grade 1		
1st year of service	46	61,658
2nd year of service	50	64,086
3rd year of service	56	67,659
4th year of service	63	72,520
5th year of service	70	77,660
6th year of service	76	82,265
7th year of service	81	86,293
Grade 2	85	89,781
Grade 3	92	96,116
Grade 4	95	99,204
Grade 5	98	102,359

Music Therapists		
1st year of service	31	53,865
2nd year of service	38	57,369
3rd year of service	43	60,151
4th year of service	49	63,469
5th year of service	54	66,373
6th year of service	59	69,650
7th year of service	63	72,520
Sole Allowance - 3(ii)(a)		2,594
Part-time Student Unit Supervisor Allowance for each student per supervised shift - refer formula in award at 3(ii)(b)		9.41

Crown Employees (Planning Officers) Award 2016

Classification and Grades	Common Salary Point	1.7.17 Per annum 2.50% \$
Student Planner		
Year 1	CSP 23	50,265
Year 2	CSP 28	52,447
Year 3	CSP 32	54,387
Year 4	CSP 40	58,440
Planning Officer (Professional)		
Level 1(a)		
Year 1	CSP 59	69,650
Year 2	CSP 69	76,901
Year 3	CSP 76	82,265
Year 4	CSP 80	85,525
Year 5	CSP 84	88,851
Progression/ promotion soft barrier (clause 4.7.2)		
Level 1(b)		
Year 1	CSP 90	94,327
Year 2	CSP 94	98,170
Year 3	CSP 97	101,252
Year 4	-	106,290
Level 2		
Year 1	CSP 108	112,797
Year 2	-	116,067
Year 3	CSP115	120,731
Level 3		
Year 1	CSP 117	123,127
Year 2	-	128,290
Year 3	CSP 124	132,140
Progression/ promotion soft barrier (clause 4.9.2)		
Year 4	CSP 128	137,891
Year 5	-	143,388
Level 4		
Year 1	-	158,085
Year 2	-	164,707
Year 3	-	171,464
Level 5		
Year 1	-	180,565
Year 2	-	185,059

Crown Employees (Psychologists) Award

Psychologists	
Classification and Grade	1.7.17 Per annum 2.50% \$
Psychologist - 1st year	64,803
2nd year	68,310
3rd year	71,810
4th year	76,188
5th year	80,569
6th year	84,948
7th year	89,327
8th year	92,830
9th year and thereafter	96,331
Senior Psychologist - 1st year	101,587
2nd year	105,968
3rd year and thereafter	110,343
Specialist Psychologist - 1st year	92,830
2nd year	98,082
3rd year	103,339
4th year	108,593
5th year and thereafter	113,844
Senior Specialist Psychologist - 1st year	119,101
2nd year	122,603
3rd year and thereafter	126,109
Chief Psychologist - 1st year	132,207
Principal Psychologist - 1st year and thereafter	143,622
Environmental Allowance (Corrective Services and Juvenile Justice)	2,967

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

Allowances	1.7.17 2.50% \$
On call allowance	0.96
Community Language Allowance Scheme	
Base level rate	1,379.00
Higher level rate	2,072.00
Flying Allowance	20.70
First Aid Allowance	
Holders of basic qualification	8888
Holders of current occupational first aid certificate	1,334

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 2017

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	1.7.17 Per week 2.50% \$
Trainee Diploma Level	707.80

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 1.7.2017	Year 11 1.7.2017	Year 12 1.7.2017
School leaver	312.40	344.40	412.90
Plus 1 year out of school	344.40	412.90	481.60
Plus 2 years	412.90	481.60	558.60
Plus 3 years	481.60	558.60	639.00
Plus 4 years	558.60	639.00	639.00
Plus 5 years or more	639.00	639.00	639.00

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 1.7.2017	Year 11 1.7.2017	Year 12 1.7.2017
School leaver	312.40	344.30	400.10
Plus 1 year out of school	344.40	400.10	460.40
Plus 2 years	400.10	460.40	540.80
Plus 3 years	460.40	540.80	616.50
Plus 4 years	540.80	616.50	616.50
Plus 5 years or more	616.50	616.50	616.50

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 1.7.2017	Year 11 1.7.2017	Year 12 1.7.2017
School leaver	312.40	344.30	396.50
Plus 1 year out of school	344.30	396.50	446.20
Plus 2 years	396.50	446.20	496.90

Plus 3 years	446.20	496.90	556.20
Plus 4 years	469.90	556.20	556.20
Plus 5 years or more	556.20	556.20	556.20

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 11 1.7.2017	Year 12 1.7.2017
Year of Schooling	2.5%	2.5%
School based traineeships Skill Levels A, B and C	312.40	348.40

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	1.7.17 Per hour 2.50% \$
Trainee Diploma Level – part-time	225.30

Skill Level A

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

Highest Year of Schooling Completed			
	Year 10 1.7.2017	Year 11 1.7.2017	Year 12 1.7.2017
School leaver	11.20	12.30	14.80
Plus 1 year out of school	12.30	14.80	17.20
Plus 2 years	14.80	17.20	20.00
Plus 3 years	17.20	20.00	22.80
Plus 4 years	20.00	22.80	22.80
Plus 5 years or more	22.80	22.80	22.80

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 1.7.2017	Year 11 1.7.2017	Year 12 1.7.2017
School leaver	11.20	12.30	14.20
Plus 1 year out of school	12.30	14.20	16.50
Plus 2 years	14.20	16.50	19.40
Plus 3 years	16.50	19.40	22.00
Plus 4 years	19.40	22.00	22.00
Plus 5 years or more	22.00	22.00	22.00

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 1.7.2017	Year 11 1.7.2017	Year 12 1.7.2017
School leaver	11.20	12.30	14.10
Plus 1 year out of school	12.30	14.10	16.00
Plus 2 years	14.10	16.00	17.70
Plus 3 years	16.00	17.70	19.90
Plus 4 years	17.70	19.90	19.90
Plus 5 years or more	19.90	19.90	19.90

School Based Trainees	Year 11 1.7.2017	Year 12 1.7.2017
	2.5%	2.5%
Wage Levels A, B and C	11.20	12.30

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	1.7.17 Per annum 2.50% \$
Research Scientist - 1st year of service	86	90,585
2nd year of service	91	95,235
3rd year of service	96	100,243
4th year of service	100	104,397
Efficiency Barrier - 5th year of service	105	109,475
6th year of service	109	113,918
7th year of service	113	118,419
Senior Research Scientist - 1st year of service	115	120,731
2nd year of service	118	124,351
3rd year of service	121	128,178
Efficiency Barrier - 4th year of service	124	132,140
5th year of service	127	136,461
Principal Research Scientist - 1st year of service	130	140,996
2nd year of service	-	144,221
3rd year of service	-	147,883
Senior Principal Research Scientist - 1st year of service	-	158,544
2nd year of service	-	170,078
Efficiency Barrier - 3rd year of service	-	184,569

Crown Employees (Rural Fire Service) Award

RFS Officers

These rates are inclusive of Annual Leave Loading

Classification and Grades	1.7.17 Per annum 2.50% \$
RFS Officer Level 1	
Year 1	36,500
Year 2	44,144
Year 3	47,578
Year 4	48,879
Year 5	50,945
Year 6	51,867
Year 7	53,153
Year 8	55,123
Year 9	57,116
Year 10	59,224
RFS Officer Level 2	
Year 1	62,489
Year 2	64,326

RFS Officer Level 3 Year 1 Year 2	66,120 67,932
RFS Officer Level 4 Year 1 Year 2	69,860 71,965
RFS Officer Level 5 Year 1 Year 2	74,214 76,494
RFS Officer Level 6 Year 1 Year 2	82,464 85,067
RFS Officer Level 7 Year 1 Year 2	88,401 90,991
RFS Officer Level 8 Year 1 Year 2	93,720 96,523
RFS Officer Level 9 Year 1 Year 2	100,542 103,737
RFS Officer Level 10 Year 1 Year 2	106,831 109,837
RFS Officer Level 11 Year 1 Year 2	114,320 117,724
RFS Officer Level 12 Year 1 Year 2	123,559 128,804
RFS Officer Level 13 Year 1 Year 2	136,869 142,896
RFS Officer Level 14 Year 1 Year 2	159,894 172,290
RFS Officer Level 15 Year 1 Year 2	175,201 187,553
RFS Officer Level 16 Year 1 Year 2	193,832 212,767

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

Classification and Grades	1.7.17 Per annum 2.50% \$
RFS Officer Level A (OCC Operator) Year 1 Year 2 Year 3 Year 4 Year 5 Year 6 Year 7 Year 8	40,805 43,557 46,945 48,225 50,265 51,177 52,447 54,386

Year 9	56,358
Year 10	58,440
RFS Officer Level B (OCC Senior Operator)	
Year 1	61,658
Year 2	63,469
Year 3	65,240
Year 4	67,031

