

CROWN EMPLOYEES (PUBLIC SECTOR - SALARIES 2024) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Industrial Relations Secretary.

(Case No. XXXX of 2025)

Before

2025

AWARD**PART A****Arrangement**

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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 2024) 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) a 4% increase to salaries payable with effect from the first full pay period to commence on or after 1 July 2024; and
 - (b) a further 3% increase to salaries payable with effect from the first full pay period to commence on or after 1 July 2025; and
 - (c) a further 3% increases to salaries payable with effect from the first full pay period to commence on or after 1 July 2026.
- (iv) The percentage increases to salaries prescribed at subclause (iii) above will not be applied to the following industrial instruments/classifications as alternate increases will be applied as a result of separate agreement between the parties:
 - (a) Crown Employees (Sheriff's Officers) Award – increase of 3% to be applied from the first full pay period to commence on or after 1 July 2024, and then further increases of 3% in accordance with subclause 3(iii)(b) and (c) above following a consent variation to the Crown Employees (Sheriff's Officers) Award
 - (b) Crown Employees (NSW Police Force Special Constables) (Security) Award 2024 – increase of 11% (comprising of 3% for salaries and 8% for work value) to be applied from the first full pay period to commence on or after 1 July 2024, and then further increases of 3 per cent in accordance with subclause 3(iii)(b) and (c) above.
 - (c) The classification of 'Groom, Mounted Police' within the Crown Employees (NSW Police Administrative Officers and Temporary Employees) Award 2009 – this classification is to receive an increase of 3% to be applied from the first full pay period to commence on or after 1 July 2024, and then further increases of 3% in accordance with subclause 3(iii)(b) and (c) above following a consent variation to the Crown Employees (NSW Police Administrative Officers and Temporary Employees) Award 2009.
 - (d) Crown Employees (Psychologists) Award – an interim increase of 3% to be applied from the first full pay period to commence on or after 1 July 2024 and an additional interim increase of 4% to be applied from the first full pay period to commence on or after 1 July 2025 with increases effective from the first full pay period to commence on or after 1 July 2026 to be determined following resolution of negotiations between the parties for a new award. Nothing in this award is intended to limit the ability of either party from filing an award application to give effect to a further increase to salaries, salary-related allowances and conditions which would take effect before 1 July 2026, either by consent or in accordance with clause 8(i).
 - (e) Crown Employees (Department of Industry, Skills and Regional Development) Fisheries Employees Award - an interim increase of 3% to be applied from the first full pay period to commence on or after 1 July 2024 for the classifications of Fisheries Officer and Fisheries Technician with increases effective from the first full pay period to commence on or after 1 July 2025 and 1 July 2026 to be determined following resolution of negotiations between the parties for a new award.

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

Environmental 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

- (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) The Industrial Relations Commission recognises that the parties have provided an undertaking that other than as provided for in the *Industrial Relations Act 1996*, there will 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 the nominal expiry of the Award unilaterally made by a party to this Award unless otherwise agreed by the parties. Leave is reserved to the parties to make an application to commence proceedings in the Industrial Relations Commission of New South Wales, after all efforts have been exhausted, to resolve salaries and conditions claims for Psychologists, Child Protection Employees and Fisheries Employees.

- (ii) This undertaking does not prevent the Parties from continuing collaborative discussions during the life of the Award to deliver additional enhancements to remuneration and/or conditions of employment, and to achieve additional industry wide and systemic efficiencies and productivity improvements to the delivery of Government services to the public. Changes to conditions or salaries may be jointly progressed and, if agreed, an application to vary the Award may be made by consent prior to the nominal expiry of the Award.
- (iii) This clause does not prevent the parties from seeking the assistance of the Industrial Relations Commission of New South Wales in accordance with clause 6.8 of the Memorandum of the Understanding between the parties dated 16 October 2024.
- (iv) Parties are not prevented from commencing any proceedings with respect to the interpretation, application or enforcement of existing award provisions, or the Memorandum.

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 Transport for NSW.
- (iii) This Award rescinds and replaces the Crown Employees (Public Sector - Salaries 2022) Award, published on 28 July 2023 (394 I.G. 1020) and all variations thereof and takes effect from 1 July 2024, and remains in force until 30 June 2027.

SCHEDULE A

LIST OF AWARDS, AGREEMENTS AND DETERMINATIONS

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

Awards:

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

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

Crown Employees (Departmental Officers) Award

Crown Employees Sound Reporters Award

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

Crown Employees (Office of Sport - Catering Officers) Award

Crown Employees (Office of Sport - Centre Managers) Award

Crown Employees (Office of Sport - Program Officers) Award

Crown Employees (Office of Sport - Services Officers) Award

Crown Employees (Department of Planning, Industry and Environment) Aboriginal Housing Award 2016

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

Crown Employees (Department of Regional NSW) Food Safety Officers Award

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

Crown Employees (Custodial Executive Rank Officer - Department of Communities and Justice - Corrective Services NSW) Award 2009

Crown Employees (General Staff - Salaries) Award 2007

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

Crown Employees (Interpreters and Translators, Multicultural NSW) Award

Crown Employees (Jenolan Caves Reserve Trust) Salaries Award 2020

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

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

Crown Employees (Lord Howe Island Board Salaries and Conditions 2021) Award

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

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

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

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

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

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

Crown Employees (Department of Industry) Local Coordinator Allowance Award

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

Crown Employees (Department of Regional NSW) Operational Staff Award

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

Crown Employees (Department of Regional NSW) Professional Officers Award

Crown Employees (Department of Industry) Regulatory Officers Award

Crown Employees (Ministerial Drivers) Award 2023

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

Crown Employees (Department of Industry) Technical Staff Award

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

Crown Employees (NSW Police Force Communications Officers) Award

Crown Employees (NSW Police Force Police Band) Award 2018

Crown Employees (NSW Police Force Special Constables) (Security) Award 2024

Crown Employees (Department of Planning, Industry and the Office of Environment Protection Authority) General Award 2021

Crown Employees (Department of Planning, Industry and Environment - Place Management NSW Casual Staff) Award 2019

Crown Employees (Department of Planning, Industry and Environment – National Parks and Wildlife Service) Conditions of Employment Award 2015

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

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

Crown Employees (Parliament House Conditions of Employment) Award 2015

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

Crown Employees (Planning Officers) Award 2021

Crown Employees (Psychologists) Award

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

Crown Employees (Public Service Training Wage) Reviewed Award 2008

Crown Employees (Research Scientists) Award 2007

Crown Employees (Rural Fire Service) Award

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

Crown Employees (Sheriff's Officers) Award

Crown Employees (State Emergency Service) Zone Staff Award 2021

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

Crown Employees (Tipstaves to Justices) Award

Crown Employees (Trades Assistants) Award 2019

Taronga Conservation Society Australia Salaried Employees Award

Agreements and Determinations:

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

Architects etc. Agreement No. 1733 of 1971

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

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

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

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

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

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

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

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

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

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

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

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

Conservators, Cultural Institutions Agreement No. 2504 of 1987

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

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

Curators and Registrars Cultural Institutions Agreement No. 2508 of 1987

Departmental Professional Officers Determination No. 866 of 1987

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

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

Engineers Agreement No. 1734 of 1971

Escorts and Travelling Attendants Agreement No. 2270 of 1980

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

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

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

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

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

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

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

Legal Officers, Various Departments Agreement No. 2375 of 1982

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

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

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

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

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

Parliamentary Attendant Staff, Determinations of the Presiding Officers

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

Parole Officers, Department of Corrective Services Industrial Authority Determination

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

Pharmacists Agreement No. 2441 of 1982

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

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

Scientific Officers Various Departments Agreement No. 2433 of 1982

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

Social Workers, Various Departments Agreement No. 2374 of 1982

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

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

Technical Officers (Engineering) Determination No. 803 of 1983

Technical Surveyors, All Departments Agreement No. 2494 of 1986

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

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

Tracers, Various Departments, Agreement No.2192 of 1975

SCHEDULE B

COMMON SALARY POINTS

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

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

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

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

Summary of the Crown Employees (Common Salary Points) Award

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

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

Table 1: Organisations

Table 2: Awards

Table 3: Classifications (by organisation) excluded

Table 4: Common salary points

(ii) Current Common Salary Points

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

| | | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
|----------------------|----|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| Common Salary Point: | 1 | 28,742 | 29,892 | 30,789 | 31,713 |
| | 2 | 30,668 | 31,895 | 32,852 | 33,838 |
| | 3 | 32,287 | 33,578 | 34,585 | 35,623 |
| | 4 | 34,231 | 35,600 | 36,668 | 37,768 |
| | 5 | 36,405 | 37,861 | 38,997 | 40,167 |
| | 6 | 38,846 | 40,400 | 41,612 | 42,860 |
| | 7 | 41,291 | 42,943 | 44,231 | 45,558 |
| | 8 | 44,121 | 45,886 | 47,263 | 48,681 |
| | 9 | 46,786 | 48,657 | 50,117 | 51,621 |
| | 10 | 49,488 | 51,468 | 53,012 | 54,602 |
| | 11 | 49,941 | 51,939 | 53,497 | 55,102 |
| | 12 | 50,389 | 52,405 | 53,977 | 55,596 |
| | 13 | 50,891 | 52,927 | 54,515 | 56,150 |
| | 14 | 51,420 | 53,477 | 55,081 | 56,733 |
| | 15 | 51,905 | 53,981 | 55,600 | 57,268 |
| | 16 | 52,503 | 54,603 | 56,241 | 57,928 |
| | 17 | 53,826 | 55,979 | 57,658 | 59,388 |
| | 18 | 54,356 | 56,530 | 58,226 | 59,973 |
| | 19 | 54,829 | 57,022 | 58,733 | 60,495 |
| | 20 | 55,295 | 57,507 | 59,232 | 61,009 |
| | 21 | 55,820 | 58,053 | 59,795 | 61,589 |
| | 22 | 56,341 | 58,595 | 60,353 | 62,164 |
| | 23 | 57,633 | 59,938 | 61,736 | 63,588 |
| | 24 | 58,199 | 60,527 | 62,343 | 64,213 |
| | 25 | 58,677 | 61,024 | 62,855 | 64,741 |
| | 26 | 59,155 | 61,521 | 63,367 | 65,268 |
| | 27 | 59,630 | 62,015 | 63,875 | 65,791 |
| | 28 | 60,134 | 62,539 | 64,415 | 66,347 |
| | 29 | 60,753 | 63,183 | 65,078 | 67,030 |
| | 30 | 61,272 | 63,723 | 65,635 | 67,604 |
| | 31 | 61,760 | 64,230 | 66,157 | 68,142 |
| | 32 | 62,359 | 64,853 | 66,799 | 68,803 |
| | 33 | 62,865 | 65,380 | 67,341 | 69,361 |
| | 34 | 63,455 | 65,993 | 67,973 | 70,012 |
| | 35 | 63,968 | 66,527 | 68,523 | 70,579 |
| | 36 | 64,619 | 67,204 | 69,220 | 71,297 |
| | 37 | 65,236 | 67,845 | 69,880 | 71,976 |
| | 38 | 65,778 | 68,409 | 70,461 | 72,575 |
| | 39 | 66,458 | 69,116 | 71,189 | 73,325 |
| | 40 | 67,006 | 69,686 | 71,777 | 73,930 |
| | 41 | 67,758 | 70,468 | 72,582 | 74,759 |
| | 42 | 68,291 | 71,023 | 73,154 | 75,349 |
| | 43 | 68,968 | 71,727 | 73,879 | 76,095 |
| | 44 | 69,481 | 72,260 | 74,428 | 76,661 |
| | 45 | 70,156 | 72,962 | 75,151 | 77,406 |
| | 46 | 70,694 | 73,522 | 75,728 | 78,000 |
| | 47 | 71,438 | 74,296 | 76,525 | 78,821 |
| | 48 | 72,031 | 74,912 | 77,159 | 79,474 |

| | | | | | |
|--|-----|---------|---------|---------|---------|
| | 49 | 72,772 | 75,683 | 77,953 | 80,292 |
| | 50 | 73,479 | 76,418 | 78,711 | 81,072 |
| | 51 | 74,050 | 77,012 | 79,322 | 81,702 |
| | 52 | 74,803 | 77,795 | 80,129 | 82,533 |
| | 53 | 75,443 | 78,461 | 80,815 | 83,239 |
| | 54 | 76,102 | 79,146 | 81,520 | 83,966 |
| | 55 | 76,857 | 79,931 | 82,329 | 84,799 |
| | 56 | 77,576 | 80,679 | 83,099 | 85,592 |
| | 57 | 78,260 | 81,390 | 83,832 | 86,347 |
| | 58 | 79,032 | 82,193 | 84,659 | 87,199 |
| | 59 | 79,860 | 83,054 | 85,546 | 88,112 |
| | 60 | 80,600 | 83,824 | 86,339 | 88,929 |
| | 61 | 81,416 | 84,673 | 87,213 | 89,829 |
| | 62 | 82,184 | 85,471 | 88,035 | 90,676 |
| | 63 | 83,150 | 86,476 | 89,070 | 91,742 |
| | 64 | 83,957 | 87,315 | 89,934 | 92,632 |
| | 65 | 84,663 | 88,050 | 90,692 | 93,413 |
| | 66 | 85,664 | 89,091 | 91,764 | 94,517 |
| | 67 | 86,539 | 90,001 | 92,701 | 95,482 |
| | 68 | 87,172 | 90,659 | 93,379 | 96,180 |
| | 69 | 88,173 | 91,700 | 94,451 | 97,285 |
| | 70 | 89,044 | 92,606 | 95,384 | 98,246 |
| | 71 | 89,932 | 93,529 | 96,335 | 99,225 |
| | 72 | 90,697 | 94,325 | 97,155 | 100,070 |
| | 73 | 91,636 | 95,301 | 98,160 | 101,105 |
| | 74 | 92,366 | 96,061 | 98,943 | 101,911 |
| | 75 | 93,295 | 97,027 | 99,938 | 102,936 |
| | 76 | 94,323 | 98,096 | 101,039 | 104,070 |
| | 77 | 95,131 | 98,936 | 101,904 | 104,961 |
| | 78 | 96,237 | 100,086 | 103,089 | 106,182 |
| | 79 | 97,008 | 100,888 | 103,915 | 107,032 |
| | 80 | 98,063 | 101,986 | 105,046 | 108,197 |
| | 81 | 98,941 | 102,899 | 105,986 | 109,166 |
| | 82 | 100,011 | 104,011 | 107,131 | 110,345 |
| | 83 | 100,986 | 105,025 | 108,176 | 111,421 |
| | 84 | 101,874 | 105,949 | 109,127 | 112,401 |
| | 85 | 102,941 | 107,059 | 110,271 | 113,579 |
| | 86 | 103,863 | 108,018 | 111,259 | 114,597 |
| | 87 | 104,980 | 109,179 | 112,454 | 115,828 |
| | 88 | 106,025 | 110,266 | 113,574 | 116,981 |
| | 89 | 107,091 | 111,375 | 114,716 | 118,157 |
| | 90 | 108,153 | 112,479 | 115,853 | 119,329 |
| | 91 | 109,194 | 113,562 | 116,969 | 120,478 |
| | 92 | 110,205 | 114,613 | 118,051 | 121,593 |
| | 93 | 111,362 | 115,816 | 119,290 | 122,869 |
| | 94 | 112,559 | 117,061 | 120,573 | 124,190 |
| | 95 | 113,746 | 118,296 | 121,845 | 125,500 |
| | 96 | 114,937 | 119,534 | 123,120 | 126,814 |
| | 97 | 116,094 | 120,738 | 124,360 | 128,091 |
| | 98 | 117,363 | 122,058 | 125,720 | 129,492 |
| | 99 | 118,489 | 123,229 | 126,926 | 130,734 |
| | 100 | 119,699 | 124,487 | 128,222 | 132,069 |
| | 101 | 120,859 | 125,693 | 129,464 | 133,348 |
| | 102 | 122,016 | 126,897 | 130,704 | 134,625 |
| | 103 | 123,141 | 128,067 | 131,909 | 135,866 |
| | 104 | 124,258 | 129,228 | 133,105 | 137,098 |
| | 105 | 125,521 | 130,542 | 134,458 | 138,492 |
| | 106 | 126,794 | 131,866 | 135,822 | 139,897 |
| | 107 | 128,059 | 133,181 | 137,176 | 141,291 |

| | | | | | |
|--|-----|---------|---------|---------|---------|
| | 108 | 129,331 | 134,504 | 138,539 | 142,695 |
| | 109 | 130,616 | 135,841 | 139,916 | 144,113 |
| | 110 | 131,895 | 137,171 | 141,286 | 145,525 |
| | 111 | 133,183 | 138,510 | 142,665 | 146,945 |
| | 112 | 134,483 | 139,862 | 144,058 | 148,380 |
| | 113 | 135,775 | 141,206 | 145,442 | 149,805 |
| | 114 | 137,071 | 142,554 | 146,831 | 151,236 |
| | 115 | 138,427 | 143,964 | 148,283 | 152,731 |
| | 116 | 139,787 | 145,378 | 149,739 | 154,231 |
| | 117 | 141,175 | 146,822 | 151,227 | 155,764 |
| | 118 | 142,579 | 148,282 | 152,730 | 157,312 |
| | 119 | 144,140 | 149,906 | 154,403 | 159,035 |
| | 120 | 145,713 | 151,542 | 156,088 | 160,771 |
| | 121 | 146,966 | 152,845 | 157,430 | 162,153 |
| | 122 | 148,210 | 154,138 | 158,762 | 163,525 |
| | 123 | 149,861 | 155,855 | 160,531 | 165,347 |
| | 124 | 151,509 | 157,569 | 162,296 | 167,165 |
| | 125 | 153,176 | 159,303 | 164,082 | 169,004 |
| | 126 | 154,840 | 161,034 | 165,865 | 170,841 |
| | 127 | 156,464 | 162,723 | 167,605 | 172,633 |
| | 128 | 158,102 | 164,426 | 169,359 | 174,440 |
| | 129 | 159,878 | 166,273 | 171,261 | 176,399 |
| | 130 | 161,663 | 168,130 | 173,174 | 178,369 |

PART B

MONETARY RATES

AWARDS

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

| Classification and Grades | Common Salary Point | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
|---|---------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|
| Clerks General Scale | | | | | |
| Clerks General Scale step 1 | 4 | 34,231 | 35,600 | 36,668 | 37,768 |
| Clerks General Scale step 2 | 6 | 38,846 | 40,400 | 41,612 | 42,860 |
| Clerks General Scale step 3 - 1st year of service or 18 years | 7 | 41,291 | 42,943 | 44,231 | 45,558 |
| 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 | 46,786 | 48,657 | 50,117 | 51,621 |
| 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 | 49,941 | 51,939 | 53,497 | 55,102 |

| | | | | | |
|--|-----|---------|---------|---------|---------|
| Clerks General Scale step 6 - Minimum for employee 21 years of age | 17 | 53,826 | 55,979 | 57,658 | 59,388 |
| Clerks General Scale step 7 | 20 | 55,295 | 57,507 | 59,232 | 61,009 |
| Clerks General Scale step 8 | 23 | 57,633 | 59,938 | 61,736 | 63,588 |
| Clerks General Scale step 9 | 25 | 58,677 | 61,024 | 62,855 | 64,741 |
| Clerks General Scale step 10 | 28 | 60,134 | 62,539 | 64,415 | 66,347 |
| Clerks General Scale step 11 | 32 | 62,359 | 64,853 | 66,799 | 68,803 |
| Clerks General Scale step 12 | 36 | 64,619 | 67,204 | 69,220 | 71,297 |
| Clerks General Scale step 13 | 40 | 67,006 | 69,686 | 71,777 | 73,930 |
| 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 | - | 69,871 | 72,666 | 74,846 | 77,091 |
| Grade 1 | | | | | |
| 1st year of service | 46 | 70,694 | 73,522 | 75,728 | 78,000 |
| Thereafter | 49 | 72,772 | 75,683 | 77,953 | 80,292 |
| Grade 2 | | | | | |
| 1st year of service | 52 | 74,803 | 77,795 | 80,129 | 82,533 |
| Thereafter | 55 | 76,857 | 79,931 | 82,329 | 84,799 |
| Grade 3 | | | | | |
| 1st year of service | 58 | 79,032 | 82,193 | 84,659 | 87,199 |
| Thereafter | 61 | 81,416 | 84,673 | 87,213 | 89,829 |
| Grade 4 | | | | | |
| 1st year of service | 64 | 83,957 | 87,315 | 89,934 | 92,632 |
| Thereafter | 67 | 86,539 | 90,001 | 92,701 | 95,482 |
| Grade 5 | | | | | |
| 1st year of service | 75 | 93,295 | 97,027 | 99,938 | 102,936 |
| Thereafter | 78 | 96,237 | 100,086 | 103,089 | 106,182 |
| Grade 6 | | | | | |
| 1st year of service | 82 | 100,011 | 104,011 | 107,131 | 110,345 |
| Thereafter | 85 | 102,941 | 107,059 | 110,271 | 113,579 |
| Grade 7 | | | | | |
| 1st year of service | 88 | 106,025 | 110,266 | 113,574 | 116,981 |
| Thereafter | 91 | 109,194 | 113,562 | 116,969 | 120,478 |
| Grade 8 | | | | | |
| 1st year of service | 95 | 113,746 | 118,296 | 121,845 | 125,500 |
| Thereafter | 98 | 117,363 | 122,058 | 125,720 | 129,492 |
| Grade 9 | | | | | |
| 1st year of service | 101 | 120,859 | 125,693 | 129,464 | 133,348 |
| Thereafter | 104 | 124,258 | 129,228 | 133,105 | 137,098 |
| Grade 10 | | | | | |
| 1st year of service | 108 | 129,331 | 134,504 | 138,539 | 142,695 |
| Thereafter | 111 | 133,183 | 138,510 | 142,665 | 146,945 |
| Grade 11 | | | | | |
| 1st year of service | 116 | 139,787 | 145,378 | 149,739 | 154,231 |
| Thereafter | 120 | 145,713 | 151,542 | 156,088 | 160,771 |
| Grade 12 | | | | | |
| 1st year of service | 126 | 154,840 | 161,034 | 165,865 | 170,841 |
| Thereafter | 130 | 161,663 | 168,130 | 173,174 | 178,369 |