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

	1.7.17 Per hour 2.50% \$
School Support Officer	25.98
School Administrative Officer	29.17
School Administrative Manager -	
Level 1	33.74
Level 2	34.66
Level 3	35.65
Level 4	36.73
School Learning Support Officer and School Learning Support Officer (Braille Transcriber), (Ethnic), (Sign Interpreter) - (for progression on these rates see clause 6)	
Junior	18.56
Following 12 months of service or at age 20	21.94
1st year	26.71
2nd year	227.19
3rd year	229.10
4th year	331.03
School Learning Support Officer (Pre-school) - (for progression on these rates see clause 6)	
Junior	18.56
Following 12 months of service or at age 20	21.94
1st year	25.75
2nd year	26.22
3rd year	26.71
4th year	27.19

1.2 Long-term Temporary School Administrative and Support Staff

	1.7.17 Per hour 2.50% \$
School Support Officer	27.52
School Administrative Officer	30.85
School Administrative Manager -	
Level 1	35.70
Level 2	36.68
Level 3	37.75
Level 4	38.85

School Learning Support Officer and School Learning Support Officer (Braille Transcriber), (Ethnic), (Sign Interpreter) - (for progression on these rates see clause 6)	
Junior	19.59
Following 12 months of service or at age 20	23.21
1st year	28.30
2nd year	28.75
3rd year	30.75
4th year	32.81
School Learning Support Officer (Pre-school) - (for progression on these rates see clause 6)	
Junior	19.59
Following 12 months of service or at age 20	23.21
1st year	27.28
2nd year	27.74
3rd year	28.30
4th year	28.75

1.3 Short-term Temporary School Administrative and Support Staff

	1.7.17 Per hour 2.50% \$
School Support Officer	29.90
School Administrative Officer	33.56
School Administrative Manager	
Level 1	38.81
Level 2	39.88
Level 3	41.03
Level 4	42.24
School Learning Support Officer and School Learning Support Officer (Braille Transcriber), (Ethnic), (Sign Interpreter) - (for progression on these rates see clause 6)	
Junior	21.35
Following 12 months of service or at age 20	25.22
1st year	30.73
2nd year	31.27
3rd year	33.49
4th year	35.65
School Learning Support Officer (Pre-school) - (for progression on these rates see clause 6)	
Junior	21.35
Following 12 months of service or at age 20	25.22
1st year	29.65
2nd year	30.19
3rd year	30.73
4th year	31.27

Schedule 2 - Aboriginal Education Officers - Rates of Pay

(For progression on these rates see subclause 6.3)

2.1 Permanent Aboriginal Education Officer

	1.7.17 Per hour 2.50% \$
Year 1	31.91
Year 2	32.84
Year 3	33.76
Year 4	34.71

2.2 Long-term Temporary Aboriginal Education Officer

	1.7.17 Per hour 2.50% \$
Year 1	33.75
Year 2	34.76
Year 3	35.72
Year 4	36.70

2.3 Short-term Temporary Aboriginal Education Officer

	1.7.17 Per hour 2.50% \$
Year 1	36.70
Year 2	37.78
Year 3	38.83
Year 4	39.89

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

Classification	1.7.17 Per annum 2.50% \$
Commissioned Correctional Officers: Senior Assistant Superintendent - 7 day or any 5/7 days	123,133
Assistant Superintendent - 7 day or any 5/7 days	115,258
Senior Assistant Superintendent - 5 day	116,397
Assistant Superintendent - 5 day	108,520
Commissioned Industries Officers:	
Regional Business Manager - 5 day	
Year 1	130,764
Year 2	134,124
Year 3	139,882
Year 4	145,051
Operations Manager	139,153

Manager of Industries Level 1 - 5 day	128,402
Manager of Industries Level 2 - Any 5 of 7 days	128,941
Manager Centre Services and Employment Manager of Industries Level 2 - 5 day	122,203
Manager Business Unit - any 5/7 days	123,133
Manager Business Unit - 5 day	116,397

Crown Employees (Senior Officers Salaries) Award 2012

Senior Officers	
Classification and Grades	1.7.17 Per annum 2.50% \$
Grade 1 Year 1 Year 2	157,763 169,993
Grade 2 Year 1 Year 2	172,870 185,059
Grade 3 Year 1 Year 2	191,251 209,938

Crown Employees (Sheriff's Officers) Award

Sheriff's Officers		
Classification and Grades	Common Salary Point	1.7.17 Per annum 2.50% \$
Chief Inspector Year 2 Year 1	85 82	89,781 87,225
Inspector Year 2 Year 1	78 75	83,935 81,369
Sergeant Year 4 Year 3 Year 2 Year 1	67 64 61 58	75,476 73,224 71,008 68,929
Sheriff's Officer Year 4 Year 3 Year 2 Year 1	55 52 49 46	67,031 65,240 63,469 61,658
Probationary Sheriff's Officer	36	56,358

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

Classification and Grades	Common Salary Point	1.7.17 Per annum 2.50% \$
Operations Communications Centre Senior Team Leader, Clerk Grade 5/6 1st year of service 2nd year of service 3rd year of service Thereafter	75 78 82 85	81,369 83,935 87,225 89,781
Operations Communications Centre Team Leader, Clerk Grade 3/4 1st year of service 2nd year of service 3rd year of service Thereafter	58 61 64 67	68,929 71,008 73,224 75,476
Operations Communications Centre Call Operator, Clerks General Scale Step 1 Step 2 Step 4 Step 5 Step 6 Step 7 Step 8 Step 9 Step 10 Step 11 Step 12 Step 13	4 6 9 11 17 20 23 25 28 32 36 40	29,855 33,880 40,805 43,557 46,945 48,225 50,265 51,177 52,447 54,387 56,358 58,440

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

Learning and Development Officers - Full-time, State Emergency Service		
Classification	Common Salary Point	1.7.17 Per annum 2.50% \$
1st year of service 2nd year of service 3rd year of service Thereafter	82 85 88 91	87,225 89,781 92,470 95,235

Crown Employees (State Emergency Service) Region Controllers Award 2012

Region Controllers - State Emergency Services		
Classification	Common Salary Point	1.7.17 Per annum 2.50% \$
Salaries of Full-time Region Controllers 1st year of service 2nd year of service 3rd year of service Thereafter	101 104 108 111	105,409 108,373 112,797 116,157

Crown Employees (Technical Officers - Treasury) Award

Technical Officers – Treasury	
Classification and Grades	1.7.17 Per annum 2.50% \$
Technical Officers - Treasury Grade 1	149,646 156,318 163,208 169,993
Technical Officers - Treasury Grade 2	172,760 179,654

Crown Employees (Tipstaves to Justices) Award 2007

Tipstaff - Attorney General's Department		
Classification and Grades	Common Salary Point	1.7.17 Per annum 2.50% \$
1st year of service	40	58,440
2nd year of service	42	59,561
3rd year of service	44	60,598
Tipstaff to the Chief Justice	46	61,658

Crown Employees (Trades Assistants) Award

Trades Assistants	
Classification and Grades	1.7.17 Per week 2.50% \$
Blacksmith's striker	916.80
Cold saw operator	923.90
Driller (stationary machines)	916.80
Dresser and grinder (portable machines)	932.90
Dresser, shot blast or sand blast- (a) who operates from outside a properly enclosed cabin (b) other	923.90 963.70
Dogman and/or crane chaser	932.90
Forger's assistant	916.80
Assistant Furnaceperson	923.90
Hammer driver	923.90
Heat treater operative	932.90
Machinist second class (Metal Trades)	973.10
Operator of straight line oxy-acetylene Cutting machine	932.90
Pipe fitter	973.10
Rigger and/or splicer (other than construction work)	1,004.90
Rigger and/or splicer (construction work)	1,023.70
Spray painter (ironwork) and/or brush hand	932.90
Tool and/or material storeman	963.70
Trades assistant (Metal Trades)	916.80
Trades assistant (Electrical Trades)	941.70
Trades assistant	923.90

Cupola furnace person (foundries)	973.10
Allowances:	
Cold Places per hour	0.79
Confined Spaces per hour	0.99
Dirty Work per hour	0.79
Height Money per hour:	
- At a height of 7.5 m	0.79
- For every additional 3m	0.24
Hot Places per hour:	
- 46C-54C	0.79
- Above 54C	0.99
Insulation Material per hour:	
- Pumice or other recognised insulator	0.79
- Silicate	0.99
Smoke Boxes etc per hour:	
- Working on repairs to smoke boxes, furnaces etc	0.51
- Working on repairs inside oil-fired boilers	1.97
Wet Places per hour	0.79
Working on a boat or punt per day	3.06
Working knee deep in mud or water per day	6.27
Acid, furnaces, stills, etc per hour	4.04
Towers per hour	0.79
Depth money per hour	0.79
Swing Scaffolds:	
- First four hours (fixed rate)	5.85
- Each hour thereafter	1.19
- Solid plasterers per hour	0.24
Septic Tanks per day	9.42
Distant Places per day:	
- Area re paragraph 4.17.1	1.55
- Area re paragraph 4.17.2	2.51
- Area re paragraph 4.17.3	2.51
Epoxy Materials per hour	0.99
- Applying to air-conditioned buildings per hour	0.69
- Employees in close proximity per hour	0.79
Foundry per hour	0.58
Asbestos Eradication per hour	2.64
First Aid per day	3.46