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

| Classification and Grades | CSP NO. | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
|---|------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| Probationary Correctional Officer | 45 | 70,156 | 72,962 | 75,151 | 77,406 |
| Correctional Officer - 1st year | 47 | 71,438 | 74,296 | 76,525 | 78,821 |
| 2nd year and thereafter | 49 | 72,772 | 75,683 | 77,953 | 80,292 |
| Correctional Officer, First Class -1st year | 55 | 76,857 | 79,931 | 82,329 | 84,799 |
| 2nd year and thereafter | 63 | 83,150 | 86,476 | 89,070 | 91,742 |
| Senior Correctional Officer | 69 | 88,173 | 91,700 | 94,451 | 97,285 |
| Overseer - 1st year | 55 | 76,857 | 79,931 | 82,329 | 84,799 |
| 2nd year and thereafter | 63 | 83,150 | 86,476 | 89,070 | 91,742 |
| Senior Overseer | 69 | 88,173 | 91,700 | 94,451 | 97,285 |
| Industries and Maintenance Allowance - Overseer 1st year | | 11,321 | 11,774 | 12,127 | 12,491 |
| Overseer 2nd year and thereafter | | 5,024 | 5,225 | 5,382 | 5,543 |
| Senior Overseer | | 9,886 | 10,281 | 10,589 | 10,907 |
| Incidental Allowance - | | | | | |
| Probationary Correctional Officer (in training) | | n/a | n/a | n/a | n/a |
| Probationary Correctional Officer (on graduation) | | 1,153 | 1,199 | 1,235 | 1,272 |
| Correctional Officer 1st year | | 1,690 | 1,758 | 1,811 | 1,865 |
| Correctional Officer 2nd year and thereafter | | 2,313 | 2,406 | 2,478 | 2,552 |
| Correctional Officer, First Class 1st year | | 3,459 | 3,597 | 3,705 | 3,816 |
| Correctional Officer, First Class 2nd year and thereafter | | 3,459 | 3,597 | 3,705 | 3,816 |
| Senior Correctional Officer | | 5,766 | 5,997 | 6,177 | 6,362 |
| Overseer 1st year | | 3,459 | 3,597 | 3,705 | 3,816 |
| Overseer 2nd year and thereafter | | 3,459 | 3,597 | 3,705 | 3,816 |
| Senior Overseer | | 5,766 | 5,997 | 6,177 | 6,362 |

Crown Employees (Departmental Officers) Award

| Departmental Officer | | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
|----------------------------|---------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| Classifications and Grades | | | | | |
| General Scale | Year 1 | 41,291 | 42,943 | 44,231 | 45,558 |
| | Year 2 | 49,941 | 51,939 | 53,497 | 55,102 |
| | Year 3 | 53,826 | 55,979 | 57,658 | 59,388 |
| | Year 4 | 55,295 | 57,507 | 59,232 | 61,009 |
| | Year 5 | 57,633 | 59,938 | 61,736 | 63,588 |
| | Year 6 | 58,677 | 61,024 | 62,855 | 64,741 |
| | Year 7 | 60,134 | 62,539 | 64,415 | 66,347 |
| | Year 8 | 62,359 | 64,853 | 66,799 | 68,803 |
| | Year 9 | 64,619 | 67,204 | 69,220 | 71,297 |
| | Year 10 | 67,006 | 69,686 | 71,777 | 73,930 |
| Grade 1-2 (Level 1) | Year 1 | 70,694 | 73,522 | 75,728 | 78,000 |
| | Year 2 | 72,772 | 75,683 | 77,953 | 80,292 |
| | Year 3 | 74,803 | 77,795 | 80,129 | 82,533 |
| | Year 4 | 76,857 | 79,931 | 82,329 | 84,799 |
| Grade 3-4 (Level 2) | Year 1 | 79,032 | 82,193 | 84,659 | 87,199 |

| | | | | | |
|----------------------|--------|---------|---------|---------|---------|
| | Year 2 | 81,416 | 84,673 | 87,213 | 89,829 |
| | Year 3 | 83,957 | 87,315 | 89,934 | 92,632 |
| | Year 4 | 86,539 | 90,001 | 92,701 | 95,482 |
| Grade 5-6 (Level 3) | Year 1 | 93,295 | 97,027 | 99,938 | 102,936 |
| | Year 2 | 96,237 | 100,086 | 103,089 | 106,182 |
| | Year 3 | 100,011 | 104,011 | 107,131 | 110,345 |
| | Year 4 | 102,941 | 107,059 | 110,271 | 113,579 |
| Grade 7-8 (Level 4) | Year 1 | 106,025 | 110,266 | 113,574 | 116,981 |
| | Year 2 | 109,194 | 113,562 | 116,969 | 120,478 |
| | Year 3 | 113,746 | 118,296 | 121,845 | 125,500 |
| | Year 4 | 117,363 | 122,058 | 125,720 | 129,492 |
| Grade 9-10 (Level 5) | Year 1 | 120,859 | 125,693 | 129,464 | 133,348 |
| | Year 2 | 124,258 | 129,228 | 133,105 | 137,098 |
| | Year 3 | 129,331 | 134,504 | 138,539 | 142,695 |
| | Year 4 | 133,183 | 138,510 | 142,665 | 146,945 |
| Grade 11 (Level 6) | Year 1 | 139,787 | 145,378 | 149,739 | 154,231 |
| | Year 2 | 145,713 | 151,542 | 156,088 | 160,771 |
| Grade 12 (Level 7) | Year 1 | 154,840 | 161,034 | 165,865 | 170,841 |
| | Year 2 | 161,663 | 168,130 | 173,174 | 178,369 |

Crown Employees Sound Reporters Award

| Multi-Skilled Reporters and Sound Reporters Dual Remote | | | | | |
|---|---------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|
| Classification and Grade | Common Salary Point | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Trainee Multi-Skilled Sound Reporter Year 1 | 46 | 70,694 | 73,522 | 75,728 | 78,000 |
| Multi-Skilled Sound Reporter Year 2 | 52 | 74,803 | 77,795 | 80,129 | 82,533 |
| Multi-Skilled Sound Reporter Year 3 | 55 | 76,857 | 79,931 | 82,329 | 84,799 |
| Multi-Skilled Sound Reporter Year 4 | 58 | 79,032 | 82,193 | 84,659 | 87,199 |
| Multi-Skilled Sound Reporter Year 5 | 61 | 81,416 | 84,673 | 87,213 | 89,829 |
| Sound Reporter Dual Remote | 64 | 83,957 | 87,315 | 89,934 | 92,632 |

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

| Classification and Grades | A & C Grade Equivalent | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
|---|------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|
| Unqualified Youth Officer - Level 1 | GS Year 10 | 67,006 | 69,686 | 71,777 | 73,930 |
| Youth Officer Level 2 | | | | | |
| Year 1 | Min 1 | 70,694 | 73,522 | 75,728 | 78,000 |
| Year 2 | Max 1 | 72,772 | 75,683 | 77,953 | 80,292 |
| Year 3 | Min 2 | 74,803 | 77,795 | 80,129 | 82,533 |
| Level 3 | | | | | |
| Year 1 | Max 2 | 76,857 | 79,931 | 82,329 | 84,799 |
| Shift Supervisor/Assistant Unit Manager - Level 4 | | | | | |

| | | | | | |
|--|--------|---------|---------|---------|---------|
| Year 1 | Min 4 | 83,957 | 87,315 | 89,934 | 92,632 |
| Year 2 | Max 4 | 86,539 | 90,001 | 92,701 | 95,482 |
| Year 3 | Min 5 | 93,295 | 97,027 | 99,938 | 102,936 |
| Year 4 | Max 5 | 96,237 | 100,086 | 103,089 | 106,182 |
| Unit Manager - Level 5 | | | | | |
| Year 1 | Min 6 | 100,011 | 104,011 | 107,131 | 110,345 |
| Year 2 | Max 6 | 102,941 | 107,059 | 110,271 | 113,579 |
| Year 3 | Min 7 | 106,025 | 110,266 | 113,574 | 116,981 |
| Year 4 | Max 7 | 109,194 | 113,562 | 116,969 | 120,478 |
| Assistant Manager - Level 6 | | | | | |
| Year 1 | Min 8 | 113,746 | 118,296 | 121,845 | 125,500 |
| Year 2 | Max 8 | 117,363 | 122,058 | 125,720 | 129,492 |
| Year 3 | Min 9 | 120,859 | 125,693 | 129,464 | 133,348 |
| Year 4 | Max 9 | 124,258 | 129,228 | 133,105 | 137,098 |
| Centre Manager/Snr Manager Court Logistics, Classification and Placement - Level 8 | | | | | |
| Year 1 | Min 11 | 139,787 | 145,378 | 149,739 | 154,231 |
| Centre Manager/Snr Manager Court Logistics, Classification and Placement - Level 9 | | | | | |
| Year 2 | Max 11 | 145,713 | 151,542 | 156,088 | 160,771 |
| Year 1 | Min 12 | 154,840 | 161,034 | 165,865 | 170,841 |
| Year 2 | Max 12 | 161,663 | 168,130 | 173,174 | 178,369 |
| Kitchen Support Officer | | | | | |
| Level 1, Year 1 | | 55,295 | 57,507 | 59,232 | 61,009 |
| Level 1, Year 2 | | 57,663 | 59,970 | 61,769 | 63,622 |
| Vocational Instructor (Trade, Maintenance, Grounds) | | | | | |
| Level 1, Year 1 | | 67,006 | 69,686 | 71,777 | 73,930 |
| Level 2, Year 1 | | 70,694 | 73,522 | 75,728 | 78,000 |
| Year 2 | | 72,772 | 75,683 | 77,953 | 80,292 |
| Year 3 | | 74,803 | 77,795 | 80,129 | 82,533 |
| Year 4 | | 76,857 | 79,931 | 82,329 | 84,799 |
| Vocational Instructor (Cook) | | | | | |
| Level 1 | | | | | |
| Year 1 | | 55,295 | 69,686 | 71,777 | 73,930 |
| Year 2 | | 70,694 | 73,522 | 75,728 | 78,000 |
| Level 2 | | | | | |
| Year 1 | | 70,694 | 73,522 | 75,728 | 78,000 |
| Year 2 | | 72,772 | 75,683 | 77,953 | 80,292 |
| Year 3 | | 74,803 | 77,795 | 80,129 | 82,533 |
| Year 4 | | 76,857 | 79,931 | 82,329 | 84,799 |
| Vocational Instructor (Cook Supervisor) | | | | | |
| | | 79,909 | 83,105 | 85,598 | 88,166 |
| Logistics Officer | | | | | |
| Level 4 | | | 97,027 | 99,938 | 102,936 |
| Year 1 | | 93,295 | | | |
| Year 2 | | 96,237 | 100,086 | 103,089 | 106,182 |
| Level 5 | | | | | |
| Year 3 | | 100,011 | 104,011 | 107,131 | 110,345 |
| Year 4 | | 102,941 | 107,059 | 110,271 | 113,579 |

| | | | | | |
|--|-------|--------|---------|---------|---------|
| Court Supervisor - Level 4 | | | | | |
| Year 1 | Min 4 | 83,957 | 87,315 | 89,934 | 92,632 |
| Year 2 | Max 4 | 86,539 | 90,001 | 92,701 | 95,482 |
| Year 3 | Min 5 | 93,295 | 97,027 | 99,938 | 102,936 |
| Year 4 | Max 5 | 96,237 | 100,086 | 103,089 | 106,182 |
| Drug Detection Security and Intelligence Officer | | | | | |
| Level 2 | | | | | |
| Year 1 | Min 1 | 70,694 | 73,522 | 75,728 | 78,000 |
| Year 2 | Max 1 | 72,772 | 75,683 | 77,953 | 80,292 |
| Year 3 | Min 2 | 74,803 | 77,795 | 80,129 | 82,533 |
| Level 3 | Max 2 | 76,857 | 79,931 | 82,329 | 84,799 |
| Chokage Allowance (per day) | | 5.65 | 5.90 | 6.10 | 6.30 |
| Uniform Allowance (per week) | | 5.90 | 6.15 | 6.35 | 6.55 |
| Trade Allowance (per annum) | | 2146 | 2,232 | 2,299 | 2,368 |
| Allocated Youth Officer Additional Responsibilities Allowance (per hour) | | 1.52 | 1.58 | 1.63 | 1.68 |

Crown Employees (Office of Sport - Catering Officers) Award

| Classification and Grades | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
|---------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| Level 1 | 65,464 | 68,083 | 70,125 | 72,229 |
| Level 2 | 67,534 | 70,235 | 72,342 | 74,512 |
| Level 3 | 69,570 | 72,353 | 74,524 | 76,760 |
| Level 4 | 71,812 | 74,684 | 76,925 | 79,233 |
| Level 5 | 74,354 | 77,328 | 79,648 | 82,037 |
| Catering Officers - Academy Allowance | | | | |
| Senior Catering Officer | 5,723 | 5,952 | 6,131 | 6,315 |
| Catering Officer | 2,762 | 2,872 | 2,958 | 3,047 |
| Apprentice | 2,209 | 2,297 | 2,366 | 2,437 |

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 | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
|------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| Annual allowance (Clause 11) | 12,979 | 13,498 | 13,903 | 14,320 |

Crown Employees (Office of Sport - Program Officers) Award

| |
|---|
| Program Officers - Department of the Arts, Sport and Recreation |
|---|

| Classification and Grades | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
|---|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| Program Officers | | | | |
| Level 1 | 66,214 | 68,863 | 70,929 | 73,057 |
| Level 2 | 68,807 | 71,559 | 73,706 | 75,917 |
| Level 3 | 72,692 | 75,600 | 77,868 | 80,204 |
| Level 4 | 77,885 | 81,000 | 83,430 | 85,933 |
| Level 5 | 80,478 | 83,697 | 86,208 | 88,794 |
| Level 6 | 84,386 | 87,761 | 90,394 | 93,106 |
| Level 7 | 88,271 | 91,802 | 94,556 | 97,393 |
| Level 8 | 92,175 | 95,862 | 98,738 | 101,700 |
| Level 9 | 96,058 | 99,900 | 102,897 | 105,984 |
| Level 10 | 99,964 | 103,963 | 107,082 | 110,294 |
| Level 11 | 103,841 | 107,995 | 111,235 | 114,572 |
| Level 12 | 106,440 | 110,698 | 114,019 | 117,440 |
| Program Officers - Temporary employees | Per day | Per day | Per day | Per day |
| Level 1 | 254.20 | 264.35 | 272.30 | 280.45 |
| Level 2 | 263.45 | 274.00 | 282.20 | 290.65 |
| Level 3 | 277.95 | 289.05 | 297.70 | 306.65 |
| Level 4 | 299.15 | 311.10 | 320.45 | 330.05 |
| Level 5 | 308.40 | 320.75 | 330.35 | 340.25 |
| Level 6 | 322.95 | 335.85 | 345.95 | 356.35 |
| Level 7 | 338.90 | 352.45 | 363.00 | 373.90 |
| Level 8 | 353.45 | 367.60 | 378.65 | 390.00 |
| Level 9 | 368.00 | 382.70 | 394.20 | 406.05 |
| Level 10 | 382.55 | 397.85 | 409.80 | 422.10 |
| Level 11 | 398.40 | 414.35 | 426.80 | 439.60 |
| Level 12 | 407.70 | 424.00 | 436.70 | 449.80 |
| Program Officers - Casual Employees | Per day | Per day | Per day | Per day |
| Level 1 | 285.60 | 297.00 | 305.90 | 315.10 |
| Level 2 | 296.70 | 308.55 | 317.80 | 327.35 |
| Level 3 | 313.50 | 326.05 | 335.85 | 345.95 |
| Level 4 | 335.75 | 349.20 | 359.70 | 370.50 |
| Level 5 | 347.10 | 361.00 | 371.85 | 383.00 |
| Level 6 | 363.85 | 378.40 | 389.75 | 401.45 |
| Level 7 | 380.70 | 395.95 | 407.85 | 420.10 |
| Level 8 | 397.50 | 413.40 | 425.80 | 438.55 |
| Level 9 | 414.25 | 430.80 | 443.70 | 457.00 |
| Level 10 | 431.25 | 448.50 | 461.95 | 475.80 |
| Level 11 | 447.90 | 465.80 | 479.75 | 494.15 |
| Level 12 | 458.95 | 477.30 | 491.60 | 506.35 |
| Program Officer (Group Leader) | Per day | Per day | Per day | Per day |
| Grade 1 | 221.90 | 230.80 | 237.70 | 244.85 |
| Grade 2 | 269.20 | 279.95 | 288.35 | 297.00 |
| Allowances | | | | |
| Sport and recreation allowance – Ongoing Employees Program Officers (per annum) | 12,979 | 13,498 | 13,903 | 14,320 |
| Sport and recreation allowance- Temporary Program Officers (per day) | 49.80 | 51.80 | 53.35 | 54.95 |
| Night duty allowance - Casual Program Officers (per night) | 106.20 | 110.45 | 113.75 | 117.15 |
| Night duty allowance - Program Officer (Group Leader) (per night) | 51.20 | 53.25 | 54.85 | 56.50 |

Crown Employees (Office of Sport - Services Officers) Award

| Table 1 - Salary Scale for Services Officers Prior to Competency Attainment | | | | |
|---|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| Classification and Grades | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Level 1 | 55,452 | 57,670 | 59,400 | 61,182 |
| Level 2 | 58,488 | 60,828 | 62,653 | 64,533 |
| Level 3 | 61,003 | 63,443 | 65,346 | 67,306 |
| Level *4 | 63,524 | 66,065 | 68,047 | 70,088 |
| | Per Hour \$ | Per hour \$ | Per hour \$ | Per hour \$ |
| Level 1 | 27.94 | 29.06 | 29.93 | 30.83 |
| Level 2 | 29.48 | 30.66 | 31.58 | 32.53 |
| Level 3 | 30.77 | 32.00 | 32.96 | 33.95 |
| Level 4 | 32.06 | 33.34 | 34.34 | 35.37 |
| Table 2 - Salary Scale for Services Officers after Competency Attainment | | | | |
| Classification and Grades | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Level 1 | 57,114 | 59,399 | 61,181 | 63,016 |
| Level 2 | 60,245 | 62,655 | 64,535 | 66,471 |
| Level 3 | 62,839 | 65,353 | 67,314 | 69,333 |
| Level 4* | 65,431 | 68,048 | 70,089 | 72,192 |
| | Per hour \$ | Per hour \$ | Per hour \$ | Per hour \$ |
| Level 1 | 28.17 | 29.30 | 30.18 | 31.09 |
| Level 2 | 30.40 | 31.62 | 32.57 | 33.55 |
| Level 3 | 31.69 | 32.96 | 33.95 | 34.97 |
| Level 4 | 32.99 | 34.31 | 35.34 | 36.40 |