Taronga Conservation Society Australia Salaried Employees Award

Classification and Grades	Common Salary Point	1.7.17 Per annum 2.50% \$
Clerks -		
General Scale -		
1st year (up to 18 years)	7	36,012.00
2nd year (or 20 years)	11	43,557.00
3rd year	17	46,945.00
4th year	20	48,225.00
5th year	23	50,265.00
6th year	25	51,177.00
7th year	28	52,447.00
8th year	32	54,387.00
9th year	36	56,358.00
10th year	40	58,440.00
At 19 years + (HSC)	9	40,805.00

Grade 1 - 1st year	46	61,658
2nd year	49	63,469
Grade 2 - 1st year	52	65,240
2nd year	55	67,031
Grade 3 - 1st year	58	68,929
2nd year	61	71,008
Grade 4 - 1st year	64	73,224
2nd year	67	75,476
Grade 5 - 1st year	75	81,369
2nd year	78	83,935
Grade 6 - 1st year	82	87,225
2nd year	85	89,781
Grade 7 - 1st year	88	92,470
2nd year	91	95,235
Grade 8 - 1st year	95	99,204
2nd year	98	102,359
Grade 9 - 1st year	101	105,409
2nd year	104	108,373
Grade 10 - 1st year	108	112,797
2nd year	111	116,157
Grade 11 - 1st year	116	121,917
2nd year	120	127,085
Grade 12 - 1st year	126	135,045
2nd year	130	140,996
Clerical Assistants - 1st year (or under 17 years)	1	25,068
2nd year (or 17 years)	3	28,159
3rd year (or 18 years)	6	33,880
4th year (or 19 years)	8	38,481
5th year (or 20 years)	9	40,805
6th year (or 21 years)	15	45,269
7th year	17	46,945
8th year	20	48,225
9th year	22	49,139
Class 1 - 1st year	25	51,177
2nd year	28	52,447
Class 2 - 1st year	32	54,387
2nd year	35	55,790
Class 3 - 1st year	37	56,897
2nd year	40	58,440
Class 4 - 1st year	42	59,561
2nd year	44	60,598

Horticulturalist Labourer - (Applies to employees engaged prior 1 July 2010)		
Grade 1	25	51,177
Grade 2	30	53,439
Grade 3	35	55,790
Horticulturalist Level 1 - (Applies to employees engaged prior 1 July 2010)		
Grade 1	42	59,561
Grade 2	45	61,187
Horticulturalist Level 2 (Applies to employees engaged prior 1 July 2010)		
Grade 1	48	62,822
Grade 2	50	64,086
Horticultural Technician (Applies to employees engaged prior 1 July 2010)		
Grade 1	55	67,031
Grade 2	57	68,256
Senior Horticultural Technician (Applies to employees engaged prior 1 July 2010)		
Grade 1	63	72,520
Grade 2	67	75,476
Horticultural Apprentice (Applies to employees engaged post 1 July 2010)		
1st Year		24,898
2nd Year		29,427
3rd Year		33,952
4th Year		40,745
Gardener (Applies to employees engaged post 1 July 2010)		
Grade 1	15	45,269
Grade 2	18	47,407
Grade 3	21	48,684
Horticulturalist (Applies to employees engaged post 1 July 2010)		
Grade 1		57,617
Grade 2		59,344
Grade 3		61,126
Grade 4		64,085
Horticultural Supervisor (Applies to employees engaged post 1 July 2010)		
Grade 1		68,043
Grade 2		70,085
Grade 3		72,187
Keeper Grade 4 (Specialist) Level 2 (only available to employees employed permanently as a Keeper on 8 December 2005)	75	81,369
Trainee Keeper -		
Level 1	-	43,215
Level 2	-	46,094
Level 3	-	48,976
Level 4	-	51,856
Keeper -		
Level 1	-	57,618
Level 2	-	60,498
Level 3	-	63,378
Level 4	-	66,261
Senior Keeper -		
Level 1	-	69,140
Level 2	-	74,902
Keeping Unit Supervisor -		
Year 1	-	83,546
Year 2	-	85,275
Year 3	-	87,001

Keeper before Jan 06		
Grade 1		
Level 01		53,864
Level 02		54,386
Level 03		55,285
Level 04		56,357
Grade 2		
Level 01		73,839
Level 02		81,367
Gate Receptionists	38	57,369
Designers (Exhibitions and Publications) Applies to employees engaged prior 1 July 2010		
1st year	37	56,897
2nd year	39	57,962
3rd year	42	59,561
4th year	46	61,658
5th year	49	63,469
6th year	51	64,583
7th year	53	65,798
8th year	56	67,659
9th year	60	70,297
10th year	64	73,224
11th year	67	75,476
12th year and thereafter	71	78,435
Junior Designer		
Grade 1		49,110
Grade 2		51,074
Grade 3		53,116
Grade 4		55,239
Designer		
Grade 1		56,897
Grade 2		59,454
Grade 3		62,130
Grade 4		64,928
Grade 5		67,847
Senior Designer		
Grade 1		71,245
Grade 2		74,805
Grade 3		78,543
Allowances:		
Casual first aid allowance (per shift)		17.04
Laundry Allowance for staff other than Gate Receptionists (per week)		7.11
Laundry Allowance for Gate Receptionists (per week)		12.83

Agreements and Determinations

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

Adventure Facilitator	1.7.17 Per annum 2.50% \$
Year 1	92,470
Year 2	95,235
Year 3	99,204
Year 4	102,359

Architects etc. Agreement No. 1733 of 1971

Architects		
Classification and Grades	Common Salary Point	1.7.17 Per annum 2.50% \$
Grade I		
1st year of service	46	61,658
2nd year of service	50	64,086
3rd year of service	56	67,659
4th year of service	63	72,520
5th year of service	70	77,660
6th year of service and thereafter	76	82,265
Grade II		
1st year of service	82	87,225
2nd year of service	86	90,585
3rd year of service	89	93,401
4th year of service and thereafter	92	96,116
Grade III		
1st year of service	97	101,252
2nd year of service	100	104,397
3rd year of service	104	108,373
4th year of service and thereafter	107	111,689
Grade IV		
1st year of service	112	117,291
2nd year of service	115	120,731
3rd year of service and thereafter	117	123,127
Grade V		
1st year of service	121	128,178
2nd year of service and thereafter	123	130,702
Grade VI		
1st year of service	125	133,595
2nd year of service	127	136,461

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	1.7.17 Per annum 2.50% \$
Artists Australian Museum and Museum of Applied Arts and Sciences		
Grade I		
1st year of service	28	52,447
2nd year of service	31	53,865
3rd year of service	34	55,342
4th year of service	37	56,897
5th year of service	39	57,962
6th year of service	43	60,151
7th year of service and thereafter	46	61,658
Grade II		
1st year of service	49	63,469
2nd year of service	51	64,583
3rd year of service and thereafter	53	65,798

Grade III		
1st year of service	58	68,929
2nd year of service and thereafter	61	71,008
Keeper Of Exhibits (Non Graduate)		
Museum of Applied Arts & Sciences		
1st year of service	44	60,598
2nd year of Service	47	62,305
3rd year of service	51	64,583
4th year of service	53	65,798
5th year of service	58	68,929
6th year of service and thereafter	58	68,929
Designers (Exhibitions and Publications)		
1st year of service	37	56,897
2nd year of service	39	57,962
3rd year of service	42	59,561
4th year of service	46	61,658
5th year of service	49	63,469
6th year of service	51	64,583
7th year of service	53	65,798
8th year of service	56	67,659
9th year of service	60	70,297
10th year of service	64	73,224
11th year of service	67	75,476
12th year of service	71	78,435
Senior Designer (Exhibitions and Publications) National Parks and Wildlife Service		
On Appointment	77	82,969
Exhibitions Officer, Australian Museum		
Grade I		
1st year of service	56	67,659
2nd year of service	60	70,297
3rd year of service	64	73,224
4th year of service	67	75,476
5th year of service and thereafter	71	78,435
Grade II		
1st year of service	75	81,369
2nd year of service	77	82,969
Chief, Exhibitions Department Museum of Applied Arts and Sciences		
1st year of service	92	96,116

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

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

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

Cadet Conditions and Rates of Pay, Various Departments	Common Salary Point	1.7.17 Per annum
Classification and Grades		2.50% \$
Level 1 At 18 years of age	7	36,012
Level 1 At 19 years of age with HSC	9	40,805
Level 2 Or minimum at 20 years	11	43,557