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

| Table 3 - Salary Scale for Assistant Services Officers | | | | |
|--|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| Classification and Grades | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Level 1 | 55,452 | 57,670 | 59,400 | 61,182 |
| Level 2 | 58,488 | 60,828 | 62,653 | 64,533 |
| | Per hour \$ | Per hour \$ | Per hour \$ | Per hour \$ |
| Level 1 | 27.94 | 29.06 | 29.93 | 30.83 |
| Level 2 | 29.48 | 30.66 | 31.58 | 32.53 |

Crown Employees (Department of Planning, Industry and Environment) Aboriginal Housing Award 2016

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

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

| Classifications and Grades | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
|-----------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|
| Professional Staff - | | | | |
| General Scale 1 | 41,860 | 43,534 | 44,840 | 46,185 |
| General Scale HSC 19 years | 47,428 | 49,325 | 50,805 | 52,329 |
| General Scale 2 or age 20 | 50,624 | 52,649 | 54,228 | 55,855 |
| General Scale 3 or age 21 | 54,560 | 56,742 | 58,444 | 60,197 |
| General Scale 4 | 56,053 | 58,295 | 60,044 | 61,845 |
| General Scale 5 | 58,418 | 60,755 | 62,578 | 64,455 |
| General Scale 6 | 59,480 | 61,859 | 63,715 | 65,626 |
| General Scale 7 | 60,960 | 63,398 | 65,300 | 67,259 |
| General Scale 8 | 63,213 | 65,742 | 67,714 | 69,745 |
| General Scale 9 | 65,503 | 68,123 | 70,167 | 72,272 |
| General Scale 10 | 67,918 | 70,635 | 72,754 | 74,937 |
| General Scale 11 | 69,916 | 72,713 | 74,894 | 77,141 |
| General Scale 12 | 71,659 | 74,525 | 76,761 | 79,064 |
| General Scale 13 | 73,766 | 76,717 | 79,019 | 81,390 |
| Grade 1 | | | | |
| Year 1 | 74,481 | 77,460 | 79,784 | 82,178 |
| Year 2 | 78,640 | 81,786 | 84,240 | 86,767 |
| Year 3 | 84,285 | 87,656 | 90,286 | 92,995 |
| Year 4 | 90,261 | 93,871 | 96,687 | 99,588 |
| Year 5 | 95,614 | 99,439 | 102,422 | 105,495 |
| Grade 2 | | | | |
| Year 1 | 101,382 | 105,437 | 108,600 | 111,858 |
| Year 2 | 105,286 | 109,497 | 112,782 | 116,165 |
| Year 3 | 108,553 | 112,895 | 116,282 | 119,770 |
| Year 4 | 111,718 | 116,187 | 119,673 | 123,263 |
| Grade 3 | | | | |
| Year 1 | 117,684 | 122,391 | 126,063 | 129,845 |
| Year 2 | 121,339 | 126,193 | 129,979 | 133,878 |
| Year 3 | 125,959 | 130,997 | 134,927 | 138,975 |
| Year 4 | 129,813 | 135,006 | 139,056 | 143,228 |
| Grade 4 | | | | |
| Year 1 | 136,322 | 141,775 | 146,028 | 150,409 |
| Year 2 | 140,316 | 145,929 | 150,307 | 154,816 |
| Year 3 | 143,115 | 148,840 | 153,305 | 157,904 |
| Senior Professional Staff - | | | | |
| Senior 1 | | | | |
| Year 1 | 148,979 | 154,938 | 159,586 | 164,374 |
| Year 2 | 151,913 | 157,990 | 162,730 | 167,612 |
| Senior 2 | | | | |
| Year 1 | 155,278 | 161,489 | 166,334 | 171,324 |
| Year 2 | 158,611 | 164,955 | 169,904 | 175,001 |
| Senior 3 | | | | |
| Year 1 | 162,068 | 168,551 | 173,608 | 178,816 |
| Year 2 | 163,878 | 170,433 | 175,546 | 180,812 |
| Project Staff | | | | |
| Grade 1 | | | | |
| Year 1 | 88,420 | 91,957 | 94,716 | 97,557 |
| Year 2 | 89,896 | 93,492 | 96,297 | 99,186 |
| Grade 2 | | | | |
| Year 1 | 95,665 | 99,492 | 102,477 | 105,551 |
| Year 2 | 98,422 | 102,359 | 105,430 | 108,593 |
| Grade 3 | | | | |
| Year 1 | 101,453 | 105,511 | 108,676 | 111,936 |

| | | | | |
|-----------------------------|---------|---------|---------|---------|
| Year 2 | 104,475 | 108,654 | 111,914 | 115,271 |
| Grade 4 | | | | |
| Year 1 | 107,503 | 111,803 | 115,157 | 118,612 |
| Clerical Staff - | | | | |
| General Scale 1 | 41,860 | 43,534 | 44,840 | 46,185 |
| General Scale HSC 19 yrs | 47,428 | 49,325 | 50,805 | 52,329 |
| General Scale 2 or age 20 | 50,624 | 52,649 | 54,228 | 55,855 |
| General Scale 3 or age 21 | 54,560 | 56,742 | 58,444 | 60,197 |
| General Scale 4 | 56,053 | 58,295 | 60,044 | 61,845 |
| General Scale 5 | 58,418 | 60,755 | 62,578 | 64,455 |
| General Scale 6 | 59,480 | 61,859 | 63,715 | 65,626 |
| General Scale 7 | 60,960 | 63,398 | 65,300 | 67,259 |
| General Scale 8 | 63,213 | 65,742 | 67,714 | 69,745 |
| General Scale 9 | 65,503 | 68,123 | 70,167 | 72,272 |
| General Scale 10 | 67,918 | 70,635 | 72,754 | 74,937 |
| * Personal | 69,916 | 72,713 | 74,894 | 77,141 |
| Grade 1 - | | | | |
| Year 1 | 71,659 | 74,525 | 76,761 | 79,064 |
| Year 2 | 73,766 | 76,717 | 79,019 | 81,390 |
| Grade 2 - | | | | |
| Year 1 | 75,830 | 78,863 | 81,229 | 83,666 |
| Year 2 | 77,902 | 81,018 | 83,449 | 85,952 |
| Grade 3 - | | | | |
| Year 1 | 80,116 | 83,321 | 85,821 | 88,396 |
| Year 2 | 82,535 | 85,836 | 88,411 | 91,063 |
| Grade 4 - | | | | |
| Year 1 | 85,109 | 88,513 | 91,168 | 93,903 |
| Year 2 | 87,723 | 91,232 | 93,969 | 96,788 |
| Grade 5 - | | | | |
| Year 1 | 94,574 | 98,357 | 101,308 | 104,347 |
| Year 2 | 97,562 | 101,464 | 104,508 | 107,643 |
| Grade 6 - | | | | |
| Year 1 | 101,382 | 105,437 | 108,600 | 111,858 |
| Year 2 | 104,349 | 108,523 | 111,779 | 115,132 |
| Grade 7 - | | | | |
| Year 1 | 107,481 | 111,780 | 115,133 | 118,587 |
| Year 2 | 110,697 | 115,125 | 118,579 | 122,136 |
| Grade 8 - | | | | |
| Year 1 | 115,303 | 119,915 | 123,512 | 127,217 |
| Year 2 | 118,974 | 123,733 | 127,445 | 131,268 |
| Grade 9 - | | | | |
| Year 1 | 122,516 | 127,417 | 131,240 | 135,177 |
| Year 2 | 125,959 | 130,997 | 134,927 | 138,975 |
| Grade 10 - | | | | |
| Year 1 | 131,110 | 136,354 | 140,445 | 144,658 |
| Year 2 | 135,009 | 140,409 | 144,621 | 148,960 |
| Grade 11 - | | | | |
| Year 1 | 141,703 | 147,371 | 151,792 | 156,346 |
| Year 2 | 147,711 | 153,619 | 158,228 | 162,975 |
| Grade 12 - | | | | |
| Year 1 | 156,962 | 163,240 | 168,137 | 173,181 |
| Year 2 | 163,878 | 170,433 | 175,546 | 180,812 |
| Technical Staff (A) | | | | |
| General Scale 1 or 16 years | 34,704 | 36,092 | 37,175 | 38,290 |
| General Scale 2 or 17 years | 39,380 | 40,955 | 42,184 | 43,450 |
| General Scale 3 or 18 years | 41,860 | 43,534 | 44,840 | 46,185 |
| General Scale 4 or 20 years | 47,428 | 49,325 | 50,805 | 52,329 |
| General Scale 5 or 21 years | 50,624 | 52,649 | 54,228 | 55,855 |

| | | | | |
|------------------------|---------|---------|---------|---------|
| General Scale 6 | 54,560 | 56,742 | 58,444 | 60,197 |
| General Scale 7 | 56,053 | 58,295 | 60,044 | 61,845 |
| General Scale 8 | 58,418 | 60,755 | 62,578 | 64,455 |
| General Scale 9 | 59,480 | 61,859 | 63,715 | 65,626 |
| General Scale 10 | 60,960 | 63,398 | 65,300 | 67,259 |
| General Scale 11 | 63,213 | 65,742 | 67,714 | 69,745 |
| General Scale 12 | 65,503 | 68,123 | 70,167 | 72,272 |
| General Scale 13 | 67,918 | 70,635 | 72,754 | 74,937 |
| General Scale 14 | 69,916 | 72,713 | 74,894 | 77,141 |
| Grade I - | | | | |
| Year 1 | 73,022 | 75,943 | 78,221 | 80,568 |
| Year 2 | 75,073 | 78,076 | 80,418 | 82,831 |
| Year 3 | 77,142 | 80,228 | 82,635 | 85,114 |
| Year 4 | 78,640 | 81,786 | 84,240 | 86,767 |
| Year 5 | 80,956 | 84,194 | 86,720 | 89,322 |
| Grade II - | | | | |
| Year 1 | 85,109 | 88,513 | 91,168 | 93,903 |
| Year 2 | 86,836 | 90,309 | 93,018 | 95,809 |
| Year 3 | 88,372 | 91,907 | 94,664 | 97,504 |
| Year 4 | 90,261 | 93,871 | 96,687 | 99,588 |
| Year 5 | 88,191 | 91,719 | 94,471 | 97,305 |
| Grade III - | | | | |
| Year 1 | 96,430 | 100,287 | 103,296 | 106,395 |
| Senior Technical (A) - | | | | |
| Senior I - | | | | |
| Year 1 | 94,574 | 98,357 | 101,308 | 104,347 |
| Year 2 | 96,430 | 100,287 | 103,296 | 106,395 |
| Year 3 | 99,399 | 103,375 | 106,476 | 109,670 |
| Senior II - | | | | |
| Year 1 | 102,361 | 106,455 | 109,649 | 112,938 |
| Year 2 | 105,286 | 109,497 | 112,782 | 116,165 |
| Senior III - | | | | |
| Year 1 | 109,626 | 114,011 | 117,431 | 120,954 |

Crown Employees (Department of Regional NSW) Food Safety Officers Award

| Food Safety Officers | | | | | |
|---------------------------|----------------------|------------------------|------------------------|------------------------|------------------------|
| Classification and Grades | Common Salary Points | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Grade 1, Year 1 | - | 71,734 | 74,603 | 76,841 | 79,146 |
| Year 2 | - | 73,788 | 76,740 | 79,042 | 81,413 |
| Year 3 | 55 | 76,857 | 79,931 | 82,329 | 84,799 |
| Grade 2, Year 1 | - | 81,499 | 84,759 | 87,302 | 89,921 |
| Year 2 | - | 88,628 | 92,173 | 94,938 | 97,786 |
| Year 3 | 82 | 100,011 | 104,011 | 107,131 | 110,345 |
| Grade 3, Year 1 | - | 107,610 | 111,914 | 115,271 | 118,729 |
| Year 2 | - | 111,467 | 115,926 | 119,404 | 122,986 |
| Year 3 | 98 | 117,363 | 122,058 | 125,720 | 129,492 |
| Grade 4, Year 1 | - | 122,555 | 127,457 | 131,281 | 135,219 |
| Year 2 | - | 126,793 | 131,865 | 135,821 | 139,896 |
| Year 3 | 111 | 133,183 | 138,510 | 142,665 | 146,945 |
| Grade 5, Year 1 | 116 | 139,787 | 145,378 | 149,739 | 154,231 |
| Year 2 | 120 | 145,713 | 151,542 | 156,088 | 160,771 |
| Grade 6, Year 1 | 126 | 154,840 | 161,034 | 165,865 | 170,841 |
| Year 2 | 130 | 161,663 | 168,130 | 173,174 | 178,369 |

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 | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Full-time Permanent Junior - On employment | - | 38,382 | 39,917 | 41,115 | 42,348 |
| After 12 months or at 20 years | - | 49,346 | 51,320 | 52,860 | 54,446 |
| Adult Year 1 | 19 | 54,830 | 57,023 | 58,734 | 60,496 |
| Year 2 | 20 | 55,295 | 57,507 | 59,232 | 61,009 |
| Year 3 | 22 | 56,341 | 58,595 | 60,353 | 62,164 |
| Year 4 | 23 | 57,633 | 59,938 | 61,736 | 63,588 |
| Year 5 | 25 | 58,677 | 61,024 | 62,855 | 64,741 |
| | | Per hour | Per hour | Per hour | Per hour |
| Part-time Permanent (up to 35.5 hpw) | | | | | |
| Junior | | | | | |
| On employment | | 21.30 | 22.15 | 22.81 | 23.49 |
| After 12 months or at 20 years | | 27.37 | 28.46 | 29.31 | 30.19 |
| Adult | | 31.27 | 32.52 | 33.5 | 34.51 |
| Full-time (38 hpw) Temporary - Unloaded Junior - On employment | | 19.36 | 20.13 | 20.73 | 21.35 |
| After 12 months or at 20 years | | 24.90 | 25.9 | 26.68 | 27.48 |
| Adult | | 27.64 | 28.75 | 29.61 | 30.5 |
| Full-time Temporary - Loaded Junior - On employment | | 20.99 | 21.83 | 22.48 | 23.15 |
| After 12 months or at 20 years | | 26.93 | 28.01 | 28.85 | 29.72 |
| Adult | | 29.98 | 31.18 | 32.12 | 33.08 |
| Part-time Temporary (up to 35.5 hpw) - Unloaded Junior - On employment | | 21.30 | 22.15 | 22.81 | 23.49 |
| After 12 months or at 20 years | | 27.37 | 28.46 | 29.31 | 30.19 |
| Adult | | 31.27 | 32.52 | 33.5 | 34.51 |
| Loaded Junior - On employment | | 23.08 | 24.00 | 24.72 | 25.46 |
| After 12 months or at 20 years | | 29.66 | 30.85 | 31.78 | 32.73 |
| Adult | | 33.84 | 35.19 | 36.25 | 37.34 |

Crown Employees (Custodial Executive Rank Officer - Department of Communities and Justice-Corrective Services NSW) Award 2009

| Rank | Annualised Salary from the first full pay period on or after 1.7.2023 4% \$ | Annualised Salary from the first full pay period on or after 1.7.2024 4% \$ | Annualised Salary from the first full pay period on or after 1.7.2025 3% \$ | Annualised Salary from the first full pay period on or after 1.7.2026 3% \$ |
|-----------------------|---|---|---|---|
| General Manager | 216,591 | 225,255 | 232,013 | 238,973 |
| Superintendent | 198,737 | 206,686 | 212,887 | 219,274 |
| Manager Security | 182,724 | 190,033 | 195,734 | 201,606 |
| Deputy Superintendent | 170,225 | 177,034 | 182,345 | 187,815 |

Crown Employees (General Staff - Salaries) Award 2007

| General Staff - Salaries | | | | | |
|--|---------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| Classification and Grades | Common Salary Point | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Community Liaison Officer, Department of Education | 57 | 78,260 | 81,390 | 83,832 | 86,347 |
| Aboriginal Community Liaison Officer, Department of Education | | | | | |
| Year 1 | 58 | 79,032 | 82,193 | 84,659 | 87,199 |
| Year 2 | 61 | 81,416 | 84,673 | 87,213 | 89,829 |
| Year 3 | 64 | 83,957 | 87,315 | 89,934 | 92,632 |
| Year 4 | 67 | 86,539 | 90,001 | 92,701 | 95,482 |
| Farm Foreman, Department of Education | | | | | |
| Grade A | | | | | |
| 1st year | 39 | 66,458 | 69,116 | 71,189 | 73,325 |
| 2nd year | 41 | 67,758 | 70,468 | 72,582 | 74,759 |
| 3rd year | 43 | 68,968 | 71,727 | 73,879 | 76,095 |
| Grade B | | | | | |
| 1st year | 45 | 70,156 | 72,962 | 75,151 | 77,406 |
| 2nd year | 47 | 71,438 | 74,296 | 76,525 | 78,821 |
| 3rd year | 51 | 74,050 | 77,012 | 79,322 | 81,702 |
| Maintenance Officer, Department of Education | | | | | |
| 1st year | 24 | 58,199 | 60,527 | 62,343 | 64,213 |
| 2nd - 7th year | 25 | 58,677 | 61,024 | 62,855 | 64,741 |
| 8th year | 26 | 59,155 | 61,521 | 63,367 | 65,268 |
| Matrons and Sub-Matrons, Department of Education | | | | | |
| Matron | | | | | |
| 1st year | 45 | 70,156 | 72,962 | 75,151 | 77,406 |
| Thereafter | 46 | 70,694 | 73,522 | 75,728 | 78,000 |
| Sub-Matron | | | | | |
| 1st year | 39 | 66,458 | 69,116 | 71,189 | 73,325 |
| Thereafter | 40 | 67,006 | 69,686 | 71,777 | 73,930 |
| Gallery Services Officer, Art Gallery | | | | | |
| | 18 | 54,356 | 56,530 | 58,226 | 59,973 |
| | 20 | 55,295 | 57,507 | 59,232 | 61,009 |
| Senior Gallery Services Officer | | | | | |
| | 43 | 68,968 | 71,727 | 73,879 | 76,095 |
| | 45 | 70,156 | 72,962 | 75,151 | 77,406 |
| | 47 | 71,438 | 74,296 | 76,525 | 78,821 |

| | | | | | |
|---|----|---------|---------|---------|---------|
| | 49 | 72,772 | 75,683 | 77,953 | 80,292 |
| Installation Officer, Art Gallery | 26 | 59,155 | 61,521 | 63,367 | 65,268 |
| | 29 | 60,753 | 63,183 | 65,078 | 67,030 |
| | 32 | 62,359 | 64,853 | 66,799 | 68,803 |
| Display Technician, Art Gallery | | | | | |
| Grade 1 | 45 | 70,156 | 72,962 | 75,151 | 77,406 |
| | 48 | 72,031 | 74,912 | 77,159 | 79,474 |
| | 51 | 74,050 | 77,012 | 79,322 | 81,702 |
| Grade 2 | 55 | 76,857 | 79,931 | 82,329 | 84,799 |
| | 59 | 79,860 | 83,054 | 85,546 | 88,112 |
| Senior Display Technician | 63 | 83,150 | 86,476 | 89,070 | 91,742 |
| | 65 | 84,663 | 88,050 | 90,692 | 93,413 |
| Museum Assistant, Sydney Living Museums | | | | | |
| Grade 1 – Year 1 | 20 | 55,295 | 57,507 | 59,232 | 61,009 |
| Grade 1 – Year 2 | 21 | 55,820 | 58,053 | 59,795 | 61,589 |
| Grade 1 – Year 3 | 25 | 58,677 | 61,024 | 62,855 | 64,741 |
| Grade 1 – Year 4 | 27 | 59,630 | 62,015 | 63,875 | 65,791 |
| Grade 2 – Year 1 | 30 | 61,272 | 63,723 | 65,635 | 67,604 |
| Grade 2 – Year 2 | 31 | 61,760 | 64,230 | 66,157 | 68,142 |
| Grade 2 – Year 3 | 34 | 63,455 | 65,993 | 67,973 | 70,012 |
| Grade 2 – Year 4 | 35 | 63,968 | 66,527 | 68,523 | 70,579 |
| Grade 2 – Year 5 | 36 | 64,619 | 67,204 | 69,220 | 71,297 |
| Museum Guide, Sydney Living Museums | | | | | |
| Year 1 | 28 | 60,134 | 62,539 | 64,415 | 66,347 |
| Year 2 | 30 | 61,272 | 63,723 | 65,635 | 67,604 |
| Year 3 | 32 | 62,359 | 64,853 | 66,799 | 68,803 |
| Year 4 | 34 | 63,455 | 65,993 | 67,973 | 70,012 |
| Year 5 | 36 | 64,619 | 67,204 | 69,220 | 71,297 |
| Year 6 | 39 | 66,458 | 69,116 | 71,189 | 73,325 |
| Chief Guide, Sydney Living Museums | 48 | 72,031 | 74,912 | 77,159 | 79,474 |
| | 51 | 74,050 | 77,012 | 79,322 | 81,702 |
| Preparator Australian Museum | | | | | |
| Assistant Preparator (55) | 29 | 60,753 | 63,183 | 65,078 | 67,030 |
| | 34 | 63,455 | 65,993 | 67,973 | 70,012 |
| | 39 | 66,458 | 69,116 | 71,189 | 73,325 |
| | 43 | 68,968 | 71,727 | 73,879 | 76,095 |
| Cadet Preparator (56) | 21 | 55,820 | 58,053 | 59,795 | 61,589 |
| | 25 | 58,677 | 61,024 | 62,855 | 64,741 |
| Chief Preparator | 82 | 100,011 | 104,011 | 107,131 | 110,345 |
| | 84 | 101,874 | 105,949 | 109,127 | 112,401 |
| Preparator (57) Grade I | 46 | 70,694 | 73,522 | 75,728 | 78,000 |
| | 49 | 72,772 | 75,683 | 77,953 | 80,292 |
| | 52 | 74,803 | 77,795 | 80,129 | 82,533 |
| Grade II | 56 | 77,576 | 80,679 | 83,099 | 85,592 |
| | 60 | 80,600 | 83,824 | 86,339 | 88,929 |
| Senior Preparator | 63 | 83,150 | 86,476 | 89,070 | 91,742 |
| | 65 | 84,663 | 88,050 | 90,692 | 93,413 |