Level 3 Or minimum at 21 years	17	46,945
Level 4	20	48,225
Level 5	23	50,265
Level 6	25	51,177
Level 7	28	52,447
Level 8	32	54,387
Level 9	36	56,358
Level 10	40	58,440

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	1.7.17 Per annum 2.50% \$
General Scale		
1st year	7	36,012
2nd year	11	43,557
3rd year	17	46,945
4th year	20	48,225
5th year	23	50,265
6th year	25	51,177
7th year	28	52,447
8th year	32	54,387
9th year	36	56,358
10th year	40	58,440
11th year	46	61,658
12th year	49	63,469
13th year	52	65,240
14th year	55	67,031
Officer with HSC aged 19 and over paid not less than	9	40,805
Class 1		
1st year	58	68,929
2nd year	61	71,008
3rd year	64	73,224
4th year	67	75,476
Class 2		
1st year	75	81,369
2nd year	78	83,935
Class 3		
1st year	82	87,225
2nd year	85	89,781
Class 4		
1st year	88	92,470
2nd year	91	95,235
Class 5		
1st year	95	99,204
2nd year	98	102,359
Class 6		
1st year	101	105,409
2nd year	104	108,373
Class 7		
1st year	108	112,797
2nd year	111	116,157

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

Department of Corrective Services	
Classification and Grades	1.7.17 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.	79.07
Environmental Allowance for working within a correctional centre	1.82

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	1.7.17 Per annum 2.50% \$
Throughcare and Placement Officer:		
1st year	88	92,470
2nd year	91	95,235
3rd year	95	99,204
Thereafter	98	102,359
Accommodation Support Worker:		
1st year	75	81,369
2nd year	78	83,935
3rd year	82	87,225
Thereafter	85	89,781
Assistant Support Worker:		
1st year	46	61,658
2nd year	49	63,469
3rd year	52	65,240
Thereafter	55	67,031

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

Computer Operators, All Departments		
Classification and Grades	Common Salary Point	1.7.17 Per annum 2.50% \$
Trainee Computer Operator		
At 18 and under	7	36,012
At 19	9	40,805
At 20	11	43,557
At 21	17	46,945
Computer Operator - Grade 1		
1st year of service	20	48,225
2nd year of service	23	50,265
3rd year of service	25	51,177
4th year of service and thereafter	28	52,447
Computer Operator - Grade 2		
1st year of service	32	54,387
2nd year of service	36	56,358
3rd year of service and thereafter	40	58,440

Senior Computer Operator - Grade 1		
1st year of service	46	61,658
2nd year of service	49	63,469
3rd year of service	52	65,240
4th year of service	55	67,031
Senior Computer Operator - Grade 2		
1st year of service	58	68,929
2nd year of service	61	71,008
3rd year of service	64	73,224
4th year of Service	67	75,476

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

Classification and Grades	1.7.17 Per annum 2.50% \$
Operations Manager - Clerk 11/12	
1st year of service	121,917
2nd year of service	127,085
3rd year of service	135,045
Thereafter	140,996
Assistant Operations Manager - Clerk 9/10	
1st year of service	105,409
2nd year of service	108,373
3rd year of service	112,797
Thereafter	116,157
Senior Case Worker - Clerk 5/6	
1st year of service	81,369
2nd year of service	83,935
3rd year of service	87,225
Thereafter	89,781

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

Classification and Grades	1.7.17 per annum 2.50% \$
Assistant Manager	
1st year of service	97,456
2nd year of service	100,196
3rd year of service	104,287
Thereafter	107,394
Co-ordinator Program Support & Security	
1st year of service	85,493
2nd year of service	88,052
3rd year of service	91,719
Thereafter	94,635
Senior Program Support Officer	
1st year of service	75,229
2nd year of service	77,602
3rd year of service	80,643
Thereafter	83,009

Program Support Officer	
1st year of service	63,728
2nd year of service	65,650
3rd year of service	67,699
Thereafter	69,780

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

Classification and Grades	1.7.17 per annum 2.50% \$
Co-ordinator Program Support & Security	
1st year of service	92,470
2nd year of service	95,235
3rd year of service	99,204
Thereafter	102,359
Senior Program Support Officer	
1st year of service	81,369
2nd year of service	83,935
3rd year of service	87,225
Thereafter	89,781
Program Support Officer	
1st year of service	68,929
2nd year of service	71,008
3rd year of service	73,224
Thereafter	75,476
Mobile Work Camps Allowance (per day)	146.63

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

Classification and Grades	1.7.17 Per annum 2.50% \$
Senior Program Support Officer	
1st year of service	81,369
2nd year of service	83,935
3rd year of service	87,225
Thereafter	89,781
Program Support Officer	
1st year of service	68,929
2nd year of service	71,008
3rd year of service	73,224
Thereafter	75,476

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	1.7.17 Per annum 2.50% \$
Team Leader (Administrative and Clerical Officer Grade 7/8)	
1st year of service	92,470
Thereafter	95,235

Grade 8	
1st year of service	99,204
Thereafter	102,359
Allowance	24,850
Bail Coordinator (Administrative and Clerical Officer Grade 5/6)	
Grade 5	
1st year of service	81,369
Thereafter	83,935
Grade 6	
1st year of service	87,225
Thereafter	89,781
Allowance	22,483

Conservators, Cultural Institutions Agreement No.2504 of 1987

Conservators, Cultural Institutions		
Classifications and Grade	Common Salary Point	1.7.17 Per annum 2.50% \$
Assistant Conservator - Class 1		
1st year of service	40	58,440
2nd year of service	42	59,561
3rd year of service	44	60,598
4th year of service	47	62,305
5th year of service	49	63,469
6th year of service	52	65,240
Class 2		
1st year of service	55	67,031
2nd year of service	56	67,659
3rd year of service	58	68,929
Conservator - Grade 1		
1st year of service	62	71,677
2nd year of service	64	73,224
3rd year of service	66	74,712
4th year of service	68	76,028
5th year of service	70	77,660
Grade 2		
1st year of service	74	80,557
2nd year of service	79	84,606
3rd year of service	83	88,076
4th year of service	87	91,559
5th year of service	91	95,235
Grade 3		
1st year of service	94	98,170
2nd year of service	97	101,252
3rd year of service	99	103,340
Head Conservator		
1st year of service	105	109,475
2nd year of service	108	112,797
3rd year of service	110	115,033

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	1.7.17 Per annum 2.50% \$
Co-ordinator	61	71,008
Director	104	108,373

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	1.7.17 Per annum 2.50% \$
Co-ordinator, Visual Arts	102	106,418
Environmental Allowance	-	2,967
All Incidents Allowance	-	10,205

Curators and Registrars Cultural Institutions Agreement No. 2508 of 1987

Curatorial Staff		
Classification and Grades	Common Salary Point	1.7.17 Per annum 2.50% \$
Assistant Curator/Assistant Registrar - Grade I		
1st year of service	40	58,440
2nd year of service	46	61,658
3rd year of service	51	64,583
4th year of service	57	68,256
5th year of service and thereafter	62	71,677
Assistant Curator/Assistant Registrar - Grade II		
1st year of service	64	73,224
2nd year of service	67	75,476
3rd year of service	70	77,660
4th year of service	73	79,922
5th year of service and thereafter	75	81,369
Curator/Registrar - Grade I		
1st year of service	77	82,969
2nd year of service	82	87,225
3rd year of service	86	90,585
4th year of service	91	95,235
5th year of service and thereafter	95	99,204
Curator/Registrar - Grade II		
1st year of service	99	103,341
2nd year of service	102	106,418
3rd year of service	105	109,475
4th year of service	108	112,797
5th year of service	110	115,033
Senior Curator Senior Registrar	114	119,548

Departmental Professional Officers Determination No.866 of 1987

Departmental Professional Officers - All Departments		
Classification and Grades	Common Salary Point	1.7.17 Per annum 2.50% \$
Grade I -		
1st year of service	46	61,658
2nd year of service	50	64,086
3rd year of service	56	67,659
4th year of service	63	72,520
5th year of service	70	77,660
6th year of service and thereafter	76	82,265
Grade II -		
1st year of service	81	86,293
2nd year of service	84	88,851
3rd year of service	87	91,559
4th year of service and thereafter	91	95,235
Grade III -		
1st year of service	95	99,204
2nd year of service	98	102,359
3rd year of service	100	104,397
4th year of service and thereafter	104	108,373
Grade IV -		
1st year of service	108	112,797
2nd year of service and thereafter	110	115,033
Grade V -		
1st year of service	114	119,548
2nd year of service and thereafter	116	121,917
Grade VI -		
1st year of service	119	125,714
2nd year of service and thereafter	121	128,178
Grade VII -		
1st year of service	124	132,140
2nd year of service and thereafter	126	135,045
Grade VIII -		
1st year of service	129	139,440
2nd year of service and thereafter	130	140,996