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

| Classification and Grades | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
|------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|
| Horticultural/Trades Officer | | | | |

| | | | | |
|------------------------------|---------|---------|---------|---------|
| Level One | 51,905 | 53,981 | 55,600 | 57,268 |
| Level Two Year 1 | 57,633 | 59,938 | 61,736 | 63,588 |
| Level Two Year thereafter | 59,155 | 61,521 | 63,367 | 65,268 |
| Level Three Year 1 | 61,272 | 63,723 | 65,635 | 67,604 |
| Level Three Year thereafter | 63,455 | 65,993 | 67,973 | 70,012 |
| Level Four Year 1 | 65,778 | 68,409 | 70,461 | 72,575 |
| Level Four Year thereafter | 67,758 | 70,468 | 72,582 | 74,759 |
| Level Five Year 1 | 70,156 | 72,962 | 75,151 | 77,406 |
| Level Five Year thereafter | 72,031 | 74,912 | 77,159 | 79,474 |
| Level Six Year 1 | 74,050 | 77,012 | 79,322 | 81,702 |
| Level Six Year thereafter | 76,102 | 79,146 | 81,520 | 83,966 |
| Level Seven Year 1 | 78,260 | 81,390 | 83,832 | 86,347 |
| Level Seven Year thereafter | 80,600 | 83,824 | 86,339 | 88,929 |
| Level Eight Year 1 | 83,150 | 86,476 | 89,070 | 91,742 |
| Level Eight Year thereafter | 86,539 | 90,001 | 92,701 | 95,482 |
| Level Nine Year 1 | 89,932 | 93,529 | 96,335 | 99,225 |
| Level Nine Year thereafter | 93,295 | 97,027 | 99,938 | 102,936 |
| Level Ten Year 1 | 96,237 | 100,086 | 103,089 | 106,182 |
| Level Ten Year thereafter | 98,941 | 102,899 | 105,986 | 109,166 |
| Level Eleven Year 1 | 107,091 | 111,375 | 114,716 | 118,157 |
| Level Eleven Year thereafter | 113,746 | 118,296 | 121,845 | 125,500 |

Crown Employees (Interpreters and Translators, Multicultural NSW) Award

Table 1 – Rates of Pay Interpreter

| Classification: NAATI credential held. (Face to face, video conferencing and transcription services). | Common Salary Point | 1.7.23 Per Annum 4% \$ | 1.7.24 Per Annum 4% \$ | 1.7.25 Per Annum 3% \$ | 1.7.26 Per Annum 3% \$ |
|--|------------------------------------|---|---|---|---|
| Certified Specialist Interpreter (Legal/Health/Conference) | 91 | 109,194 | 113,562 | 116,969 | 120,478 |
| Certified Interpreter | 81 | 98,941 | 102,899 | 105,986 | 109,166 |
| Certified Provisional Interpreter | 76 | 94,323 | 98,096 | 101,039 | 104,070 |
| Recognised Practising Interpreter | 56 | 77,576 | 80,679 | 83,099 | 85,592 |

Table 2 – Rates of Pay Translator

| Classification: NAATI credential held. (Standard and non-standard translations, post editing of machine translation, checking and proof reading). | Common Salary Point | 1.7.23 Per Annum 4% \$ | 1.7.24 Per Annum 4% \$ | 1.7.25 Per Annum 3% \$ | 1.7.26 Per Annum 3% \$ |
|--|------------------------------------|---|---|---|---|
| Certified Advanced Translator | 91 | 109,194 | 113,562 | 116,969 | 120,478 |
| Certified Translator | 81 | 98,941 | 102,899 | 105,986 | 109,166 |
| Recognised Practising Translator | 63 | 83,150 | 86,476 | 89,070 | 91,742 |

Table 3 – Rates of Pay Casual Interpreter

| | | | | |
|---|------------------|------------------|------------------|------------------|
| Classification: NAATI credential held. | 1.7.23 Per Annum | 1.7.24 Per Annum | 1.7.25 Per Annum | 1.7.26 Per Annum |
| (Face to face, video conferencing and transcription services) | 4% \$ | 4% \$ | 3% \$ | 3% \$ |
| Recognised Practicing Interpreter | | | | |
| Base Hourly Rate (Unloaded) | 42.48 | 44.18 | 45.51 | 46.88 |
| Standard Hourly Rate (Base + 28% Loading) | 54.37 | 56.54 | 58.24 | 59.99 |
| Non-Standard Hourly Rate - on Weekdays and Saturdays (150% Base Rate) | 63.72 | 66.27 | 68.26 | 70.31 |
| Sunday Hourly Rate - (200% Base Rate) | 84.97 | 88.37 | 91.02 | 93.75 |
| Public holidays Hourly Rate (250% Base Rate) | 106.20 | 110.45 | 113.76 | 117.17 |
| Certified Provisional Interpreter | | | | |
| Base Hourly Rate (Unloaded) | 51.66 | 53.73 | 55.34 | 57 |
| Standard Hourly Rate (Base + 28% Loading) | 66.11 | 68.75 | 70.81 | 72.93 |
| Non-Standard Hourly Rate - on Weekdays and Saturdays (150% Base Rate) | 77.48 | 80.58 | 83.00 | 85.49 |
| Sunday Hourly Rate - (200% Base Rate) | 103.30 | 107.43 | 110.65 | 113.97 |
| Public holidays Hourly Rate (250% Base Rate) | 129.13 | 134.3 | 138.33 | 142.48 |
| Certified Interpreter | | | | |
| Base Hourly Rate (Unloaded) | 54.18 | 56.35 | 58.04 | 59.78 |
| Standard Hourly Rate (Base + 28% Loading) | 69.35 | 72.12 | 74.28 | 76.51 |
| Non-Standard Hourly Rate - on Weekdays and Saturdays (150% Base Rate) | 81.27 | 84.51 | 87.05 | 89.66 |
| Sunday Hourly Rate - (200% Base Rate) | 108.36 | 112.69 | 116.07 | 119.55 |
| Public holidays Hourly Rate (250% Base Rate) | 135.44 | 140.86 | 145.09 | 149.44 |
| Certified Specialist Interpreter (Legal/Health/Conference) | | | | |
| Base Hourly Rate (Unloaded) | 59.79 | 62.18 | 64.05 | 65.97 |
| Standard Hourly Rate (Base + 28% Loading) | 76.53 | 79.59 | 81.98 | 84.44 |
| Non-Standard Hourly Rate - on Weekdays and Saturdays (150% Base Rate) | 89.69 | 93.28 | 96.08 | 98.96 |
| Sunday Hourly Rate - (200% Base Rate) | 119.59 | 124.37 | 128.1 | 131.94 |
| Public holidays Hourly Rate (250% Base Rate) | 149.48 | 155.46 | 160.12 | 164.92 |

Table 4 – Rates of Pay Casual Translator

| | | | | |
|--|------------------|------------------|------------------|------------------|
| Classification: NAATI credential held. | 1.7.23 Per Annum | 1.7.24 Per Annum | 1.7.25 Per Annum | 1.7.26 Per Annum |
| (Standard and non-standard translations, post editing of machine translation, checking and proof reading). | 4% \$ | 4% \$ | 3% \$ | 3% \$ |
| Recognised Practicing Translator | | | | |
| Standard Document Translation (for 30 minutes) | 29.14 | 30.31 | 31.22 | 32.16 |
| Non-Standard Document Translation | | | | |
| First 200 words or part thereof | 58.28 | 60.61 | 62.43 | 64.3 |

| | | | | |
|--|-------|-------|-------|-------|
| Then 100 words thereafter or part thereof up to 800 words | 29.14 | 30.31 | 31.22 | 32.16 |
| Then 100 words thereafter or part thereof between 800 to 2500. | 26.22 | 27.27 | 28.09 | 28.93 |
| Then 100 words thereafter or part thereof exceeding 2500. | 24.77 | 25.76 | 26.53 | 27.33 |
| Proof Reading | | | | |
| First 200 words or part thereof | 29.14 | 30.31 | 31.22 | 32.16 |
| Then 100 words thereafter or part thereof | 14.57 | 15.15 | 15.6 | 16.07 |
| Post Editing of Machine Translation | | | | |
| First 200 words or part thereof | 43.72 | 45.47 | 46.83 | 48.23 |
| Then 100 words or part thereof | 21.86 | 22.73 | 23.41 | 24.11 |
| Checking | | | | |
| First 200 words or part thereof | 43.72 | 45.47 | 46.83 | 48.23 |
| Then 100 words thereafter or part thereof | 21.86 | 22.73 | 23.41 | 24.11 |
| Certified Translator | | | | |
| Standard Document Translation | 34.67 | 36.06 | 37.14 | 38.25 |
| Non-Standard Document Translation | | | | |
| First 200 words or part thereof | 69.36 | 72.13 | 74.29 | 76.52 |
| Then 100 words thereafter or part thereof up to 800 words | 34.67 | 36.06 | 37.14 | 38.25 |
| Then 100 words thereafter or part thereof between 800 to 2500. | 31.21 | 32.46 | 33.43 | 34.43 |
| Then 100 words thereafter or part thereof exceeding 2500. | 29.47 | 30.65 | 31.57 | 32.52 |
| Proof Reading | | | | |
| First 200 words or part thereof | 34.67 | 36.06 | 37.14 | 38.25 |
| Then 100 words thereafter or part thereof. | 17.34 | 18.03 | 18.57 | 19.13 |
| Post Editing of Machine Translation | | | | |
| First 200 words or part thereof. | 52.01 | 54.09 | 55.71 | 57.38 |
| Then 100 words thereafter or part thereof. | 26.01 | 27.05 | 27.86 | 28.70 |
| Checking | | | | |
| First 200 words or part thereof. | 52.01 | 54.09 | 55.71 | 57.38 |
| Then 100 words or part thereof. | 26.01 | 27.05 | 27.86 | 28.70 |
| Certified Advanced Translator | | | | |
| Standard Document Translation | 38.27 | 39.80 | 40.99 | 42.22 |
| Non-Standard Document Translation | | | | |

| | | | | |
|--|-------|-------|-------|-------|
| First 200 words or part thereof | 76.54 | 79.60 | 81.99 | 84.45 |
| Then 100 words thereafter or part thereof up to 800 words | 38.27 | 39.80 | 40.99 | 42.22 |
| Then 100 words thereafter or part thereof between 800 to 2500. | 34.44 | 35.82 | 36.89 | 38.00 |
| Then 100 words thereafter or part thereof, exceeding 2500. | 32.52 | 33.82 | 34.83 | 35.87 |
| Proof Reading | | | | |
| First 200 words or part thereof. | 38.27 | 39.80 | 40.99 | 42.22 |
| Then 100 words thereafter or part thereof. | 19.13 | 19.90 | 20.50 | 21.12 |
| Post Editing of Machine Translation | | | | |
| First 200 words or part thereof. | 57.39 | 59.69 | 61.48 | 63.32 |
| Then 100 words thereafter or part thereof. | 28.69 | 29.84 | 30.74 | 31.66 |
| Checking | | | | |
| First 200 words or part thereof. | 57.39 | 59.69 | 61.48 | 63.32 |
| Then 100 words or part thereof. | 28.69 | 29.84 | 30.74 | 31.66 |

Table 5 - Rates of Pay Standard Hours On-Demand Telephone Interpreting

| These rates of pay are an all-inclusive rate of pay including any Casual Worker Loading. Classification | Rate of Pay from the first full pay period on or after 1.7.23 (4.00%) | | Rate of Pay from the first full pay period on or after 1.7.24 (4.00%) | |
|---|---|-----------------------|---|-----------------------|
| | First 15 mins | Per minute thereafter | First 15 mins | Per minute thereafter |
| Certified Interpreter | \$13.60 | \$0.65 | \$14.14 | \$0.68 |
| Certified Provisional Interpreter | \$12.73 | \$0.60 | \$13.24 | \$0.62 |
| Recognised Practising Interpreter | \$11.97 | \$0.54 | \$12.45 | \$0.56 |

| These rates of pay are an all-inclusive rate of pay including any Casual Worker Loading. Classification | Rate of Pay from the first full pay period on or after 1.7.25 (3.00%) | | Rate of Pay from the first full pay period on or after 1.7.26 (3.00%) | |
|---|---|-----------------------|---|-----------------------|
| | First 15 mins | Per minute thereafter | First 15 mins | Per minute thereafter |
| Certified Interpreter | \$14.56 | \$0.70 | \$15.00 | \$0.72 |
| Certified Provisional Interpreter | \$13.64 | \$0.64 | \$14.05 | \$0.66 |
| Recognised Practising Interpreter | \$12.82 | \$0.58 | \$13.20 | \$0.60 |

Table 6 - Rates of Pay Standard Hours Pre-Booked Telephone Interpreting

| These rates of pay are an all-inclusive rate of pay including any Casual Worker Loading. Classification | Rate of Pay from the first full pay period on or after 1.7.23 (4.00%) | | Rate of Pay from the first full pay period on or after 1.7.24 (4.00%) | |
|--|--|------------------------------|--|------------------------------|
| | First 30 mins | Per 15 minutes thereafter | First 30 mins | Per 15 minutes thereafter |
| Certified Interpreter | \$23.39 | \$9.79 | \$24.33 | \$10.18 |
| Certified Provisional Interpreter | \$21.70 | \$8.98 | \$22.57 | \$9.34 |
| Recognised Practising Interpreter | \$20.13 | \$8.16 | \$20.94 | \$8.49 |

| These rates of pay are an all-inclusive rate of pay including any Casual Worker Loading. Classification | Rate of Pay from the first full pay period on or after 1.7.25 (3.00%) | | Rate of Pay from the first full pay period on or after 1.7.26 (3.00%) | |
|--|--|------------------------------|--|------------------------------|
| | First 30 mins | Per 15 minutes thereafter | First 30 mins | Per 15 minutes thereafter |
| Certified Interpreter | \$25.06 | \$10.49 | \$25.81 | \$10.80 |
| Certified Provisional Interpreter | \$23.25 | \$9.62 | \$23.95 | \$9.91 |
| Recognised Practising Interpreter | \$21.57 | \$8.74 | \$22.22 | \$9.00 |

Table 7 - Rates of Pay Non-Standard Hours On-Demand Telephone Interpreting

| These rates of pay are an all-inclusive rate of pay including any Casual Worker Loading. Classification | Rate of Pay from the first full pay period on or after 1.7.23 (4.00%) | | Rate of Pay from the first full pay period on or after 1.7.24 (4.00%) | |
|--|--|--------------------------|--|--------------------------|
| | First 15 mins | Per minute thereafter | First 15 mins | Per minute thereafter |
| Certified Interpreter | \$20.41 | \$0.98 | \$21.23 | \$1.02 |
| Certified Provisional Interpreter | \$19.10 | \$0.90 | \$19.86 | \$0.94 |
| Recognised Practising Interpreter | \$17.95 | \$0.82 | \$18.67 | \$0.85 |

| These rates of pay are an all-inclusive rate of pay including any Casual Worker Loading. Classification | Rate of Pay from the first full pay period on or after 1.7.25 (3.00%) | | Rate of Pay from the first full pay period on or after 1.7.26 (3.00%) | |
|--|--|--------------------------|--|--------------------------|
| | First 15 mins | Per minute thereafter | First 15 mins | Per minute thereafter |
| Certified Interpreter | \$21.87 | \$1.05 | \$22.53 | \$1.08 |
| Certified Provisional Interpreter | \$20.46 | \$0.97 | \$21.07 | \$1.00 |
| Recognised Practising Interpreter | \$19.23 | \$0.88 | \$19.81 | \$0.91 |

Table 8 - Rates of Pay Non-Standard Hours Pre-Booked Telephone Interpreting

| These rates of pay are an all-inclusive rate of pay including any Casual Worker Loading. Classification | Rate of Pay from the first full pay period on or after 1.7.23 (4.00%) | | Rate of Pay from the first full pay period on or after 1.7.24 (4.00%) | |
|---|--|------------------------------|--|------------------------------|
| | First 30 mins | Per 15 minutes thereafter | First 30 mins | Per 15 minutes thereafter |
| Certified Interpreter | \$35.09 | \$14.69 | \$36.49 | \$15.28 |
| Certified Provisional Interpreter | \$32.56 | \$13.69 | \$33.86 | \$14.24 |
| Recognised Practising Interpreter | \$30.20 | \$12.24 | \$31.41 | \$12.73 |

| These rates of pay are an all-inclusive rate of pay including any Casual Worker Loading. Classification | Rate of Pay from the first full pay period on or after 1.7.25 (3.00%) | | Rate of Pay from the first full pay period on or after 1.7.26 (3.00%) | |
|---|--|------------------------------|--|------------------------------|
| | First 30 mins | Per 15 minutes thereafter | First 30 mins | Per 15 minutes thereafter |
| Certified Interpreter | \$37.58 | \$15.74 | \$38.71 | \$16.21 |
| Certified Provisional Interpreter | \$34.88 | \$14.67 | \$35.93 | \$15.11 |
| Recognised Practising Interpreter | \$32.35 | \$13.11 | \$33.32 | \$13.50 |

Crown Employees (Jenolan Caves Reserve Trust) Salaries Award 2020

| Jenolan Caves Reserve Trust Officers | | | | |
|--|---------------------------------|---------------------------------|---------------------------------|---------------------------------|
| Classification and Grades | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Administration Officer | 66,190 | 68,838 | 70,903 | 73,030 |
| Administration Officer (Special) | 68,599 | 71,343 | 73,483 | 75,687 |
| Business Development Manager | 124,259 | 129,229 | 133,106 | 137,099 |
| Caretaker Jenolan Cottages | 63,684 | 66,231 | 68,218 | 70,265 |
| Manager Caving Operations | 100,011 | 104,011 | 107,131 | 110,345 |
| Director | 180,887 | 188,122 | 193,766 | 199,579 |
| Guide - Grade 1 | 63,684 | 66,231 | 68,218 | 70,265 |
| Guide - Grade 2 | 66,190 | 68,838 | 70,903 | 73,030 |
| Guide – Grade 3 | 71,124 | 73,969 | 76,188 | 78,474 |
| Maintenance Officer | 60,053 | 62,455 | 64,329 | 66,259 |
| Karst Resources Officer | 95,554 | 99,376 | 102,357 | 105,428 |
| Senior Finance Officer | 106,019 | 110,260 | 113,568 | 116,975 |
| System Administrator/Finance Officer | 95,554 | 99,376 | 102,357 | 105,428 |
| Team Leader - Electrical | 82,793 | 86,105 | 88,688 | 91,349 |
| Team Leader - Maintenance | 82,793 | 86,105 | 88,688 | 91,349 |
| Trades Officer | 68,599 | 71,343 | 73,483 | 75,687 |
| Trades Officer - Electrical (W/ends) | 78,104 | 81,228 | 83,665 | 86,175 |
| Visitor Services Officer (Tickers - PT)* | 63,684 | 66,231 | 68,218 | 70,265 |

| | | | | |
|--|--------|--------|--------|--------|
| Customer Service Officer Grade 1 | 47,526 | 49,427 | 50,910 | 52,437 |
| Customer Service Officer Grade 2 | 51,955 | 54,033 | 55,654 | 57,324 |
| Customer Service Officer Grade 3 | 53,297 | 55,429 | 57,092 | 58,805 |
| Customer Service Officer Grade 4 | 83,956 | 87,314 | 89,933 | 92,631 |
| *Visitor Services Officer part-time works four days per week. Base rate is 80 per cent of Level 1A base rate | | | | |