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

Transport Officers		1.7.17 Per annum 2.50% \$
Classification and Grades		
Grade I -		
One		46,878
Two		48,515
Three		50,212
Four		51,969
Five		53,789
Grade 2		
One		53,789
Two		55,677
Three		57,620
Four		59,644
Five		61,727

Grade 3	
One	61,727
Two	63,887
Three	66,120
Four	68,435
Five	70,837
Grade 4	
One	70,837
Two	73,310
Three	75,877
Four	78,536
Five	81,384
Grade 5	
One	81,384
Two	84,126
Three	87,246
Four	90,121
Five	93,276
Grade 6	
One	93,276
Two	96,542
Three	99,917
Four	103,412
Five	107,034
Grade 7	
One	107,034
Two	110,781
Three	114,658
Four	118,668
Five	122,824
Grade 8	
One	122,824
Two	127,123
Three	135,072
Four	141,021
Five	145,956
Grade 9	
One	145,956
Two	153,797
Three	161,744
Four	167,693
Five	172,630

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	1.7.17 Per annum 2.50% \$
Education Officer -		
1st year of service	43	60,151
2nd year of service	48	62,822
3rd year of service	54	66,373
4th year of service	60	70,297
5th year of service	66	74,712

6th year of service	71	78,435
7th year of service	75	81,369
8th year of service	79	84,606
9th year of service and thereafter	84	88,851
Senior Education Officer -		
1st year of service	98	102,359
2nd year of service and thereafter	101	105,409
Allowance after 12 months on the 9th year of service: \$ per annum	-	2,785
After a further 12 months: \$ per annum	-	2,785

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

Education Officer - Department of Education and Training	
Classification and Grades	1.7.17 Per annum 2.50% \$
Education Officer	
Step 1	86,801
Step 2	91,422
Step 3	96,242
Step 4	101,073
Special Program Co-ordinator	
Step 1	108,237
Step 2	112,664
Senior Education Officer	
Step 1	117,600
Step 2	120,517
Chief Education Officer	131,070
Chief Research Officer	131,070
Quality Assurance Co-ordinator	138,362
Principal Education Officer	146,845
Principal Research Officer	146,845
Principal Officer	146,845
Curriculum Manager	146,845

Engineers Agreement No. 1734 of 1971

Engineers		
Classification and Grades	Common Salary Point	1.7.17 Per annum 2.50% \$
Grade I Diplomate Experience Since Qualifying		
In first year	46	61,658
After one year	50	64,086
After two years	56	67,659
After three years	63	72,520
After four years	70	77,660
After five years	76	82,265
Grade I Graduate Experience Since Qualifying		
In first year	50	64,086
After one year	56	67,659
After two years	63	72,520
After three years	70	77,660
After four years	76	82,265

Grade II		
1st year of service	82	87,225
2nd year of service	86	90,585
3rd year of service	89	93,401
4th year of service and thereafter	92	96,116
Grade III		
1st year of service	97	101,252
2nd year of service	100	104,397
3rd year of service	104	108,373
4th year of service and thereafter	107	111,689
Grade IV		
1st year of service	112	117,291
2nd year of service	115	120,731
3rd year of service and thereafter	117	123,127
Grade V		
1st year of service	121	128,178
2nd year of service and thereafter	123	130,702
Grade VI		
1st year of service	125	133,595
2nd year of service and thereafter	127	136,461

Escorts and Travelling Attendants Agreement No.2270 of 1980

Escorts and Travelling Attendants	
Classification and Grades	1.7.17 Per annum 2.50% \$
Travelling Attendant	
1st Year	47,656
2nd Year	47,656
3rd Year	48,111
4th Year	49,694
Travelling Attendant (Hourly Rate)	
1st Year	24.04
2nd Year	24.04
3rd Year	24.27
4th Year	25.05
Escorts	
1st Year	56,791
2nd Year	56,791
3rd Year	57,306
4th Year	59,241
Rate A Applicable Mon-Fri and all overtime/travelling time/weekdays and public holidays = Hrly rate of Travelling Attendant + 10% +4/48ths	
1st Year	28.66
2nd Year	28.66
3rd Year	28.92
4th Year	29.86
Rate B Applicable first 8 hours on Saturday = Hrly rate of Travelling Attendant + 50% +4/48ths	
1st Year	39.07
2nd Year	39.07
3rd Year	39.42
4th Year	40.73

Rate C Applicable first 8 hours on Sunday = Hrly rate of Travelling Attendant + 75% +4/48ths	
1st Year	45.56
2nd Year	45.56
3rd Year	46.00
4th Year	47.51
Rate D Applicable first 8 hours on a Public Holiday = Hrly Rate of Travelling Attendant + 150%+4/48ths	
1st Year	65.09
2nd Year	65.09
3rd Year	65.70
4th Year	67.89

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	1.7.17 Per annum 2.50% \$
Gardener Tradesman	37	56,897
Gardener Experienced	30	53,439
Garden Labourer	20	48,225
Garden Labourer, 1st class	23	50,265
Chief Propagator (Royal Botanical Gardens)	43	60,151
Groundsman	33	54,827
Horticultural and Landscape Officers:		
Horticultural Assistants -		
1st year of service	33	54,827
2nd year of service	36	56,358
3rd year of service	38	57,369
4th year of service	40	58,440
5th year of service	42	59,561
6th year of service	44	60,598
7th year of service	46	61,658
Promotion beyond 3rd year rate dependent upon possession of the Certificate of Horticulture		
Ranger	30	53,439
Senior Ranger (plus appropriate Leading Hand Allowance)	30	53,439
Foreman	61	71,008
Foreman Special Grade	65	73,840
Superintendent, Centennial Park Supervisor	77	82,969
Royal Botanic Gardens and Mount Tomah		
1st year of service	68	76,028
2nd year of service	71	78,435
3rd year of service	73	79,922
Development Officer (Horticulture)	81	86,293
	82	87,225
	84	88,851
Living Collections Registrar	46	61,658
Mount Tomah	50	64,086
	53	65,798
	56	67,659

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

Car Drivers/Assistants		
Classification and Grades	Common Salary Point	1.7.17 Per annum 2.50% \$
Car Drivers - Driver/General Assistant	33	54,827
Departmental - Driver/Assistant	39	57,962
Departmental - Driver/Assistant (in Charge), Public Works Department	43	60,151
Ministerial Driver/Assistant	39	57,962
* Salary Class 52 with allowance to Salary Class 122	80	85,525

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	1.7.17 Per annum 2.50% \$
Artificer, Australian Museum and Art Gallery of NSW		
1st year of service	43	60,151
2nd year of service and thereafter	45	61,187
Clerk of Works - Various Departments		
1st year of service	68	76,028
2nd year of service	70	77,660
3rd year of service	73	79,922
4th year of service	75	81,369
5th year of service and thereafter	77	82,969
(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	83,935
2nd year of service	80	85,525
Electrical Foreman, Various		
Grade 2	64	73,224
Grade 3	68	73,224
Grade 5	77	82,969
Electrical Inspectors, Various		
1st year of service	75	81,369
2nd year of service	77	82,969
Estimator, Various Departments		
1st year of service	68	76,028
2nd year of service	70	77,660
Fitter Operators, Various		
On appointment	51	64,583
(i) NSW Electrician's Licence		52.98
(ii) Department of Industrial Relations First Class Refrigeration Certificate		16.76

(iii) Department of Industrial Relations Electrically Fired Boiler Attendant's Certificate		8.92
(iv) Department of Industrial Relations Open All Class Boiler Attendant's Certificate		16.77
(v) Refrigeration Mechanic's Certificate Course of the Sydney Technical College		16.77
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		57,962
(S.C. 57) 2nd year		59,561
Food School Assistant (S.C. 23) 1st year		47,407
(S.C. 24) 4th year		47,820
(S.C. 26) 7th year		48,225
Foreman Electrical Grade 2 (T83)	64	73,224
Grade 3 (T96)	68	76,110
Grade 5 (T126)	77	82,969
Other than Electrical - Grade 1 (T59)	57	68,256
Grade 2 (T72)	61	71,008
Grade 3 (T85)	65	73,840
Grade 4 (T111)	73	79,922
Grade 5 (T125)	77	82,969
Assistant Mechanical Foreman - (T72)	61	71,008
Property and Maintenance Officer, Youth And Community Services 1st year of service	77	82,969
2nd year of service and thereafter	80	85,525
Property Inspector, Public Trust Office 1st year of service	64	73,224
2nd year of service	67	75,476
3rd year of service	69	76,901
4th year of service and thereafter	73	79,922
Radio Technician, Police 1st year of service	47	62,305
2nd year of service	48	62,822
3rd year of service and thereafter	50	64,086
Scientific Instrument Maker, Various Departments 1st year of service and thereafter	51	64,583
Senior Apprenticeship Supervisor, Department of Industrial Relations On appointment	78	83,935
Senior Electrical Inspector, Various Departments 1st year of service	83	88,076
2nd year of service	85	89,781
Senior Estimator, Various Departments	71	78,435
Senior Mechanical Inspector 1st year of service	83	88,076
2nd year of service and thereafter	85	89,781
Senior Radio Technician, Police and Forestry Commission 1st year of service	57	68,256
2nd year of service and thereafter	58	68,929
Senior Works Supervisors, Various Departments 1st year of service	83	88,076
2nd year of service and thereafter	85	89,781

Textile Maintenance Officer		
1st year	44	60,598
2nd year	46	61,658
3rd year	47	62,305
4th year	49	63,469
Works Supervisors, Various Departments		
1st year of service	78	83,935
2nd year of service and thereafter	80	85,525

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

Department of Education		
Classification and Grades	Common Salary Point	1.7.17 Per annum 2.50% \$
Gardener Glenfield Park SSP	27	52,007

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	1.7.17 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	60,151
2nd year of service	48	62,822
3rd year of service	54	66,373
4th year of service	60	70,297
5th year of service	66	74,712
6th year of service	71	78,435
7th year of service	75	81,369
8th year of service	79	84,606
9th year of service and thereafter	84	88,851

Clinical Psychologist Department of Health, Family and Community Services, Department of Attorney General		
1st year of service	79	84,606
2nd year of service	86	90,585
3rd year of service	91	95,235
4th year of service	96	100,243
5th year of service and thereafter	101	105,409
A Clinical Psychologist appointed to one of the following positions shall be paid as follows:		
Program Co-ordinator		
1st year of service	101	105,409
2nd year of service and thereafter	105	109,475
Senior Program Co-ordinator		
1st year of service	105	109,475
2nd year of service and thereafter	108	112,797
Program Director		
1st year of service	108	112,797
2nd year of service and thereafter	110	115,033
Project Director Department of Health NSW		
1st year of service	91	95,235
2nd year of service and thereafter	96	100,243
Rehabilitation Counsellor Workers Compensation Commission		
1st year of service	66	74,712
2nd year of service	71	78,435
3rd year of service and thereafter	75	81,369
Senior Rehabilitation Counsellor Workers Compensation Commission		
1st year of service	79	84,606
2nd year of service and thereafter	84	88,851
(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 NSW On Appointment	101	105,409
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 Industrial Relations On Appointment	105	109,475
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	109,475

Group (d) Chief Guidance Officer Department of Industrial Relations On Appointment	110	115,033
Chief Psychologist Corrective Services On Appointment	114	119,548
Assistant Director Division of Vocational Guidance Services Department of Industrial Relations On Appointment	115	120,731
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	127,085
Deputy Director, Division Of Vocational Guidance Services, Department of Industrial Relations On Appointment	125	133,595

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	1.7.17 Per annum 2.50% \$
Interpretive Assistants		
Year 1	43	60,151
Year 2	47	62,305

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	1.7.17 Per annum 2.50% \$
Laboratory Attendant (Junior)		
At 16 and under	4	29,855
At 17	6	33,880
At 18	8	38,481
At 19	11	43,557
At 20	18	47,407
Laboratory Attendant General Scale (Adult)		
1st year of service	24	50,759
2nd year of service	26	51,592
3rd year of service and thereafter	28	52,447

Laboratory Attendant Grade 1 (Adult)		
1st year of service	28	52,447
2nd year of service	31	53,865
3rd year of service and thereafter	33	54,827
Technical Officer (Scientific) Grade 1		
1st year of service	36	56,358
2nd year of service	38	57,369
3rd year of service	41	59,097
4th year of service	43	60,151
5th year of service	46	61,658
6th year of service and thereafter	50	64,086
7th year of service	53	65,798
8th year of service and thereafter	56	67,659
Technical Officer (Scientific) Grade II		
1st year of service	63	72,520
2nd year of service	66	74,712
3rd year of service	70	77,660
4th year of service	76	82,265
Senior Technical Officer (Scientific) Grade 1		
1st year of service	81	86,293
2nd year of service	83	88,076
3rd year of service and thereafter	84	88,851
Senior Technical Officer (Scientific) Grade II		
1st year of service	84	88,851
2nd year of service	87	91,559
3rd year of service	89	93,401
4th year of service	92	96,116
5th year of service and thereafter	95	99,204
Trainee Technical Officer (Scientific)		
1st year	5	31,750
2nd year	7	36,012
3rd year	9	40,805
4th year	13	44,386

Legal Officers, Various Departments Agreement No.2375 of 1982

Legal Officers, Various Departments		
Classification and Grades	Common Salary Point	1.7.17 Per annum 2.50% \$
Legal Officers		
Grade I		
1st year of service	51	64,583
2nd year of service	55	67,031
3rd year of service	58	68,929
4th year of service	61	71,008
5th year of service	65	73,840
Grade II		
1st year of service	73	79,922
2nd year of service	78	83,935
3rd year of service	84	88,851
4th year of service	89	93,401
5th year of service	93	97,126
Grade III		
1st year of service	98	102,359
2nd year of service	101	105,409
3rd year of service	105	109,475

Grade IV		
1st year of service	112	117,291
2nd year of service	114	119,548
Grade V		
1st year of service	119	125,714
2nd year of service	121	128,178
Grade VI		
1st year of service	126	135,045
2nd year of service	128	137,891

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

Maintenance Officer State Library of NSW		
Classification		1.7.17 Per annum 2.50% \$
Maintenance Officer		
1st year of service		61,509
2nd year of service		64,784

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

Media Monitors		
Classification and Grades	Common Salary Point	1.7.17 Per annum 2.50% \$
Media Monitor, Level 1		
1st year of service	61	71,008
2nd year of service	65	73,840
3rd year of service	69	76,901
4th year of service	74	80,557
Senior Media Monitor, Level 2		
1st year of service	78	83,935
2nd year of service	82	87,225
3rd year of service	86	90,585
4th year of service	89	93,401

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

Ministerial Drivers		
	Common Salary Point	1.7.17 Per annum 2.50% \$
Ministerial Driver	39	57,962
Out of Hours Work Allowance (calculated as 34 hours at ordinary time of base salary)	-	51,860

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

Miscellaneous Professional Officers, Department of Water Resources	Common	1.7.17
Classification and Grades	Salary Points	Per annum 2.50% \$
Cadets/Trainees		
1st year of service	8	38,481
2nd year of service	11	43,557
3rd year of service	17	46,945
4th year of service	25	51,177
5th year of service	32	54,387
6th year of service	37	56,897
General Scale		
1st year of service	37	56,897
2nd year of service	44	60,598
3rd year of service	51	64,583
4th year of service	58	68,929
5th year of service	64	73,224
6th year of service	71	78,435
Grade 1		
1st year of service	72	79,103
2nd year of service	75	81,369
3rd year of service	78	83,935
Thereafter	81	86,293
Grade 2		
1st year of service	85	89,781
Thereafter	87	91,559
Grade 3		
1st year of service	90	94,327
Thereafter	95	99,204
Grade 4		
1st year of service	99	103,341
Thereafter	102	106,418
Grade 5		
1st year of service	108	112,797
Thereafter	111	116,157
Grade 6		
1st year of service	116	121,917
Thereafter	121	128,178

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

Administrative and Clerical Officers, Parliament House	Common	1.7.17
Classification and Grades	Salary Points	Per annum 2.50% \$
Clerks General Scale		
1st year of service or 18	7	36,012
2nd year of service min. at 20	11	43,557
3rd year of service min. at 21	17	46,945
4th year of service	20	48,225
5th year of service	23	50,265
6th year of service	25	51,177
7th year of service	28	52,447
8th year of service	32	54,387
9th year of service	36	56,358
10th year of service	40	58,440

Officer with HSC at 19 paid not less than	9	40,805
Grade 1 - 1st year of service	46	61,658
Thereafter	49	63,469
Grade 2 - 1st year of service	52	65,240
Thereafter	55	67,031
Grade 3 - 1st year of service	58	68,929
Thereafter	61	71,008
Grade 4 - 1st year of service	64	73,224
Thereafter	67	75,476
Grade 5 - 1st year of service	75	81,369
Thereafter	78	83,935
Grade 6 - 1st year of service	82	87,225
Thereafter	85	89,781
Grade 7 - 1st year of service	88	92,470
Thereafter	91	95,235
Grade 8 - 1st year of service	95	99,204
Thereafter	98	102,359
Grade 9 - 1st year of service	101	105,409
Thereafter	104	108,373
Grade 10 - 1st year of service	108	112,797
Thereafter	111	116,157
Grade 11 - 1st year of service	116	121,917
Thereafter	120	127,085
Grade 12 - 1st year of service	126	135,045
Thereafter	130	140,996

Parliament House, Other Clerical Officers Determinations of the Presiding Officers