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

| Legal Officers | | | | | |
|---------------------------|---------------------|------------------------|------------------------|------------------------|------------------------|
| Classification and Grades | Common Salary Point | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Grade I | | | | | |
| 1st year of service | 51 | 74,050 | 77,012 | 79,322 | 81,702 |
| 2nd year of service | 55 | 76,857 | 79,931 | 82,329 | 84,799 |
| 3rd year of service | 58 | 79,032 | 82,193 | 84,659 | 87,199 |
| 4th year of service | 61 | 81,416 | 84,673 | 87,213 | 89,829 |
| 5th year of service | 65 | 84,663 | 88,050 | 90,692 | 93,413 |
| Grade II | | | | | |
| 1st year of service | 73 | 91,636 | 95,301 | 98,160 | 101,105 |
| 2nd year of service | 78 | 96,237 | 100,086 | 103,089 | 106,182 |
| 3rd year of service | 84 | 101,874 | 105,949 | 109,127 | 112,401 |
| 4th year of service | 89 | 107,091 | 111,375 | 114,716 | 118,157 |
| 5th year of service | 93 | 111,362 | 115,816 | 119,290 | 122,869 |
| Grade III | | | | | |
| 1st year of service | 98 | 117,363 | 122,058 | 125,720 | 129,492 |
| 2nd year of service | 101 | 120,859 | 125,693 | 129,464 | 133,348 |
| 3rd year of service | 105 | 125,521 | 130,542 | 134,458 | 138,492 |
| Grade IV | | | | | |
| 1st year of service | 112 | 134,483 | 139,862 | 144,058 | 148,380 |
| 2nd year of service | 114 | 137,071 | 142,554 | 146,831 | 151,236 |
| Grade V | | | | | |
| 1st year of service | 119 | 144,140 | 149,906 | 154,403 | 159,035 |
| 2nd year of service | 121 | 146,966 | 152,845 | 157,430 | 162,153 |
| Grade VI | | | | | |
| 1st year of service | 126 | 154,840 | 161,034 | 165,865 | 170,841 |
| 2nd year of service | 128 | 158,102 | 164,426 | 169,359 | 174,440 |

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

| Classification and Grades | Common Salary Point | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
|---------------------------|---------------------|------------------------|------------------------|------------------------|------------------------|
| Librarians and Archivists | | | | | |
| Grade 1 | | | | | |
| Year 1 | 46 | 70,694 | 73,522 | 75,728 | 78,000 |
| Year 2 | 52 | 74,803 | 77,795 | 80,129 | 82,533 |
| Year 3 | 58 | 79,032 | 82,193 | 84,659 | 87,199 |
| Year 4 | 64 | 83,957 | 87,315 | 89,934 | 92,632 |

| | | | | | |
|--------------------|-----|---------|---------|---------|---------|
| Year 5 | 69 | 88,173 | 91,700 | 94,451 | 97,285 |
| Year 6 | 74 | 92,366 | 96,061 | 98,943 | 101,911 |
| Grade 2 | | | | | |
| Year 1 | 78 | 96,237 | 100,086 | 103,089 | 106,182 |
| Year 2 | 82 | 100,011 | 104,011 | 107,131 | 110,345 |
| Year 3 | 87 | 104,980 | 109,179 | 112,454 | 115,828 |
| Year 4 | 91 | 109,194 | 113,562 | 116,969 | 120,478 |
| Grade 3 | | | | | |
| Year 1 | 96 | 114,937 | 119,534 | 123,120 | 126,814 |
| Year 2 | 99 | 118,489 | 123,229 | 126,926 | 130,734 |
| Year 3 | 103 | 123,141 | 128,067 | 131,909 | 135,866 |
| Year 4 | 107 | 128,059 | 133,181 | 137,176 | 141,291 |
| Grade 4 | | | | | |
| Year 1 | 110 | 131,895 | 137,171 | 141,286 | 145,525 |
| Year 2 | 113 | 135,775 | 141,206 | 145,442 | 149,805 |
| Year 3 | 116 | 139,787 | 145,378 | 149,739 | 154,231 |
| Year 4 | 119 | 144,140 | 149,906 | 154,403 | 159,035 |
| Grade 5 | | | | | |
| Year 1 | 122 | 148,210 | 154,138 | 158,762 | 163,525 |
| Year 2 | 125 | 153,176 | 159,303 | 164,082 | 169,004 |
| Year 3 | 128 | 158,102 | 164,426 | 169,359 | 174,440 |
| Year 4 | - | 163,467 | 170,006 | 175,106 | 180,359 |
| Library Assistant | | | | | |
| Year 1 | 20 | 55,295 | 57,507 | 59,232 | 61,009 |
| Year 2 | 25 | 58,677 | 61,024 | 62,855 | 64,741 |
| Year 3 | 32 | 62,359 | 64,853 | 66,799 | 68,803 |
| Year 4 | 40 | 67,006 | 69,686 | 71,777 | 73,930 |
| Year 5 | 44 | 69,481 | 72,260 | 74,428 | 76,661 |
| Library Technician | | | | | |
| Grade 1 | | | | | |
| Year 1 | 46 | 70,694 | 73,522 | 75,728 | 78,000 |
| Year 2 | 52 | 74,803 | 77,795 | 80,129 | 82,533 |
| Year 3 | 58 | 79,032 | 82,193 | 84,659 | 87,199 |
| Year 4 | 64 | 83,957 | 87,315 | 89,934 | 92,632 |
| Grade 2 | | | | | |
| Year 1 | 75 | 93,295 | 97,027 | 99,938 | 102,936 |
| Year 2 | 78 | 96,237 | 100,086 | 103,089 | 106,182 |
| Year 3 | 82 | 100,011 | 104,011 | 107,131 | 110,345 |
| Year 4 | 87 | 104,980 | 109,179 | 112,454 | 115,828 |

Crown Employees (Lord Howe Island Board Salaries and Conditions 2021) Award

| Classification | Grade | Year | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
|----------------|-------|------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| LHI Officer | 1 | 1 | 60,035 | 62,436 | 64,309 | 66,238 |
| | | 2 | 62,711 | 65,219 | 67,176 | 69,191 |
| | | 3 | 64,264 | 66,835 | 68,840 | 70,905 |
| LHI Officer | 2 | 1 | 65,972 | 68,611 | 70,669 | 72,789 |
| | | 2 | 66,629 | 69,294 | 71,373 | 73,514 |
| | | 3 | 69,514 | 72,295 | 74,464 | 76,698 |
| LHI Officer | 3 | 1 | 70,678 | 73,505 | 75,710 | 77,981 |
| | | 2 | 72,666 | 75,573 | 77,840 | 80,175 |
| | | 3 | 75,072 | 78,075 | 80,417 | 82,830 |
| LHI Officer | 4 | 1 | 77,252 | 80,342 | 82,752 | 85,235 |
| | | 2 | 80,920 | 84,157 | 86,682 | 89,282 |

| | | | | | | |
|-------------|----|---|---------|---------|---------|---------|
| | | 3 | 84,018 | 87,379 | 90,000 | 92,700 |
| LHI Officer | 5 | 1 | 85,806 | 89,238 | 91,915 | 94,672 |
| | | 2 | 88,258 | 91,788 | 94,542 | 97,378 |
| | | 3 | 93,380 | 97,115 | 100,028 | 103,029 |
| LHI Officer | 5A | 1 | 93,381 | 97,116 | 100,029 | 103,030 |
| | | 2 | 96,118 | 99,963 | 102,962 | 106,051 |
| | | 3 | 107,808 | 112,120 | 115,484 | 118,949 |
| | | 4 | 112,169 | 116,656 | 120,156 | 123,761 |
| | | 5 | 115,636 | 120,261 | 123,869 | 127,585 |
| | | 6 | 119,470 | 124,249 | 127,976 | 131,815 |

| | | | | | | |
|--------------------|---|---|---------|---------|---------|---------|
| LHI Officer | 6 | 1 | 96,118 | 99,963 | 102,962 | 106,051 |
| | | 2 | 107,808 | 112,120 | 115,484 | 118,949 |
| | | 3 | 112,169 | 116,656 | 120,156 | 123,761 |
| LHI Officer | 7 | 1 | 115,636 | 120,261 | 123,869 | 127,585 |
| | | 2 | 119,470 | 124,249 | 127,976 | 131,815 |
| | | 3 | 127,108 | 132,192 | 136,158 | 140,243 |
| LHI Officer | 8 | 1 | 130,795 | 136,027 | 140,108 | 144,311 |
| | | 2 | 137,123 | 142,608 | 146,886 | 151,293 |
| | | 3 | 142,803 | 148,515 | 152,970 | 157,559 |
| LHI Senior Officer | 1 | 1 | 157,863 | 164,178 | 169,103 | 174,176 |
| | | 2 | 164,685 | 171,272 | 176,410 | 181,702 |

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

| After Hour Service | | | | |
|------------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|
| | 1.7.23 Per day 4% \$ | 1.7.24 Per day 4% \$ | 1.7.25 Per day 3% \$ | 1.7.26 Per day 3% \$ |
| Monday 5.00 pm to Saturday 9.00 am | 116.75 | 121.40 | 125.05 | 128.80 |
| Saturday 9.00 am to Sunday 9.00 am | 175.15 | 182.15 | 187.60 | 193.25 |
| Sunday 9.00 am to Monday 9.00 am | 175.15 | 182.15 | 187.60 | 193.25 |
| Public Holiday | 175.15 | 182.15 | 187.60 | 193.25 |
| Other Rates and Allowances | | | | |
| Disturbance Rate | 35.00 | 36.40 | 37.50 | 38.65 |

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

| Classification | Common Salary Point | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
|--------------------------------------|---------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| Graphic Service Operator Class 2 | | | | | |
| Commencing Salary | 46 | 70,694 | 73,522 | 75,728 | 78,000 |
| After completion of stage 1 training | 49 | 72,772 | 75,683 | 77,953 | 80,292 |
| After completion of stage 2 training | 52 | 74,803 | 77,795 | 80,129 | 82,533 |
| After completion of stage 3 training | 55 | 76,857 | 79,931 | 82,329 | 84,799 |
| Graphic Service Operator Class 1 | | | | | |
| Commencing Salary | 58 | 79,032 | 82,193 | 84,659 | 87,199 |
| After completion of stage 1 training | 61 | 81,416 | 84,673 | 87,213 | 89,829 |
| After completion of stage 2 training | 64 | 83,957 | 87,315 | 89,934 | 92,632 |
| After completion of stage 3 training | 67 | 86,539 | 90,001 | 92,701 | 95,482 |
| After completion of stage 4 training | 75 | 93,295 | 97,027 | 99,938 | 102,936 |
| After completion of stage 5 training | 78 | 96,237 | 100,086 | 103,089 | 106,182 |

| | | | | | |
|--|----|---------|---------|---------|---------|
| Graphic Services Operator - Shift Supervisor | | | | | |
| Commencement salary | 88 | 106,025 | 110,266 | 113,574 | 116,981 |
| Year 2 | 91 | 109,194 | 113,562 | 116,969 | 120,478 |
| Year 3 | 95 | 113,746 | 118,296 | 121,845 | 125,500 |
| Year 4 | 98 | 117,363 | 122,058 | 125,720 | 129,492 |

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

| Domestic Services Officers | | | | | |
|--|---------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|
| Classification and Grades | Common Salary Point | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| 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 | 53,826 | 55,979 | 57,658 | 59,388 |
| 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 | 57,633 | 59,938 | 61,736 | 63,588 |
| Level 3 Security Officer Grade 2, Assistant House Supervisor Supervisor, Security Officer Grade 3 | 31 | 61,760 | 64,230 | 66,157 | 68,142 |
| Level 4 House Supervisor | 44 | 69,481 | 72,260 | 74,428 | 76,661 |
| Level 5 Manager Catering and Accommodation | 70 | 89,044 | 92,606 | 95,384 | 98,246 |
| Apprentice Cook (Per week) | | | | | |
| 1st Year | - | 571.20 | 594.00 | 611.80 | 630.20 |
| 2nd Year | - | 753.80 | 784.00 | 807.50 | 831.70 |
| 3rd Year | - | 932.40 | 969.70 | 998.80 | 1028.80 |
| 4th Year | - | 1,091.30 | 1,135.00 | 1169.00 | 1,204.10 |
| Other Rates and Allowances | | | | | |
| Qualification Commercial Cookery Trade Course Stage I (per annum) | | 1,003 | 1,043 | 1,074 | 1,106 |
| Qualification Commercial Cookery Trade Course Stage II and III (per annum) | | 2,012.00 | 2,092.00 | 2,155.00 | 2,220.00 |
| Broken Shift (per day) | - | 16.90 | 17.60 | 18.15 | 18.70 |

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

| Exhibition Project Managers and Project Officers Australian Museum | | | | | |
|--|---------------------|------------------------|------------------------|------------------------|------------------------|
| Classification and Grades | Common Salary Point | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Exhibition Project Officer | | | | | |
| Skill Level 1 | 46 | 70,694 | 73,522 | 75,728 | 78,000 |
| Skill Level 2 | 52 | 74,803 | 77,795 | 80,129 | 82,533 |
| Skill Level 3 | 58 | 79,032 | 82,193 | 84,659 | 87,199 |
| Skill Level 4 | 64 | 83,957 | 87,315 | 89,934 | 92,632 |
| Skill Level 5 | 67 | 86,539 | 90,001 | 92,701 | 95,482 |
| Skill Level 6 | 78 | 96,237 | 100,086 | 103,089 | 106,182 |
| Skill Level 7 | 83 | 100,986 | 105,025 | 108,176 | 111,421 |
| Skill Level 8 | 88 | 106,025 | 110,266 | 113,574 | 116,981 |
| Exhibition Project Manager | | | | | |
| Year 1 | 95 | 113,746 | 118,296 | 121,845 | 125,500 |
| Year 2 | 98 | 117,363 | 122,058 | 125,720 | 129,492 |
| Year 3 | 102 | 122,016 | 126,897 | 130,704 | 134,625 |

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

| Fisheries Staff | | | | | | |
|--|---------------------|--|------------------------|------------------------|------------------------|------------------------|
| Administrative and Clerical Officers | Common Salary Point | | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| General Scale | | | | | | |
| Year 1 | 9 | | 46,786 | 48,657 | 50,117 | 51,621 |
| Year 2 | 17 | | 53,826 | 55,979 | 57,658 | 59,388 |
| Year 3 | 25 | | 58,677 | 61,024 | 62,855 | 64,741 |
| Year 4 | 32 | | 62,359 | 64,853 | 66,799 | 68,803 |
| Year 5 | 40 | | 67,006 | 69,686 | 71,777 | 73,930 |
| Fish Hatchery Staff | | | | | | |
| Assistant Manager | | | | | | |
| Year 1 | - | | 71,834 | 74,707 | 76,948 | 79,256 |
| Year 2 | - | | 75,612 | 78,636 | 80,995 | 83,425 |
| Year 3 | - | | 79,398 | 82,574 | 85,051 | 87,603 |
| Manager | | | | | | |
| Year 1 | - | | 83,174 | 86,501 | 89,096 | 91,769 |
| Year 2 | - | | 87,458 | 90,082 | 92,784 | 95,568 |
| Year 3 | - | | 94,323 | 98,096 | 101,039 | 104,070 |
| Clause 4 (i)(c) Fish Hatchery Staff receive a salary loading of 11.05% | | | | | | |
| Senior Manager | - | | | | | |
| Year 1 | - | | 167,975 | 174,694 | 179,935 | 185,333 |
| Year 2 | - | | 184,199 | 191,567 | 197,314 | 203,233 |
| Other Rates and Allowances | | | | | | |
| Brief Description | | | | | | |
| Regional Dive Coordinator | | | 2,397 | 2,493 | 2,568 | 2,645 |
| Regional Dive Officer | | | 1,683 | 1,750 | 1,803 | 1,857 |

| | | | |
|--|--|---------------------|---------------------|
| | | 1.7.23 Per annum 4% | 1.7.24 Per annum 3% |
|--|--|---------------------|---------------------|

| | | | |
|------------------------------|----|--------|--------|
| | | \$ | \$ |
| Fisheries Officers - Grade 1 | | | |
| Year 1 | 52 | 74,803 | 77,047 |
| Grade 2 | | | |
| Year 1 | 58 | 79,032 | 81,403 |
| Year 2 | 64 | 83,957 | 86,476 |
| Grade 3 | | | |
| Year 1 | 64 | 83,957 | 86,476 |
| Year 2 | 67 | 86,539 | 89,135 |

| | | | |
|--|-----|---------|---------|
| District Fisheries Officer | | | |
| Year 1 | 78 | 96,237 | 99,124 |
| Year 2 | 85 | 102,941 | 106,029 |
| Supervising Fisheries Officer | | | |
| Year 1 | 101 | 120,859 | 124,485 |
| Year 2 | 104 | 124,258 | 127,986 |
| Clause 4 (i)(a) Fisheries Officers receive a salary loading of 13.7% | | | |
| Fisheries Scientific Technicians & Fisheries Maintenance Technician | | | |
| Grade 1 | | | |
| Year 1 | - | 51,671 | 53,221 |
| Year 2 | - | 55,143 | 56,797 |
| Year 3 | - | 58,677 | 60,437 |
| Year 4 | - | 62,106 | 63,969 |
| Year 5 | - | 65,584 | 67,552 |
| Year 6 | - | 69,056 | 71,128 |
| Grade 2 | | | |
| Year 1 | - | 71,834 | 73,989 |
| Year 2 | - | 75,612 | 77,880 |
| Year 3 | - | 79,396 | 81,778 |
| Grade 3 | | | |
| Year 1 | - | 83,174 | 85,669 |
| Year 2 | - | 87,458 | 90,082 |
| Year 3 | - | 94,319 | 97,149 |
| Grade 4 | | | |
| Year 1 | - | 96,027 | 98,908 |
| Year 2 | - | 98,927 | 101,895 |
| Year 3 | - | 101,874 | 104,930 |
| Grade 5 | | | |
| Year 1 | - | 105,610 | 108,778 |
| Year 2 | - | 109,392 | 112,674 |
| Year 3 | - | 113,746 | 117,158 |

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

| Geoscientists | | | | | |
|---------------------------|---------------------|------------------------|------------------------|------------------------|------------------------|
| Classification and Grades | Common Salary Point | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Geoscientists | | | | | |
| Grade I | | | | | |
| 1st year of service | 47 | 71,438 | 74,296 | 76,525 | 78,821 |
| 2nd year of service | 51 | 74,050 | 77,012 | 79,322 | 81,702 |

| | | | | | |
|------------------------------------|----|---------|---------|---------|---------|
| 3rd year of service | 57 | 78,260 | 81,390 | 83,832 | 86,347 |
| 4th year of service | 64 | 83,957 | 87,315 | 89,934 | 92,632 |
| 5th year of service | 71 | 89,932 | 93,529 | 96,335 | 99,225 |
| 6th year of service and thereafter | 77 | 95,131 | 98,936 | 101,904 | 104,961 |
| Grade II | | | | | |
| 1st year of service | 82 | 100,011 | 104,011 | 107,131 | 110,345 |
| 2nd year of service | 85 | 102,941 | 107,059 | 110,271 | 113,579 |
| 3rd year of service | 89 | 107,091 | 111,375 | 114,716 | 118,157 |
| 4th year of service and thereafter | 94 | 112,559 | 117,061 | 120,573 | 124,190 |

| | | | | | |
|---------------------------------------|-----|---------|---------|---------|---------|
| Senior | | | | | |
| 1st year of service | 97 | 116,094 | 120,738 | 124,360 | 128,091 |
| 2nd year of service | 99 | 118,489 | 123,229 | 126,926 | 130,734 |
| 3rd year of service | 102 | 122,016 | 126,897 | 130,704 | 134,625 |
| 4th year of service and thereafter | 105 | 125,521 | 130,542 | 134,458 | 138,492 |
| Principal | | | | | |
| 1st year of service | 111 | 133,183 | 138,510 | 142,665 | 146,945 |
| 2nd year of service and thereafter | 114 | 137,071 | 142,554 | 146,831 | 151,236 |
| Assistant Director, Geological Survey | | | | | |
| 1st year of service | 119 | 144,140 | 149,906 | 154,403 | 159,035 |
| 2nd year of service | 124 | 151,509 | 157,569 | 162,296 | 167,165 |
| 3rd year of service and thereafter | 128 | 158,102 | 164,426 | 169,359 | 174,440 |

Crown Employees (Department of Industry) Local Coordinator Allowance Award

| | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
|---|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| Staff Administered by Local Office Coordinator | | | | |
| Full Allowance - | | | | |
| Up to three staff | 2,782 | 2,893 | 2,980 | 3,069 |
| Up to six staff | 4,168 | 4,335 | 4,465 | 4,599 |
| Up to ten staff | 5,560 | 5,782 | 5,955 | 6,134 |
| More than ten staff | 8,342 | 8,676 | 8,936 | 9,204 |
| Partial Allowance - | | | | |
| Up to three staff | 1,389 | 1,445 | 1,488 | 1,533 |
| Up to six staff | 2,083 | 2,166 | 2,231 | 2,298 |
| Up to ten staff | 2,782 | 2,893 | 2,980 | 3,069 |
| More than ten staff | 4,170 | 4,337 | 4,467 | 4,601 |

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

| Classification and Grades | Classification and Grade | Common Salary Point | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
|--------------------------------------|-----------------------------|---------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| Inspector Grade 1 | | | | | | |
| Mine Safety Officer | Level 1 | 50 | 73,479 | 76,418 | 78,711 | 81,072 |
| Inspector (Information and Analysis) | Level 2 | 57 | 78,260 | 81,390 | 83,832 | 86,347 |
| Inspector (Mining) | Level 3 | 63 | 83,150 | 86,476 | 89,070 | 91,742 |
| Inspector (Environment) | Level 4 | 69 | 88,173 | 91,700 | 94,451 | 97,285 |
| | Level 5 | 75 | 93,295 | 97,027 | 99,938 | 102,936 |
| | Level 6 | 80 | 98,063 | 101,986 | 105,046 | 108,197 |

| | | | | | | |
|---|---------|-----|---------|---------|---------|---------|
| | Level 7 | 92 | 110,205 | 114,613 | 118,051 | 121,593 |
| | Level 8 | 102 | 122,016 | 126,897 | 130,704 | 134,625 |
| | Level 9 | 112 | 134,483 | 139,862 | 144,058 | 148,380 |
| Inspector Grade 2 – | Level 1 | | 153,113 | 159,238 | 164,015 | 168,935 |
| Inspector (Review, Enforcement and Systems) | Level 2 | | 158,259 | 164,589 | 169,527 | 174,613 |
| Inspector (Environment) | Level 3 | | 163,291 | 169,823 | 174,918 | 180,166 |
| Inspector (Mining) | Level 4 | | 167,399 | 174,095 | 179,318 | 184,698 |
| Mine Safety Officer | Level 5 | | 172,969 | 179,888 | 185,285 | 190,844 |
| | Level 6 | | 177,224 | 184,313 | 189,842 | 195,537 |

| | | | | | | |
|--|---------|--|---------|---------|---------|---------|
| Inspector Grade 3 - | | | | | | |
| Inspector (Management and/or Systems) | Level 1 | | 195,359 | 203,173 | 209,268 | 215,546 |
| Inspector (Mining) | Level 2 | | 202,595 | 210,699 | 217,020 | 223,531 |
| Inspector (Environment) | Level 3 | | 210,503 | 218,923 | 225,491 | 232,256 |
| | Level 4 | | 218,298 | 227,030 | 233,841 | 240,856 |
| | Level 5 | | 226,098 | 235,142 | 242,196 | 249,462 |
| Inspector Grade 4- Regional Manager Grade 4 | Level 1 | | 229,158 | 238,324 | 245,474 | 252,838 |
| Deputy Chief Inspector Grade 4 | Level 2 | | 237,650 | 247,156 | 254,571 | 262,208 |

Crown Employees (Department of Regional NSW) Operational Staff Award

| Operational Staff | | | | | |
|---------------------------|---------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|
| Classification and Grades | Common Salary Point | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Junior | | | | | |
| Under 17 | - | 39,937 | 41,534 | 42,780 | 44,063 |
| at 17 years | - | 48,491 | 50,431 | 51,944 | 53,502 |
| Grade 1 | | | | | |
| Step 1 | - | 57,045 | 59,327 | 61,107 | 62,940 |
| Step 2 | 26 | 59,155 | 61,521 | 63,367 | 65,268 |
| Step 3 | 29 | 60,753 | 63,183 | 65,078 | 67,030 |
| Step 4 | 33 | 62,865 | 65,380 | 67,341 | 69,361 |
| Grade 2 | | | | | |
| Step 1 | 36 | 64,619 | 67,204 | 69,220 | 71,297 |
| Step 2 | 39 | 66,458 | 69,116 | 71,189 | 73,325 |
| Step 3 | 43 | 68,968 | 71,727 | 73,879 | 76,095 |
| Step 4 | 46 | 70,694 | 73,522 | 75,728 | 78,000 |
| Grade 3 | | | | | |
| Step 1 | 46 | 70,694 | 73,522 | 75,728 | 78,000 |
| Step 2 | 50 | 73,479 | 76,418 | 78,711 | 81,072 |
| Step 3 | 53 | 75,443 | 78,461 | 80,815 | 83,239 |
| Grade 4 | | | | | |
| Step 1 | 56 | 77,576 | 80,679 | 83,099 | 85,592 |
| Step 2 | 60 | 80,600 | 83,824 | 86,339 | 88,929 |
| Step 3 | 63 | 83,150 | 86,476 | 89,070 | 91,742 |
| Grade 5 | | | | | |
| Step 1 | 63 | 83,150 | 86,476 | 89,070 | 91,742 |
| Step 2 | 66 | 85,664 | 89,091 | 91,764 | 94,517 |
| Step 3 | 70 | 89,044 | 92,606 | 95,384 | 98,246 |
| Grade 6 | | | | | |
| Step 1 | 73 | 91,636 | 95,301 | 98,160 | 101,105 |
| Step 2 | 76 | 94,323 | 98,096 | 101,039 | 104,070 |
| Step 3 | 80 | 98,063 | 101,986 | 105,046 | 108,197 |

| | | | | | |
|--|---|----------|---------|---------|---------|
| Apprentices Full-time (Weekly Rate) | | | | | |
| Year 1 | - | 571.40 | 594.30 | 612.10 | 630.50 |
| Year 2 | - | 753.80 | 784.00 | 807.50 | 831.70 |
| Year 3 | - | 960.30 | 998.70 | 1028.70 | 1059.60 |
| Year 4 | - | 1,091.40 | 1135.10 | 1169.20 | 1204.30 |
| Chokage, etc. (per day), allowance per day or part thereof | - | 10.70 | 11.15 | 11.50 | 11.85 |
| Maintenance Operator - Licence and Registration Allowances (Per annum) | | | | | |
| Electricians Licence A Grade | - | 2,970 | 3,089 | 3,182 | 3,277 |
| B Grade | - | 1,597 | 1,661 | 1,711 | 1,762 |
| Registration Allowance | - | 2,236 | 2,325 | 2,395 | 2,467 |
| (a) Plumber's Licence | - | 2,937 | 3,054 | 3,146 | 3,240 |
| (b) Gasfitter's Licence | - | 2,937 | 3,054 | 3,146 | 3,240 |
| (c) Drainer's Licence | - | 2,534 | 2,635 | 2,714 | 2,795 |
| (d) Plumber's/Gasfitter's Licence | - | 3,918 | 4,075 | 4,197 | 4,323 |
| (e) Gasfitter's/Drainer's Licence | - | 3,918 | 4,075 | 4,197 | 4,323 |
| (f) Plumber's/Drainer's Licence | - | 3,918 | 4,075 | 4,197 | 4,323 |
| (g) Plumber's/Gasfitter's/Drai ner's Licence | - | 5,408 | 5,624 | 5,793 | 5,967 |
| Leading Hand Allowance | - | 2,590 | 2,694 | 2,775 | 2,858 |
| Broken Shift (per day) | - | 16.50 | 17.15 | 17.65 | 18.20 |
| Occupational First Aid Per week) | - | 29.35 | 30.50 | 31.40 | 32.35 |
| First Aid Allowance (per week) | - | 19.65 | 20.45 | 21.05 | 21.70 |
| Refrigeration Allowance (per annum) | - | 785 | 816 | 840 | 865 |

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

| Casual Guide Lecturers - Museum of Applied Arts and Sciences | | | | |
|--|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| Classification | 1.7.23 Per hour 4% \$ | 1.7.24 Per hour 4% \$ | 1.7.25 Per hour 3% \$ | 1.7.26 Per hour 3% \$ |
| Casual Guide Lecturer | 52.31 | 54.40 | 56.03 | 57.71 |

Crown Employees (Department of Regional NSW) Professional Officers Award

| Professional Officers | | | | | |
|---------------------------|-----------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| Classification and Grades | Salary Class | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Grade 1 | | | | | |

| | | | | | |
|--------|----|--------|--------|---------|---------|
| Year 1 | 46 | 70,694 | 73,522 | 75,728 | 78,000 |
| Year 2 | 50 | 73,479 | 76,418 | 78,711 | 81,072 |
| Year 3 | 56 | 77,576 | 80,679 | 83,099 | 85,592 |
| Year 4 | 64 | 83,957 | 87,315 | 89,934 | 92,632 |
| Year 5 | 70 | 89,044 | 92,606 | 95,384 | 98,246 |
| Year 6 | 76 | 94,323 | 98,096 | 101,039 | 104,070 |

| | | | | | |
|-------------------------------------|-----|---------|---------|---------|---------|
| Grade 2 | | | | | |
| Year 1 | 81 | 98,941 | 102,899 | 105,986 | 109,166 |
| Year 2 | 84 | 101,874 | 105,949 | 109,127 | 112,401 |
| Year 3 | 87 | 104,980 | 109,179 | 112,454 | 115,828 |
| Year 4 | 91 | 109,194 | 113,562 | 116,969 | 120,478 |
| Grade 3 | | | | | |
| Year 1 | 95 | 113,746 | 118,296 | 121,845 | 125,500 |
| Year 2 | 98 | 117,363 | 122,058 | 125,720 | 129,492 |
| Year 3 | 100 | 119,699 | 124,487 | 128,222 | 132,069 |
| Year 4 | 103 | 123,141 | 128,067 | 131,909 | 135,866 |
| Grade 4 | | | | | |
| Year 1 | 107 | 128,059 | 133,181 | 137,176 | 141,291 |
| Year 2 | 110 | 131,895 | 137,171 | 141,286 | 145,525 |
| Year 3 | 113 | 135,775 | 141,206 | 145,442 | 149,805 |
| Grade 5 | | | | | |
| Year 1 | 116 | 139,787 | 145,378 | 149,739 | 154,231 |
| Year 2 | 118 | 142,579 | 148,282 | 152,730 | 157,312 |
| Grade 6 | | | | | |
| Year 1 | 121 | 146,966 | 152,845 | 157,430 | 162,153 |
| Year 2 | 124 | 151,509 | 157,569 | 162,296 | 167,165 |
| Grade 7 | | | | | |
| Year 1 | 127 | 156,464 | 162,723 | 167,605 | 172,633 |
| Year 2 | 130 | 161,663 | 168,130 | 173,174 | 178,369 |
| Grade 8 | | | | | |
| Year 1 | 132 | 169,560 | 176,342 | 181,632 | 187,081 |
| Year 2 | 133 | 178,103 | 185,227 | 190,784 | 196,508 |
| Grade 9 | | | | | |
| Year 1 | 134 | 187,116 | 194,601 | 200,439 | 206,452 |
| Year 2 | 135 | 196,586 | 204,449 | 210,582 | 216,899 |
| OIC Veterinary Laboratory Allowance | | 8,342 | 8,676 | 8,936 | 9,204 |

Crown Employees (Department of Industry) Regulatory Officers Award

| Classification and Grades | Common Salary Point | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
|---------------------------|---------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| Grade 1, Year 1 | 29 | 60,753 | 63,183 | 65,078 | 67,030 |
| Grade 1, Year 2 | 33 | 62,865 | 65,380 | 67,341 | 69,361 |
| Grade 1, Year 3 | 37 | 65,236 | 67,845 | 69,880 | 71,976 |
| Grade 2, Year 1 | 42 | 68,291 | 71,023 | 73,154 | 75,349 |
| Grade 2, Year 2 | 50 | 73,479 | 76,418 | 78,711 | 81,072 |
| Grade 2, Year 3 | 56 | 77,576 | 80,679 | 83,099 | 85,592 |
| Grade 3, Year 1 | 62 | 82,184 | 85,471 | 88,035 | 90,676 |
| Grade 3, Year 2 | 70 | 89,044 | 92,606 | 95,384 | 98,246 |
| Grade 3, Year 3 | 74 | 92,366 | 96,061 | 98,943 | 101,911 |
| Grade 4, Year 1 | 78 | 96,237 | 100,086 | 103,089 | 106,182 |

| | | | | | |
|-----------------|-----|---------|---------|---------|---------|
| Grade 4, Year 2 | 81 | 98,941 | 102,899 | 105,986 | 109,166 |
| Grade 5, Year 1 | 85 | 102,941 | 107,059 | 110,271 | 113,579 |
| Grade 5, Year 2 | 88 | 106,025 | 110,266 | 113,574 | 116,981 |
| Grade 6, Year 1 | 95 | 113,746 | 118,296 | 121,845 | 125,500 |
| Grade 6, Year 2 | 98 | 117,363 | 122,058 | 125,720 | 129,492 |
| Grade 7, Year 1 | 100 | 119,699 | 124,487 | 128,222 | 132,069 |
| Grade 7, Year 2 | 103 | 123,141 | 128,067 | 131,909 | 135,866 |

| | | | | | |
|---|-----|---------|---------|---------|---------|
| Grade 8, Year 1 | 107 | 128,059 | 133,181 | 137,176 | 141,291 |
| Grade 8, Year 2 | 110 | 131,895 | 137,171 | 141,286 | 145,525 |
| Grade 8, Year 3 | 113 | 135,775 | 141,206 | 145,442 | 149,805 |
| Allowances | | | | | |
| One person crossing relief allowance | - | 6,515 | 6,776 | 6,979 | 7,188 |
| One person crossing telephone allowance | - | 3,218 | 3,347 | 3,447 | 3,550 |

Crown Employees (Ministerial Drivers) Award 2023

Salaries

| Classification | Common Salary Point | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
|--|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|
| Ministerial Driver | 39 | 66,458 | 69,116 | 71,189 | 73,325 |
| Out of Hours Allowance | | | | | |
| Classification | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ | |
| Ministerial Driver | 59,461 | 61,839 | 63,694 | 65,605 | |
| Premier's and Leader of the Opposition Driver Allowance | | | | | |
| Allowance | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ | |
| Premier's Driver | 23,637 | 24,582 | 25,319 | 26,079 | |
| Leader of the Opposition's Driver | 11,818 | 12,291 | 12,660 | 13,040 | |
| Total Salary | | | | | |
| Classification | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ | |
| Ministerial Driver | 125,919 | 130,956 | 134,885 | 138,932 | |

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

| Security Staff - State Library | | | | |
|--------------------------------|-----------|-----------|-----------|-----------|
| Classification | 1.7.23 | 1.7.24 | 1.7.25 | 1.7.26 |
| | Per annum | Per annum | Per annum | Per annum |
| | 4% | 4% | 3% | 3% |
| | \$ | \$ | \$ | \$ |
| 1st year of service | 74,024 | 76,985 | 79,295 | 81,674 |
| 2nd year of service | 76,664 | 79,731 | 82,123 | 84,587 |
| 3rd year of service | 78,838 | 81,992 | 84,452 | 86,986 |
| 4th year of service | 81,212 | 84,460 | 86,994 | 89,604 |

Crown Employees (Department of Industry) Technical Staff Award

| Technical Staff | | | | | |
|---------------------------|---------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|
| Classification and Grades | Common Salary Point | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Technical Assistant - | | | | | |
| Junior | | | | | |
| Under 17 | n/a | 29,579 | 30,762 | 31,685 | 32,636 |
| Age 17 | n/a | 35,492 | 36,912 | 38,019 | 39,160 |
| Age 18 | n/a | 41,408 | 43,064 | 44,356 | 45,687 |
| Age 19 | n/a | 47,327 | 49,220 | 50,697 | 52,218 |
| Age 20 | n/a | 53,241 | 55,371 | 57,032 | 58,743 |
| Grade 1 | | | | | |
| 1st Year | 26 | 59,155 | 61,521 | 63,367 | 65,268 |
| 2nd Year | 29 | 60,753 | 63,183 | 65,078 | 67,030 |
| 3rd Year and thereafter | 33 | 62,865 | 65,380 | 67,341 | 69,361 |
| Grade 2 | | | | | |
| 1st Year | 36 | 64,619 | 67,204 | 69,220 | 71,297 |
| 2nd Year and thereafter | 39 | 66,458 | 69,116 | 71,189 | 73,325 |
| Grade 3 | | | | | |
| 1st Year | 43 | 68,968 | 71,727 | 73,879 | 76,095 |
| 2nd Year and thereafter | 46 | 70,694 | 73,522 | 75,728 | 78,000 |
| Technical Officer - | | | | | |
| Grade 1 | | | | | |
| 1st Year | 46 | 70,694 | 73,522 | 75,728 | 78,000 |
| 2nd Year | 50 | 73,479 | 76,418 | 78,711 | 81,072 |
| 3rd Year | 53 | 75,443 | 78,461 | 80,815 | 83,239 |
| 4th Year and thereafter | 56 | 77,576 | 80,679 | 83,099 | 85,592 |
| Grade 2 | | | | | |
| 1st Year | 64 | 83,957 | 87,315 | 89,934 | 92,632 |
| 2nd Year | 67 | 86,539 | 90,001 | 92,701 | 95,482 |
| 3rd Year | 70 | 89,044 | 92,606 | 95,384 | 98,246 |
| 4th Year and thereafter | 76 | 94,323 | 98,096 | 101,039 | 104,070 |
| Grade 3 | | | | | |
| 1st Year | 81 | 98,941 | 102,899 | 105,986 | 109,166 |
| 2nd Year | 84 | 101,874 | 105,949 | 109,127 | 112,401 |
| 3rd Year | 87 | 104,980 | 109,179 | 112,454 | 115,828 |
| 4th Year and thereafter | 91 | 109,194 | 113,562 | 116,969 | 120,478 |
| Grade 4 | | | | | |
| 1st Year | 95 | 113,746 | 118,296 | 121,845 | 125,500 |
| 2nd Year | 98 | 117,363 | 122,058 | 125,720 | 129,492 |
| 3rd Year | 100 | 119,699 | 124,487 | 128,222 | 132,069 |

| | | | | | |
|----------------------------------|-----|---------|---------|---------|---------|
| 4th Year and thereafter | 103 | 123,141 | 128,067 | 131,909 | 135,866 |
| Grade 5 | | | | | |
| 1st Year | 107 | 128,059 | 133,181 | 137,176 | 141,291 |
| 2nd Year | 110 | 131,895 | 137,171 | 141,286 | 145,525 |
| 3rd Year and thereafter | 113 | 135,775 | 141,206 | 145,442 | 149,805 |
| Technical Co-ordinator Allowance | - | 3,176 | 3,303 | 3,402 | 3,504 |