Other Clerical Officers, Parliament House		
Classification and Grades	Common Salary Point	1.7.17 Per annum 2.50% \$
Grade 1 - Group A - 1st year of service or under 17	1	25,068
2nd year of service or 17	4	29,855
3rd year of service or 18	6	33,880
Group B - 1st year of service or under 17	2	26,747
2nd year of service or 17	4	29,855
3rd year of service	6	33,880

Grade 1 -		
4th year of service	19	40,805
5th year of service	20	43,557
6th year of service	17	46,945
7th year of service	20	48,225
8th year of service	23	50,265
9th year of service	25	51,177
10th year of service	28	52,447
Grade 1/2 -		
Group C -		
1st year of service or under 17	3	28,159
2nd year of service or 17	6	33,880
3rd year of service or 18	9	40,805
Group D only -		
Officer with HSC at 19 paid not less than	9	40,805
4th year of service or 19	11	43,557
5th year of service or 20	17	46,945
6th year of service	20	48,225
7th year of service	23	50,265
8th year of service	25	51,177
9th year of service	28	52,447
10th year of service	32	54,387
11th year of service	36	56,358
12th year of service	40	58,440
Grade 3 -		
1st year of service	46	61,658
2nd year of service	49	63,469
Grade 3/4 -		
1st year of service	46	61,658
2nd year of service	49	63,469
3rd year of service	52	65,240
4th year of service	55	67,031
Grade 4 -		
1st year of service	52	65,240
2nd year of service	55	67,031
Grade 5 -		
1st year of service	58	68,929
2nd year of service	61	71,008
Grade 6 -		
1st year of service	64	73,224
2nd year of service	67	75,476
Grade 7 -		
1st year of service	75	81,369
2nd year of service	78	83,935
Grade 8 -		
1st year of service	82	87,225
2nd year of service	85	89,781

Parliamentary Attendant Staff, Determinations of the Presiding Officers

Parliamentary Attendant Staff		
Classification and Grades	Common Salary Point	1.7.17 Per annum 2.50% \$
Parliamentary Officer - Attendant, Grade 1		
1st year of service	32	54,387
2nd year of service	36	56,358
Thereafter	40	58,440
Grade 2		
1st year of service	41	59,097
Thereafter	43	60,151
Grade 3		
1st year of service (Level 1)	46	61,658
Thereafter (Level 2)	49	63,469
Grade 4	55	67,031
Grade 5	61	71,008

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	1.7.17 Per annum 2.50% \$
**Parliamentary Officers Chef - Grade 4 (Head Chef)		
1st year	82	87,225
2nd year and thereafter	85	89,781
**Parliamentary Officer Chef - Grade 3 (Chef)	47	62,305
**Parliamentary Officer Chef - Grade 2 - (Assistant Chef)	37	56,897
Parliamentary Steward		
1st year	48	62,822
2nd year and thereafter	50	64,086
Dining Room Supervisor	40	58,440
Assistant Dining Room Supervisor	32	54,387
**Catering Supervisor (Cafeteria Supervisor)	34	55,342
**Catering Supervisor (Room Service Supervisor)	32	54,387
Senior Dining Room Attendant/Cleaner	29	52,986
Dining Room Attendant/Cleaner	27	52,007
Senior Bartender	30	53,439
Bartender	-	50,737
Kitchen Attendant	27	52,007
Kitchen Assistant	-	49,068
Stock Clerk -		
1st year	38	57,369
2nd year	40	58,440
3rd year and thereafter	43	60,151
Pantry Supervisor	34	55,342
Assistant Pantry Supervisor	30	53,439
**Cleaning Supervisor (Foreman Cleaner)	30	53,439
**Assistant Cleaning Supervisor (Assistant Foreman Cleaner)	-	50,737
General Useful	-	49,068

Stores Officer		
1st year	-	57,962
2nd year and thereafter	-	59,097
Housekeeper	-	47,719
*Senior Laundry Assistant	-	47,288
Laundry Assistant	-	46,819
Cleaner	-	46,819
**Horticulturalist Grade 2 (Gardener - experienced)	32	54,387
*Attendant/Gatekeeper	-	49,068
*Parliament House Security Officer	41	59,097
*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	1.7.17 Per annum 2.50% \$
Parole Officer		
Min 3	58	68,929
Max 3	61	71,008
Min 4	64	73,224
Max 4	67	75,476
Min 5	75	81,369
Max 5	78	83,935
Min 6	82	87,225
Max 6	85	89,781
Unit Leader		
Min 7	88	92,470
Max 7	91	95,235
Min 8	95	99,204
Max 8	98	102,359
District Manager 4		
Min 7	88	92,470
Max 7	91	95,235
Min 8	95	99,204
District Manager 3		
Min 8	95	99,204
Max 8	98	102,359
Min 9	101	105,409
Max 9	104	108,373
District Manager 2		
Min 9	101	105,409
Max 9	104	108,373
Min 10	108	112,797
Max 10	111	116,157
District Manager 1		
Min 10	108	112,797
Max 10	111	116,157
Min 11	116	121,917
Max 11	120	127,085

Petty Sessions Officers - Local Courts Administration Determination 741 of 1982

Petty Sessions Officers - Local Courts Administration		
Classification and Grades	Common Salary Point	1.7.17 Per annum 2.50% \$
Grade 1/2		
1st year of service	7	36,012
2nd year of service	11	43,557
3rd year of service	17	46,945
4th year of service	20	48,225
5th year of service	23	50,265
6th year of service	25	51,177
7th year of service	28	52,447
8th year of service	32	54,387
9th year of service	36	56,358
10th year of service	40	58,440
Officer with HSC at 19 paid not less than	9	40,805
General Scale		
Grade 3		
1st year of service Max 1	49	63,469
2nd year of service Min 2	52	65,240
Thereafter Max 2	55	67,031
Grade 4		
1st year of service Max 3	61	71,008
2nd year of service Min 4	64	73,224
Thereafter Max 4	67	75,476
Grade 5		
1st year of service Max 5	78	83,935
2nd year of service Min 6	82	87,225
Thereafter Max 6	85	89,781
Grade 6		
1st year of service Min 8	95	99,204
Thereafter Max 9	104	108,373
Grade 7		
1st year of service Min 11	116	121,917
Thereafter Min 12	126	135,045

Pharmacists Agreement 2441 of 1982

Pharmacists	
Classification and Grade	1.7.17 Per annum 2.50% \$
Pharmacist - Grade 1	
1st year	59,003
2nd year	61,208
3rd year	64,955
4th year	69,429
5th year	74,245
6th year	78,961
7th year	82,787
8th year	85,453
Pharmacist - Grade 2 After 2 yrs on maximum	88,004
Part-time Pharmacist	47.00

Pharmaceutical Advisor, Pharmaceutical Services Branch	
1st year	95,605
2nd year	98,812
3rd year	101,573
4th year	104,339
Principal Pharmaceutical Advisor Pharmaceutical Services Branch	
1st year	114,244
2nd year	117,126
Deputy Chief Pharmacist Pharmaceutical Services Branch	
1st year	121,006
2nd year	124,018
Chief Pharmacist Pharmaceutical Services Branch	
1st year	133,563
2nd year	136,699
Chief Pharmacist Group 1 & 3, Grade 5 Corrections Health Service	
1st year	114,238
2nd year	117,127

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	1.7.17 Per annum 2.50% \$
Senior Psychologist Year 1	-	117,105
Senior Psychologist Year 2	-	122,031
Senior Psychologist Year 3 and thereafter	-	126,956
Senior Specialist Psychologist Year 1	-	136,809
Senior Specialist Psychologist Year 2	-	140,740
Senior Specialist Psychologist Year 3 and thereafter	-	144,708
Community Based Incidental Allowance	-	2,967

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

Publicity Officers and Public Relations Officers		
Classification and Grades	Common Salary Point	1.7.17 Per annum 2.50% \$
Assistant Publicity Officers		
1st year of service	59	69,650
2nd year of service	62	71,677
Publicity Officers		
1st year of service	69	76,901
2nd year of service	72	79,103
3rd year of service and thereafter	74	80,557
Senior Publicity Officers, Dept of Education & Training		
1st year of service and thereafter	100	104,397

Public Relations Officer		
Grade II		
1st year of service	87	91,559
2nd year of service	89	93,401
3rd year of service and thereafter	91	95,235
Grade I		
1st year of service	103	107,398
2nd year of service	105	109,475
3rd year of service and thereafter	107	111,689
Allowance in lieu of overtime (per annum)	-	12,050

Scientific Officers Various Departments Agreement No. 2433 of 1982

Scientific Officers, Various Departments		
Classification and Grades	Common Salary Point	1.7.17 Per annum 2.50% \$
Grade I		
1st year of service	46	61,658
2nd year of service	50	64,086
3rd year of service	56	67,659
4th year of service	63	72,520
5th year of service	70	77,660
6th year of service and thereafter	76	82,265
Grade II		
1st year of service	81	86,293
2nd year of service	84	88,851
3rd year of service	87	91,559
4th year of service and thereafter	91	95,235
Grade III		
1st year of service	95	99,204
2nd year of service	98	102,359
3rd year of service and thereafter	100	104,397
Grade IV		
1st year of service	105	109,475
2nd year of service	108	112,797
3rd year of service and thereafter	110	115,033
Grade V		
1st year of service	114	119,548
2nd year of service and thereafter	117	123,127
Grade VI		
1st year of service	120	127,085
2nd year of service	123	130,702

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	1.7.17 Per annum 2.50% \$
Security Officer	25	51,177
Senior Security Officer	30	53,439
Chief Security Controller - Sydney		
1st year	75	81,369
2nd year	78	83,935

Chief Security Officer - Sydney (S.C. 85) 1st year	60	70,297
(S.C. 92) 2nd year Newcastle - (S.C. 80)	64	73,224
	57	68,256

Social Workers, Various Departments Agreement No.2374 of 1982

Social Workers, Various Departments		
Classification and Grades	Common Salary Point	1.7.17 Per annum 2.50% \$
Social Worker, Community Services Consultant		
1st year of service	44	60,598
2nd year of service	49	63,469
3rd year of service	55	67,031
4th year of service	61	71,008
5th year of service	67	75,476
6th year of service	71	78,435
7th year of service	75	81,369
8th year of service	79	84,606
9th year of service and thereafter	84	88,851
Senior Allotment Officer	89	93,401
Community Services Officer	96	100,243
Social Worker Grade I	89	93,401
Senior Social Worker	96	100,243
Regional Social Work Adviser		
South Eastern, Orana and Far West and South Western Health Regions	89	93,401
Central Western, North Coast, Illawarra and New England Health Regions	96	100,243
Southern Metropolitan, Northern Metropolitan, Western Metropolitan and Hunter Health Regions	107	111,689

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	1.7.17 Per annum 2.50% \$
Stores Officers		
Grade 1		
1st year of service	31	53,865
2nd year of service and thereafter	33	54,827
Grade 2		
1st year of service	34	55,342
2nd year of service and thereafter	35	55,790
Grade 3		
1st year of service	36	56,358
2nd year of service and thereafter	37	56,897
Grade 4		
1st year of service	39	57,962
2nd year of service	41	59,097
3rd year of service and thereafter	41	59,097

Stores and Despatch Officer Art Gallery of N.S.W.		
1st year of service	39	57,962
2nd year of service	40	58,440
3rd year of service and thereafter	41	59,097
Drug Checker and Counter Hand Commercial Services Group		
1st year of service	37	56,897
2nd year of service and thereafter	38	57,369
Area Supervisors Commercial Services Group		
1st year of service	46	61,658
2nd year of service and thereafter	48	62,822
Second O.I.C. (Other Areas) Commercial Services Group		
1st year of service	37	56,897
2nd year of service and thereafter	38	57,369
Area Supervisors (Shea's Creek Stores) Despatch Section, Government Supply Department		
1st year of service	52	65,240
2nd year of service and thereafter	55	67,031
Packing Section and Sheds 68-72 Commercial Services Group		
1st year of service	49	63,469
2nd year of service and thereafter	51	64,583
Section O.I.C. (Areas) Commercial Services Group		
1st year of service	41	59,097
2nd year of service and thereafter	43	60,151
Packing Section and Sheds 68-72 Commercial Services Group		
1st year of service	39	57,962
2nd year of service and thereafter	40	58,440
Assistant Inspector of Packing and Quality Control, Commercial Services Group	56	67,659
Inspector of Packing and Quality Control, Commercial Services Group	59	69,650
Controller of Order Processing, Commercial Services Group	59	69,650
Stores Controller, CMA	46	61,658
Assistant Stores Controller, CMA	40	58,440
Chief Stores Officer, Government Motor Garage		
1st year of service	46	61,658
2nd year of service	48	62,822
3rd year of service and thereafter	49	63,469

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	1.7.17 Per annum 2.50% \$
Grade I		
1st year of service	50	64,086
2nd year of service	56	67,659
3rd year of service	63	72,520
4th year of service	70	77,660
5th year of service and thereafter	76	82,265
Grade II		
1st year of service	82	87,225
2nd year of service	86	90,585
3rd year of service	89	93,401
4th year of service and thereafter	92	96,116

Grade III		
1st year of service	97	101,252
2nd year of service	100	104,397
3rd year of service	104	108,373
4th year of service and thereafter	107	111,689
Grade IV		
1st year of service	112	117,291
2nd year of service	115	120,731
3rd year of service and thereafter	117	123,127
Grade V		
1st year of service	121	128,178
2nd year of service and thereafter	123	130,702

Technical Officers (Engineering) Determination No.803 of 1983

Technical Officers (Engineering)		
Classification and Grades	Common Salary Point	1.7.17 Per annum 2.50% \$
Grade 1		
1st year of service	48	62,822
2nd year of service	51	64,583
3rd year of service	54	66,373
4th year of service	56	67,659
5th year of service	59	69,650
Grade 2		
1st year of service	64	73,224
2nd year of service	66	74,712
3rd year of service	68	76,028
4th year of service	70	77,660
Grade 3		
1st year of service and thereafter	77	82,969
Senior Technical Officer		
Grade 1		
1st year of service	75	81,369
2nd year of service	77	82,969
3rd year of service	80	85,525
Grade 2		
1st year of service	83	88,076
2nd year of service	86	90,585
Grade 3		
	90	94,327

Technical Surveyors, All Departments Agreement No. 2494 of 1986

Technical Surveyors, All Departments		
Classification and Grades	Common Salary Point	1.7.17 Per annum 2.50% \$
Assistant Technical Surveyors		
1st year of service	2	26,747
2nd year of service	5	31,750
3rd year of service	7	36,012
4th year of service	11	43,557
5th year of service	17	46,945
6th year of service	20	48,225
7th year of service	23	50,265

8th year of service	25	51,177
9th year of service	28	52,447
10th year of service	32	54,386
11th year of service	36	56,358
12th year of service	40	58,440
13th year of service	46	61,658
14th year of service	49	63,469
15th year of service	52	65,240
16th year of service	55	67,031
Officer with HSC at 19 paid not less than	9	40,805
Technical Surveyor		
Grade 1		
1st year of service	58	68,929
2nd year of service	61	71,008
3rd year of service	64	73,224
4th year of service	67	75,476
Grade 2		
1st year of service	73	79,922
2nd year of service	76	82,265
3rd year of service	80	85,525
4th year of service	83	88,076
Grade 3		
1st year of service	88	92,470
2nd year of service	91	95,235

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	1.7.17 Per annum 2.50% \$
Grade 1		
Year 1	59	69,650
Thereafter	60	70,297
Grade 2		
Year 1	62	71,677
Thereafter	63	72,520
On call allowance	-	263.20

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

Timekeepers and/or Storekeepers, Various Departments (other than State Dockyard)		
Classification and Grades	Common Salary Point	1.7.17 Per annum 2.50% \$
Timekeeper and/or Storekeeper		
Grade I		
1st year of service	34	55,342
2nd year of service	37	56,897
Grade II		
1st year of service	39	57,962
2nd year of service	42	59,561
Assistant to Supervisory Timekeeper		
On Appointment	43	60,151

Special Grade		
1st year of service	45	61,187
2nd year of service	46	61,658

Tracers, Various Departments Agreement No.2192 of 1975

Tracers, Various Departments		
Classification and Grades	Common Salary Point	1.7.17 Per annum 2.50% \$
General Scale		
1st year of service or under 17	2	26,747
2nd year of service or 17	4	29,855
3rd year of service or 18	6	33,880
4th year of service or 19	8	38,481
5th year of service or 20	10	43,162
6th year of service or 21	17	46,945
7th year of service	19	47,820
8th year of service	23	50,265
9th year of service	25	51,177
Grade 1		
1st year of service	26	51,592
2nd year of service	28	52,447
Grade 2		
1st year of service	31	53,865
2nd year of service	33	54,827
Grade 3		
1st year of service	35	55,790
2nd year of service	37	56,897
Grade 4		
1st year of service	39	57,962
2nd year of service	40	58,440

Visual Aids Officers Agreement No.1810 of 1971

Department of Education and Training/TAFE		
Classification	Common Salary Point	1.7.17 Per annum 2.50% \$
Non-Graduate		
1st year	41	59,097
2nd year	47	62,305
3rd year	52	65,240
4th year	57	68,256
5th year	62	71,677
6th year	66	74,712
7th year	79	76,901
8th year	71	78,435
Graduate		
1st year	43	60,151
2nd year	48	62,822
3rd year	54	66,373
4th year	60	70,297
5th year	66	74,712
6th year	71	78,435
7th year	75	81,369

8th year	79	84,606
9th year	84	88,851
Senior Visual Aids Officer		
1st year	81	86,293
2nd year	85	89,781
3rd year	89	93,401
4th year`	94	98,170

P. KITE, Chief Commissioner.

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