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

| Administrative Officer and Temporary Employee Classifications | | | | |
|---|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| Classification and Grades | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Armourer, Police | | | | |
| 1st year of service | 83,150 | 86,476 | 89,070 | 91,742 |
| 2nd year of service | 84,663 | 88,050 | 90,692 | 93,413 |
| 3rd year of service | 86,539 | 90,001 | 92,701 | 95,482 |
| 4th year of service and thereafter | 88,173 | 91,700 | 94,451 | 97,285 |
| Senior Armourer, Police | | | | |
| 1st year of service | 92,366 | 96,061 | 98,943 | 101,911 |
| 2nd year of service | 94,323 | 98,096 | 101,039 | 104,070 |
| 3rd year of service and thereafter | 97,008 | 100,888 | 103,915 | 107,032 |
| Administrative and Clerical Clerks General Scale | | | | |
| Clerks General Scale step 1 | 34,231 | 35,600 | 36,668 | 37,768 |
| Clerks General Scale step 2 | 38,846 | 40,400 | 41,612 | 42,860 |
| Clerks General Scale step 3 | 41,291 | 42,943 | 44,231 | 45,558 |
| - 1st year of service or 18 years | | | | |
| Clerks General Scale step 4 | 46,786 | 48,657 | 50,117 | 51,621 |
| Minimum for: | | | | |
| - employee with Business Administration Certificate III, Government Certificate III or equivalent at 18 years of age | | | | |
| - employee with Higher School Certificate Qualification at 19 years of age | | | | |
| Clerks General Scale step 5 | 49,941 | 51,939 | 53,497 | 55,102 |
| Minimum for: | | | | |
| - employee qualified at Business Administration Certificate III, Government Certificate III or equivalent and is qualified at HSC standard at 17 years of age | | | | |
| - employee 20 years of age | | | | |
| Clerks General Scale step 6 | 53,826 | 55,979 | 57,658 | 59,388 |
| Minimum for employee 21 years of age | | | | |
| Clerks General Scale step 7 | 55,295 | 57,507 | 59,232 | 61,009 |
| Clerks General Scale step 8 | 57,633 | 59,938 | 61,736 | 63,588 |
| Clerks General Scale step 9 | 58,677 | 61,024 | 62,855 | 64,741 |
| Clerks General Scale step 10 | 60,134 | 62,539 | 64,415 | 66,347 |
| Clerks General Scale step 11 | 62,359 | 64,853 | 66,799 | 68,803 |
| Clerks General Scale step 12 | 64,619 | 67,204 | 69,220 | 71,297 |
| Clerks General Scale step 13 | 67,006 | 69,686 | 71,777 | 73,930 |

| | | | | |
|---|---------|---------|---------|---------|
| 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 | 69,871 | 72,666 | 74,846 | 77,091 |
| Grade 1 | | | | |
| 1st year of service | 70,694 | 73,522 | 75,728 | 78,000 |
| Thereafter | 72,772 | 75,683 | 77,953 | 80,292 |
| Grade 2 | | | | |
| 1st year of service | 74,803 | 77,795 | 80,129 | 82,533 |
| Thereafter | 76,857 | 79,931 | 82,329 | 84,799 |
| Grade 3 | | | | |
| 1st year of service | 79,032 | 82,193 | 84,659 | 87,199 |
| Thereafter | 81,416 | 84,673 | 87,213 | 89,829 |
| Grade 4 | | | | |
| 1st year of service | 83,957 | 87,315 | 89,934 | 92,632 |
| Thereafter | 86,539 | 90,001 | 92,701 | 95,482 |
| Grade 5 | | | | |
| 1st year of service | 93,295 | 97,027 | 99,938 | 102,936 |
| Thereafter | 96,237 | 100,086 | 103,089 | 106,182 |
| Grade 6 | | | | |
| 1st year of service | 100,011 | 104,011 | 107,131 | 110,345 |
| Thereafter | 102,941 | 107,059 | 110,271 | 113,579 |
| Grade 7 | | | | |
| 1st year of service | 106,025 | 110,266 | 113,574 | 116,981 |
| Thereafter | 109,194 | 113,562 | 116,969 | 120,478 |
| Grade 8 | | | | |
| 1st year of service | 113,746 | 118,296 | 121,845 | 125,500 |
| Thereafter | 117,363 | 122,058 | 125,720 | 129,492 |
| Grade 9 | | | | |
| 1st year of service | 120,859 | 125,693 | 129,464 | 133,348 |
| Thereafter | 124,258 | 129,228 | 133,105 | 137,098 |
| Grade 10 | | | | |
| 1st year of service | 129,331 | 134,504 | 138,539 | 142,695 |
| Thereafter | 133,183 | 138,510 | 142,665 | 146,945 |
| Grade 11 | | | | |
| 1st year of service | 139,787 | 145,378 | 149,739 | 154,231 |
| Thereafter | 145,713 | 151,542 | 156,088 | 160,771 |
| Grade 12 | | | | |
| 1st year of service | 154,840 | 161,034 | 165,865 | 170,841 |
| Thereafter | 161,663 | 168,130 | 173,174 | 178,369 |
| Clinical Pharmacologist | 175,508 | 182,528 | 188,004 | 193,644 |
| CSO Level 1 - Non Graduate | | | | |
| Year 1A | 41,291 | 42,943 | 44,231 | 45,558 |
| Year 1B | 49,941 | 51,939 | 53,497 | 55,102 |
| Year 1C | 53,826 | 55,979 | 57,658 | 59,388 |
| Year 1D | 55,295 | 57,507 | 59,232 | 61,009 |
| Year 1E | 57,633 | 59,938 | 61,736 | 63,588 |
| Year 1F | 58,677 | 61,024 | 62,855 | 64,741 |
| Year 2 | 62,358 | 64,852 | 66,798 | 68,802 |
| Year 3 | 72,772 | 75,683 | 77,953 | 80,292 |
| Year 4 | 76,857 | 79,931 | 82,329 | 84,799 |
| CSO Level 1 - Graduate | | | | |
| Year 1A (Any degree) | 62,359 | 64,853 | 66,799 | 68,803 |
| Year 1B (Degree - Computer Sciences) | 64,619 | 67,204 | 69,220 | 71,297 |
| Year 2 | 72,780 | 75,691 | 77,962 | 80,301 |
| Year 3 | 76,857 | 79,931 | 82,329 | 84,799 |
| CSO Level 2 | | | | |

| | | | | |
|------------------------------------|---------|---------|---------|---------|
| Year 1 | 81,416 | 84,673 | 87,213 | 89,829 |
| Year 2 | 86,539 | 90,001 | 92,701 | 95,482 |
| Year 3 | 96,237 | 100,086 | 103,089 | 106,182 |
| CSO Level 3 | | | | |
| Year 1 | 100,011 | 104,011 | 107,131 | 110,345 |
| Year 2 | 102,941 | 107,059 | 110,271 | 113,579 |
| Year 3 | 106,025 | 110,266 | 113,574 | 116,981 |
| Year 4 | 109,194 | 113,562 | 116,969 | 120,478 |
| Year 5 | 113,746 | 118,296 | 121,845 | 125,500 |
| Year 6 | 117,363 | 122,058 | 125,720 | 129,492 |
| CSO Level 4 | | | | |
| Year 1 | 120,859 | 125,693 | 129,464 | 133,348 |
| Year 2 | 124,258 | 129,228 | 133,105 | 137,098 |
| Year 3 | 129,331 | 134,504 | 138,539 | 142,695 |
| Year 4 | 133,183 | 138,510 | 142,665 | 146,945 |
| CSO Level 5 | | | | |
| Year 1 | 139,787 | 145,378 | 149,739 | 154,231 |
| Year 2 | 145,713 | 151,542 | 156,088 | 160,771 |
| CSO Level 6 | | | | |
| Year 1 | 154,840 | 161,034 | 165,865 | 170,841 |
| Year 2 | 161,663 | 168,130 | 173,174 | 178,369 |
| Departmental Professional Officer | | | | |
| Grade I - | | | | |
| 1st year of service | 70,694 | 73,522 | 75,728 | 78,000 |
| 2nd year of service | 73,479 | 76,418 | 78,711 | 81,072 |
| 3rd year of service | 77,576 | 80,679 | 83,099 | 85,592 |
| 4th year of service | 83,150 | 86,476 | 89,070 | 91,742 |
| 5th year of service | 89,044 | 92,606 | 95,384 | 98,246 |
| 6th year of service and thereafter | 94,323 | 98,096 | 101,039 | 104,070 |
| Grade II - | | | | |
| 1st year of service | 98,941 | 102,899 | 105,986 | 109,166 |
| 2nd year of service | 101,874 | 105,949 | 109,127 | 112,401 |
| 3rd year of service | 104,980 | 109,179 | 112,454 | 115,828 |
| 4th year of service and thereafter | 109,194 | 113,562 | 116,969 | 120,478 |
| Grade III - | | | | |
| 1st year of service | 113,746 | 118,296 | 121,845 | 125,500 |
| 2nd year of service | 117,363 | 122,058 | 125,720 | 129,492 |
| 3rd year of service | 119,699 | 124,487 | 128,222 | 132,069 |
| 4th year of service and thereafter | 124,258 | 129,228 | 133,105 | 137,098 |
| Grade IV - | | | | |
| 1st year of service | 129,331 | 134,504 | 138,539 | 142,695 |
| 2nd year of service and thereafter | 131,895 | 137,171 | 141,286 | 145,525 |
| Grade V - | | | | |
| 1st year of service | 137,071 | 142,554 | 146,831 | 151,236 |
| 2nd year of service and thereafter | 139,787 | 145,378 | 149,739 | 154,231 |
| Grade VI - | | | | |
| 1st year of service | 144,140 | 149,906 | 154,403 | 159,035 |
| 2nd year of service and thereafter | 146,966 | 152,845 | 157,430 | 162,153 |
| Grade VII - | | | | |
| 1st year of service | 151,509 | 157,569 | 162,296 | 167,165 |
| 2nd year of service and thereafter | 154,840 | 161,034 | 165,865 | 170,841 |
| Grade VIII - | | | | |
| 1st year of service | 159,878 | 166,273 | 171,261 | 176,399 |
| 2nd year of service and thereafter | 161,663 | 168,130 | 173,174 | 178,369 |
| Director of Music (Police Band) | | | | |
| 1st year | 96,237 | 100,086 | 103,089 | 106,182 |
| 2nd year | 98,941 | 102,899 | 105,986 | 109,166 |
| 3rd year | 101,874 | 105,949 | 109,127 | 112,401 |
| 4th year | 104,980 | 109,179 | 112,454 | 115,828 |

| | | | | |
|---|---------|---------|---------|---------|
| 5th year and thereafter | 108,153 | 112,479 | 115,853 | 119,329 |
| Loading | | | | |
| 1st year | 9,623 | 10,008 | 10,308 | 10,617 |
| 2nd year | 9,894 | 10,290 | 10,599 | 10,917 |
| 3rd year | 10,188 | 10,596 | 10,914 | 11,241 |
| 4th year | 10,499 | 10,919 | 11,247 | 11,584 |
| 5th year and thereafter | 10,817 | 11,250 | 11,588 | 11,936 |
| Car Drivers | | | | |
| Driver/General Assistant | 62,865 | 65,380 | 67,341 | 69,361 |
| Departmental - Driver/Assistant | 66,458 | 69,116 | 71,189 | 73,325 |
| Police Executive Driver/Assistant | | | | |
| 1st year and thereafter | 66,419 | 69,076 | 71,148 | 73,282 |
| All incidence of employment allowance | 61,460 | 63,918 | 65,836 | 67,811 |
| Clothing Allowance \$600 per annum | | | | |
| Driving Instructor | | | | |
| 1st year | 87,172 | 90,659 | 93,379 | 96,180 |
| 2nd year | 88,173 | 91,700 | 94,451 | 97,285 |
| 3rd year and thereafter | 90,697 | 94,325 | 97,155 | 100,070 |
| Engineer | | | | |
| Grade I Diplomate Experience Since Qualifying | | | | |
| In first year | 70,694 | 73,522 | 75,728 | 78,000 |
| After one year | 73,479 | 76,418 | 78,711 | 81,072 |
| After two years | 77,576 | 80,679 | 83,099 | 85,592 |
| After three years | 83,150 | 86,476 | 89,070 | 91,742 |
| After four years | 89,044 | 92,606 | 95,384 | 98,246 |
| After five years | 94,323 | 98,096 | 101,039 | 104,070 |
| Grade I Graduate Experience Since Qualifying | | | | |
| In first year | 73,479 | 76,418 | 78,711 | 81,072 |
| After one year | 77,576 | 80,679 | 83,099 | 85,592 |
| After two years | 83,150 | 86,476 | 89,070 | 91,742 |
| After three years | 89,044 | 92,606 | 95,384 | 98,246 |
| After four years | 94,323 | 98,096 | 101,039 | 104,070 |
| Grade II | | | | |
| 1st year of service | 100,011 | 104,011 | 107,131 | 110,345 |
| 2nd year of service | 103,863 | 108,018 | 111,259 | 114,597 |
| 3rd year of service | 107,091 | 111,375 | 114,716 | 118,157 |
| 4th year of service and thereafter | 110,205 | 114,613 | 118,051 | 121,593 |
| Grade III | | | | |
| 1st year of service | 116,094 | 120,738 | 124,360 | 128,091 |
| 2nd year of service | 119,699 | 124,487 | 128,222 | 132,069 |
| 3rd year of service | 124,258 | 129,228 | 133,105 | 137,098 |
| 4th year of service and thereafter | 128,059 | 133,181 | 137,176 | 141,291 |
| Grade IV | | | | |
| 1st year of service | 134,483 | 139,862 | 144,058 | 148,380 |
| 2nd year of service | 138,427 | 143,964 | 148,283 | 152,731 |
| 3rd year of service and thereafter | 141,175 | 146,822 | 151,227 | 155,764 |
| Grade V | | | | |
| 1st year of service | 146,966 | 152,845 | 157,430 | 162,153 |
| 2nd year of service and thereafter | 149,861 | 155,855 | 160,531 | 165,347 |
| Grade VI | | | | |
| 1st year of service | 153,176 | 159,303 | 164,082 | 169,004 |
| 2nd year of service and thereafter | 156,464 | 162,723 | 167,605 | 172,633 |
| Imaging Technician | | | | |
| 1st year | 79,032 | 82,193 | 84,659 | 87,199 |
| 2nd year | 81,416 | 84,673 | 87,213 | 89,829 |
| 3rd year | 83,957 | 87,315 | 89,934 | 92,632 |
| 4th year and thereafter | 86,539 | 90,001 | 92,701 | 95,482 |
| Interpreters and Translators | | | | |

| | | | | |
|-------------------------------|---------|---------|---------|---------|
| Interpreter/Translator | | | | |
| Year 1 | 77,576 | 80,679 | 83,099 | 85,592 |
| Year 2 | 83,150 | 86,476 | 89,070 | 91,742 |
| Year 3 | 89,044 | 92,606 | 95,384 | 98,246 |
| Year 4 | 94,323 | 98,096 | 101,039 | 104,070 |
| Year 5 | 98,941 | 102,899 | 105,986 | 109,166 |
| Senior Interpreter/Translator | | | | |
| Year 1 | 101,874 | 105,949 | 109,127 | 112,401 |
| Year 2 | 104,980 | 109,179 | 112,454 | 115,828 |
| Year 3 | 109,194 | 113,562 | 116,969 | 120,478 |

| | | | | |
|---------------------------|---------|---------|---------|---------|
| Legal Officers | | | | |
| Grade I | | | | |
| 1st year of service | 74,050 | 77,012 | 79,322 | 81,702 |
| 2nd year of service | 76,857 | 79,931 | 82,329 | 84,799 |
| 3rd year of service | 79,032 | 82,193 | 84,659 | 87,199 |
| 4th year of service | 81,416 | 84,673 | 87,213 | 89,829 |
| 5th year of service | 84,663 | 88,050 | 90,692 | 93,413 |
| Grade II | | | | |
| 1st year of service | 91,636 | 95,301 | 98,160 | 101,105 |
| 2nd year of service | 96,237 | 100,086 | 103,089 | 106,182 |
| 3rd year of service | 101,874 | 105,949 | 109,127 | 112,401 |
| 4th year of service | 107,091 | 111,375 | 114,716 | 118,157 |
| 5th year of service | 111,362 | 115,816 | 119,290 | 122,869 |
| Grade III | | | | |
| 1st year of service | 117,363 | 122,058 | 125,720 | 129,492 |
| 2nd year of service | 120,859 | 125,693 | 129,464 | 133,348 |
| 3rd year of service | 125,521 | 130,542 | 134,458 | 138,492 |
| Grade IV | | | | |
| 1st year of service | 134,483 | 139,862 | 144,058 | 148,380 |
| 2nd year of service | 137,071 | 142,554 | 146,831 | 151,236 |
| Grade V | | | | |
| 1st year of service | 144,140 | 149,906 | 154,403 | 159,035 |
| 2nd year of service | 146,966 | 152,845 | 157,430 | 162,153 |
| Grade VI | | | | |
| 1st year of service | 154,840 | 161,034 | 165,865 | 170,841 |
| 2nd year of service | 158,102 | 164,426 | 169,359 | 174,440 |
| Librarians and Archivists | | | | |
| Grade 1 | | | | |
| Year 1 | 70,694 | 73,522 | 75,728 | 78,000 |
| Year 2 | 74,803 | 77,795 | 80,129 | 82,533 |
| Year 3 | 79,032 | 82,193 | 84,659 | 87,199 |
| Year 4 | 83,957 | 87,315 | 89,934 | 92,632 |
| Year 5 | 88,173 | 91,700 | 94,451 | 97,285 |
| Year 6 | 92,366 | 96,061 | 98,943 | 101,911 |
| Grade 2 | | | | |
| Year 1 | 96,237 | 100,086 | 103,089 | 106,182 |
| Year 2 | 100,011 | 104,011 | 107,131 | 110,345 |
| Year 3 | 104,980 | 109,179 | 112,454 | 115,828 |
| Year 4 | 109,194 | 113,562 | 116,969 | 120,478 |
| Grade 3 | | | | |
| Year 1 | 114,937 | 119,534 | 123,120 | 126,814 |
| Year 2 | 118,489 | 123,229 | 126,926 | 130,734 |
| Year 3 | 123,141 | 128,067 | 131,909 | 135,866 |
| Year 4 | 128,059 | 133,181 | 137,176 | 141,291 |
| Grade 4 | | | | |
| Year 1 | 131,895 | 137,171 | 141,286 | 145,525 |
| Year 2 | 135,775 | 141,206 | 145,442 | 149,805 |

| | | | | |
|--|---------|---------|---------|---------|
| Year 3 | 139,787 | 145,378 | 149,739 | 154,231 |
| Year 4 | 144,140 | 149,906 | 154,403 | 159,035 |
| Grade 5 | | | | |
| Year 1 | 148,210 | 154,138 | 158,762 | 163,525 |
| Year 2 | 153,176 | 159,303 | 164,082 | 169,004 |
| Year 3 | 158,102 | 164,426 | 169,359 | 174,440 |
| Year 4 | 163,467 | 170,006 | 175,106 | 180,359 |
| Library Assistant | | | | |
| Year 1 | 55,295 | 57,507 | 59,232 | 61,009 |
| Year 2 | 58,677 | 61,024 | 62,855 | 64,741 |
| Year 3 | 62,359 | 64,853 | 66,799 | 68,803 |
| Year 4 | 67,006 | 69,686 | 71,777 | 73,930 |
| Year 5 | 69,481 | 72,260 | 74,428 | 76,661 |
| Library Technician | | | | |
| Grade 1 | | | | |
| Year 1 | 70,694 | 73,522 | 75,728 | 78,000 |
| Year 2 | 74,803 | 77,795 | 80,129 | 82,533 |
| Year 3 | 79,032 | 82,193 | 84,659 | 87,199 |
| Year 4 | 83,957 | 87,315 | 89,934 | 92,632 |
| Grade 2 | | | | |
| Year 1 | 93,295 | 97,027 | 99,938 | 102,936 |
| Year 2 | 96,237 | 100,086 | 103,089 | 106,182 |
| Year 3 | 100,011 | 104,011 | 107,131 | 110,345 |
| Year 4 | 104,980 | 109,179 | 112,454 | 115,828 |
| Maintenance Officer Trades | 83,957 | 87,315 | 89,934 | 92,632 |
| Manager Trades | | | | |
| 1st year | 117,363 | 122,058 | 125,720 | 129,492 |
| 2nd year and there after | 118,489 | 123,229 | 126,926 | 130,734 |
| On call Allowance (per hour) | 1.10 | 1.14 | 1.17 | 1.21 |
| Assistant Manager Trades | | | | |
| 1st year | 96,237 | 100,086 | 103,089 | 106,182 |
| 2nd year and there after | 98,063 | 101,986 | 105,046 | 108,197 |
| On call Allowance (per hour) | 1.10 | 1.14 | 1.17 | 1.21 |
| Pathology Exhibit Courier | 64,619 | 67,204 | 69,220 | 71,297 |
| Photogrammetrist | | | | |
| General Scale | | | | |
| 1st year | 41,291 | 42,943 | 44,231 | 45,558 |
| 2nd year | 49,941 | 51,939 | 53,497 | 55,102 |
| 3rd year | 53,826 | 55,979 | 57,658 | 59,388 |
| 4th year | 55,295 | 57,507 | 59,232 | 61,009 |
| 5th year | 57,633 | 59,938 | 61,736 | 63,588 |
| 6th year | 58,677 | 61,024 | 62,855 | 64,741 |
| 7th year | 60,134 | 62,539 | 64,415 | 66,347 |
| 8th year | 62,359 | 64,853 | 66,799 | 68,803 |
| 9th year | 64,619 | 67,204 | 69,220 | 71,297 |
| 10th year | 67,006 | 69,686 | 71,777 | 73,930 |
| 11th year | 70,694 | 73,522 | 75,728 | 78,000 |
| 12th year | 72,772 | 75,683 | 77,953 | 80,292 |
| 13th year | 74,803 | 77,795 | 80,129 | 82,533 |
| 14th year | 76,857 | 79,931 | 82,329 | 84,799 |
| Officer with HSC aged 19 and over paid not less than | 46,786 | 48,657 | 50,117 | 51,621 |
| Class 1 | | | | |
| 1st year | 79,032 | 82,193 | 84,659 | 87,199 |
| 2nd year | 81,416 | 84,673 | 87,213 | 89,829 |
| 3rd year | 83,957 | 87,315 | 89,934 | 92,632 |
| 4th year | 86,539 | 90,001 | 92,701 | 95,482 |
| Class 2 | | | | |

| | | | | |
|---|---------|---------|---------|---------|
| 1st year | 93,295 | 97,027 | 99,938 | 102,936 |
| 2nd year | 96,237 | 100,086 | 103,089 | 106,182 |
| Class 3 | | | | |
| 1st year | 100,011 | 104,011 | 107,131 | 110,345 |
| 2nd year | 102,941 | 107,059 | 110,271 | 113,579 |
| Class 4 | | | | |
| 1st year | 106,025 | 110,266 | 113,574 | 116,981 |
| 2nd year | 109,194 | 113,562 | 116,969 | 120,478 |
| Class 5 | | | | |
| 1st year | 113,746 | 118,296 | 121,845 | 125,500 |
| 2nd year | 117,363 | 122,058 | 125,720 | 129,492 |
| Class 6 | | | | |
| 1st year | 120,859 | 125,693 | 129,464 | 133,348 |
| 2nd year | 124,258 | 129,228 | 133,105 | 137,098 |
| Class 7 | | | | |
| 1st year | 129,331 | 134,504 | 138,539 | 142,695 |
| 2nd year | 133,183 | 138,510 | 142,665 | 146,945 |
| Public Relations Officer | | | | |
| Assistant Publicity Officers | | | | |
| 1st year of service | 79,860 | 83,054 | 85,546 | 88,112 |
| 2nd year of service | 82,184 | 85,471 | 88,035 | 90,676 |
| Publicity Officers | | | | |
| 1st year of service | 88,173 | 91,700 | 94,451 | 97,285 |
| 2nd year of service | 90,697 | 94,325 | 97,155 | 100,070 |
| 3rd year of service and thereafter | 92,366 | 96,061 | 98,943 | 101,911 |
| Public Relations Officer | | | | |
| Grade II | | | | |
| 1st year of service | 104,980 | 109,179 | 112,454 | 115,828 |
| 2nd year of service | 107,091 | 111,375 | 114,716 | 118,157 |
| 3rd year of service and thereafter | 109,194 | 113,562 | 116,969 | 120,478 |
| Grade I | | | | |
| 1st year of service | 123,141 | 128,067 | 131,909 | 135,866 |
| 2nd year of service | 125,521 | 130,542 | 134,458 | 138,492 |
| 3rd year of service and thereafter | 128,059 | 133,181 | 137,176 | 141,291 |
| Allowance in lieu of overtime (per annum) | 15,542 | 16,164 | 16,649 | 17,148 |
| Radio Technician, | | | | |
| 1st year of service | 71,438 | 74,296 | 76,525 | 78,821 |
| 2nd year of service | 72,031 | 74,912 | 77,159 | 79,474 |
| 3rd year of service and thereafter | 73,479 | 76,418 | 78,711 | 81,072 |
| Radio Technician, Senior | | | | |
| 1st year of service | 78,260 | 81,390 | 83,832 | 86,347 |
| 2nd year of service and thereafter | 79,032 | 82,193 | 84,659 | 87,199 |
| Scientific Officer | | | | |
| Grade I | | | | |
| 1st year of service | 70,694 | 73,522 | 75,728 | 78,000 |
| 2nd year of service | 73,479 | 76,418 | 78,711 | 81,072 |
| 3rd year of service | 77,576 | 80,679 | 83,099 | 85,592 |
| 4th year of service | 83,150 | 86,476 | 89,070 | 91,742 |
| 5th year of service | 89,044 | 92,606 | 95,384 | 98,246 |
| 6th year of service and thereafter | 94,323 | 98,096 | 101,039 | 104,070 |
| Grade II | | | | |
| 1st year of service | 98,941 | 102,899 | 105,986 | 109,166 |
| 2nd year of service | 101,874 | 105,949 | 109,127 | 112,401 |
| 3rd year of service | 104,980 | 109,179 | 112,454 | 115,828 |
| 4th year of service and thereafter | 109,194 | 113,562 | 116,969 | 120,478 |
| Grade III | | | | |
| 1st year of service | 113,746 | 118,296 | 121,845 | 125,500 |
| 2nd year of service | 117,363 | 122,058 | 125,720 | 129,492 |

| | | | | |
|------------------------------------|---------|---------|---------|---------|
| 3rd year of service and thereafter | 119,699 | 124,487 | 128,222 | 132,069 |
| Grade IV | | | | |
| 1st year of service | 125,521 | 130,542 | 134,458 | 138,492 |
| 2nd year of service | 129,331 | 134,504 | 138,539 | 142,695 |
| 3rd year of service and thereafter | 131,896 | 137,172 | 141,287 | 145,526 |
| Grade V | | | | |
| 1st year of service | 137,071 | 142,554 | 146,831 | 151,236 |
| 2nd year of service and thereafter | 141,175 | 146,822 | 151,227 | 155,764 |
| Grade VI | | | | |
| 1st year of service | 145,713 | 151,542 | 156,088 | 160,771 |
| 2nd year of service | 149,861 | 155,855 | 160,531 | 165,347 |

| | | | | |
|---|---------|---------|---------|---------|
| Senior Officers | | | | |
| Grade 1 | | | | |
| Year 1 | 180,887 | 188,122 | 193,766 | 199,579 |
| Year 2 | 194,911 | 202,707 | 208,788 | 215,052 |
| Grade 2 | | | | |
| Year 1 | 198,209 | 206,137 | 212,321 | 218,691 |
| Year 2 | 212,183 | 220,670 | 227,290 | 234,109 |
| Grade 3 | | | | |
| Year 1 | 219,284 | 228,055 | 234,897 | 241,944 |
| Year 2 | 240,710 | 250,338 | 257,848 | 265,583 |
| Stenographers and Machine Operators (Present Occupants Only) | | | | |
| 1st year (up to 17 years) | 30,668 | 31,895 | 32,852 | 33,838 |
| 2nd year (or 17 years) | 36,405 | 37,861 | 38,997 | 40,167 |
| 3rd year (or 18 years) | 41,291 | 42,943 | 44,231 | 45,558 |
| 4th year (or 19 years) | 46,786 | 48,657 | 50,117 | 51,621 |
| 5th year (or 20 years) | 49,488 | 51,468 | 53,012 | 54,602 |
| 6th year (or 21 years) | 54,830 | 57,023 | 58,734 | 60,496 |
| 7th year | 56,341 | 58,595 | 60,353 | 62,164 |
| 8th year | 58,199 | 60,527 | 62,343 | 64,213 |
| 9th year | 62,865 | 65,380 | 67,341 | 69,361 |
| 10th year | 63,968 | 66,527 | 68,523 | 70,579 |
| 11th year | 65,778 | 68,409 | 70,461 | 72,575 |
| 12th year | 67,006 | 69,686 | 71,777 | 73,930 |
| Grade 1 | | | | |
| 1st year | 70,694 | 73,522 | 75,728 | 78,000 |
| 2nd year | 72,772 | 75,683 | 77,953 | 80,292 |
| Grade 2 | | | | |
| 1st year | 74,803 | 77,795 | 80,129 | 82,533 |
| 2nd year | 76,857 | 79,931 | 82,329 | 84,799 |
| Grade 3 | | | | |
| 1st year | 79,032 | 82,193 | 84,659 | 87,199 |
| 2nd year | 81,416 | 84,673 | 87,213 | 89,829 |
| Stores Officers | | | | |
| Grade 1 | | | | |
| 1st year of service | 61,760 | 64,230 | 66,157 | 68,142 |
| 2nd year of service and thereafter | 62,865 | 65,380 | 67,341 | 69,361 |
| Grade 2 | | | | |
| 1st year of service | 63,455 | 65,993 | 67,973 | 70,012 |
| 2nd year of service and thereafter | 63,968 | 66,527 | 68,523 | 70,579 |
| Grade 3 | | | | |
| 1st year of service | 64,619 | 67,204 | 69,220 | 71,297 |
| 2nd year of service and thereafter | 65,236 | 67,845 | 69,880 | 71,976 |
| Grade 4 | | | | |
| 1st year of service | 66,458 | 69,116 | 71,189 | 73,325 |
| 2nd year of service | 67,758 | 70,468 | 72,582 | 74,759 |
| 3rd year of service and thereafter | 67,758 | 70,468 | 72,582 | 74,759 |

| | | | | |
|---|---------|---------|---------|---------|
| Technical Officer | | | | |
| Grade 1 | | | | |
| 1st year of service | 72,031 | 74,912 | 77,159 | 79,474 |
| 2nd year of service | 74,050 | 77,012 | 79,322 | 81,702 |
| 3rd year of service | 76,102 | 79,146 | 81,520 | 83,966 |
| 4th year of service | 77,576 | 80,679 | 83,099 | 85,592 |
| 5th year of service | 79,860 | 83,054 | 85,546 | 88,112 |
| Grade 2 | | | | |
| 1st year of service | 83,957 | 87,315 | 89,934 | 92,632 |
| 2nd year of service | 85,664 | 89,091 | 91,764 | 94,517 |
| 3rd year of service | 87,172 | 90,659 | 93,379 | 96,180 |
| 4th year of service | 89,044 | 92,606 | 95,384 | 98,246 |
| Grade 3 | | | | |
| 1st year of service and thereafter | 95,131 | 98,936 | 101,904 | 104,961 |
| Senior Technical Officer | | | | |
| Grade 1 | | | | |
| 1st year of service | 93,295 | 97,027 | 99,938 | 102,936 |
| 2nd year of service | 95,131 | 98,936 | 101,904 | 104,961 |
| 3rd year of service | 98,063 | 101,986 | 105,046 | 108,197 |
| Grade 2 | | | | |
| 1st year of service | 100,986 | 105,025 | 108,176 | 111,421 |
| 2nd year of service | 103,863 | 108,018 | 111,259 | 114,597 |
| Grade 3 | 108,153 | 112,479 | 115,853 | 119,329 |
| Technical Officer, Maintenance Services | 98,941 | 102,899 | 105,986 | 109,166 |
| Technician | | | | |
| Class 1 | | | | |
| 1st year of service | 67,006 | 69,686 | 71,777 | 73,930 |
| 2nd year of service | 68,967 | 71,726 | 73,878 | 76,094 |
| Class 2 | | | | |
| 1st year of service | 72,772 | 75,683 | 77,953 | 80,292 |
| 2nd year of service | 74,803 | 77,795 | 80,129 | 82,533 |
| Class 3 | | | | |
| 1st year of service | 79,032 | 82,193 | 84,659 | 87,199 |
| 2nd year of service | 80,600 | 83,824 | 86,339 | 88,929 |
| Class 4 | | | | |
| 1st year of service | 82,184 | 85,471 | 88,035 | 90,676 |
| 2nd year of service | 83,150 | 86,476 | 89,070 | 91,742 |
| Transport Officer | 67,758 | 70,468 | 72,582 | 74,759 |
| Transport Officer, Mechanical | | | | |
| Year 1 | 79,032 | 82,193 | 84,659 | 87,199 |
| Year 2 | 79,860 | 83,054 | 85,546 | 88,112 |
| Year 3 | 80,600 | 83,824 | 86,339 | 88,929 |
| Year 4 | 81,416 | 84,673 | 87,213 | 89,829 |
| Uniform Fitter and Advisory Officer | 65,236 | 67,845 | 69,880 | 71,976 |
| Allowances | | | | |
| On call allowances (per hour) | 1.10 | 1.14 | 1.17 | 1.21 |
| Community Language Allowance Scheme (per annum) | | | | |
| Base level rate | 1,580 | 1,643 | 1,692 | 1,743 |
| Higher level rate | 2,376 | 2,471 | 2,545 | 2,621 |
| Flying Allowance (per hour) | 23.80 | 24.80 | 25.50 | 26.30 |
| First Aid Allowance (per annum) | | | | |
| Holders of basic qualification | 1018 | 1059 | 1091 | 1124 |
| Holders of current occupational first aid certificate | 1,530 | 1,591 | 1,639 | 1,688 |

| | | | | |
|--|-----------|-----------|-----------|-----------|
| | Uplift | 1.7.24 | 1.7.25 | 1.7.26 |
| | Per annum | Per annum | Per annum | Per annum |

| | \$ | 3% \$ | 3% \$ | 3% \$ |
|--------------------------|--------|----------|----------|----------|
| Groom, Mounted Police | | | | |
| 1st year | 62,359 | 64,230 | 66,157 | 68,142 |
| 2nd year and there after | 64,619 | 66,558 | 68,555 | 70,612 |

Crown Employees (NSW Police Force Communications Officers) Award

| Communications Officer - NSW Police Force Classifications | Common Salary Point | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
|---|---------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|
| Communications Officer | | | | | |
| Trainee | 35 | 63,968 | 66,527 | 68,523 | 70,579 |
| 1st year | 40 | 67,006 | 69,686 | 71,777 | 73,930 |
| 2nd year | 46 | 70,694 | 73,522 | 75,728 | 78,000 |
| 3rd year | 49 | 72,772 | 75,683 | 77,953 | 80,292 |
| 4th year | 55 | 76,857 | 79,931 | 82,329 | 84,799 |
| 5th year | 58 | 79,032 | 82,193 | 84,659 | 87,199 |
| Senior Communications Officer | | | | | |
| 1st year | 64 | 83,957 | 87,315 | 89,934 | 92,632 |
| 2nd year | 67 | 86,539 | 90,001 | 92,701 | 95,482 |
| Shift Co-ordinators | | | | | |
| 1st year | 75 | 93,295 | 97,027 | 99,938 | 102,936 |
| 2nd year | 78 | 96,237 | 100,086 | 103,089 | 106,182 |
| 3rd year | 82 | 100,011 | 104,011 | 107,131 | 110,345 |
| 4th year | 85 | 102,941 | 107,059 | 110,271 | 113,579 |
| Radio and Communications Operators | | | | | |
| 4th year | 52 | 74,803 | 77,795 | 80,129 | 82,533 |
| 5th year | 55 | 76,857 | 79,931 | 82,329 | 84,799 |

Crown Employees (NSW Police Force Police Band) Award 2018

| Special Constables (Police Bands) NSW Police Force | | | | | |
|--|---------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|
| Classification and Grades | Common Salary Point | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Bandsperson | | | | | |
| 1st year of service | 41 | 67,758 | 70,468 | 72,582 | 74,759 |
| 2nd year of service | 43 | 68,968 | 71,727 | 73,879 | 76,095 |
| 3rd year of service | 45 | 70,156 | 72,962 | 75,151 | 77,406 |
| 4th year of service | 47 | 71,438 | 74,296 | 76,525 | 78,821 |
| 5th year of service | 52 | 74,803 | 77,795 | 80,129 | 82,533 |
| 6th year of service and thereafter | 54 | 76,102 | 79,146 | 81,520 | 83,966 |
| Senior Special Constable | - | 78,966 | 82,125 | 84,589 | 87,127 |
| Allowance - Doubling | | 1,256 | 1,306 | 1,345 | 1,385 |

Crown Employees (NSW Police Force Special Constables) (Security) Award 2024

a) Special Constable (Security)

| | Per Week \$ [2024]NSWIRComm 1034 2% | Per Week \$ 1 July 2024 8% work value | Per Week \$ 1 July 2024 3% | Per Week \$ 1 July 2025 3% | Per Week \$ 1 July 2026 3% |
|------------------------------------|---|---|-------------------------------------|-------------------------------------|-------------------------------------|
| 1st year of service | 1155.80 | 1248.30 | 1285.70 | 1324.30 | 1364.00 |
| 2nd year of service | 1175.20 | 1269.20 | 1307.30 | 1346.50 | 1386.90 |
| 3rd year of service and thereafter | 1198.10 | 1293.90 | 1332.70 | 1372.70 | 1413.90 |

Progression to the 2nd and 3rd year rate will be dependent upon completion of 12 months satisfactory service at the previous year's rate of pay and satisfactory conduct.

(b) Special Constable (Security) First Class

| | Per Week \$ [2024]NSWIR Comm 1034 2% | Per Week \$ 1 July 2024 8% work value | Per Week \$ 1 July 2024 3% | Per Week \$ 1 July 2025 3% | Per Week \$ 1 July 2026 3% |
|------------------------------------|---|--|-------------------------------------|-------------------------------------|-------------------------------------|
| 1st year of service and thereafter | 1218.50 | 1316.00 | 1355.50 | 1396.20 | 1438.10 |

Providing that for progression to the position of Special Constable (Security) First Class the officer has completed 12 months satisfactory service at the 3rd year Special Constable (Security) level and the Commissioner is of the opinion that the value of the work performed, the results achieved and the manner in which the duties are performed warrant such progression.

(c) Senior Special Constable (Security)

| | Per Week \$ [2024]NSWIRComm 1034 2% | Per Week \$ 1 July 2024 8% work value | Per Week \$ 1 July 2024 3% | Per Week \$ 1 July 2025 3% | Per Week \$ 1 July 2026 3% |
|------------------------------------|---|---|-------------------------------------|-------------------------------------|-------------------------------------|
| 1st year of service | 1304.20 | 1408.50 | 1450.80 | 1494.30 | 1539.10 |
| 2nd year of service and thereafter | 1333.80 | 1440.50 | 1483.70 | 1528.20 | 1574.00 |

(d) Special Constable (Security), Field Supervisor

| | Per Week \$ [2024]NSWIRComm 1034 2% | Per Week \$ 1 July 2024 8% work value | Per Week 4 1 July 2024 3% | Per Week \$ 1 July 2025 3% | Per Week \$ 1 July 2026 3% |
|------------------------------------|---|---|------------------------------------|-------------------------------------|-------------------------------------|
| 1st year of service | 1492.40 | 1611.80 | 1660.20 | 1710.00 | 1761.30 |
| 2nd year of service and thereafter | 1524.40 | 1646.40 | 1695.80 | 1746.70 | 1799.10 |

The parties agree that the final numbers and locations of promotional positions is recognised as a management prerogative of the Commissioner of Police.

The parties agree that confirmation of appointment to the rank of Senior Special Constable (Security) will be subject to the successful completion of an appropriate supervisory course.

| Item No. | Clause No. | Subject Matter | Amount \$ Effective from first full pay period on or after 1 July 2023 [2024]NSWIRComm 1034 2% | Amount \$ Effective from first full pay period on or after 1 July 2024 8% work value | Amount \$ Effective from first full pay period on or after 1 July 2024 3% | Amount \$ Effective from first full pay period on or after 1 July 2025 3% | Amount \$ Effective from first full pay period on or after 1 July 2026 3% |
|----------|------------|--|--|--|---|---|---|
| 1 | 17A | Overwatch Duties Allowance | | | \$ 5.40 per hour | \$5.56 per hour | \$5.73 per hour |
| 2 | 18 | Full time Special Constables (Security), Monday to Friday, Shift Allowance | 78.80 | 85.10 | 87.65 | 90.30 | 93.00 |
| 3 | 11 | Full time Special Constables (Security), Saturday and Sunday Shift Allowance | 222.70 | 240.50 | 247.70 | 255.15 | 262.80 |
| 3 | 20.3(e) | Meal Allowance | 10.75 | | As per ATO | As per ATO | As per ATO |
| | | Subsequent meal allowance | 9.95 | | | | |

Crown Employees (Department of Planning, Industry and Environment and the Office of Environment Protection Authority) General Award 2021

| | | | | |
|--|--------|--------|--------|--------|
| Environment Officers - Department of Planning, Industry and Environment and the Office of Environment Protection Authority | | | | |
| Classification and Grades | 1.7.23 | 1.7.24 | 1.7.25 | 1.7.26 |

| | Per annum 4% \$ | Per annum 4% \$ | Per annum 3% \$ | Per annum 3% \$ |
|---------|--------------------------|--------------------------|--------------------------|--------------------------|
| Class 1 | 41,690 | 43,358 | 44,659 | 45,999 |
| 1 | | | | |
| 2 | 50,365 | 52,380 | 53,951 | 55,570 |
| 3 | 55,281 | 57,492 | 59,217 | 60,994 |
| 4 | 58,661 | 61,007 | 62,837 | 64,722 |
| 5 | 61,256 | 63,706 | 65,617 | 67,586 |
| 6 | 64,598 | 67,182 | 69,197 | 71,273 |
| 7 | 71,381 | 74,236 | 76,463 | 78,757 |
| Class 2 | | | | |
| 1 | 71,381 | 74,236 | 76,463 | 78,757 |
| 2 | 73,479 | 76,418 | 78,711 | 81,072 |
| 3 | 75,429 | 78,446 | 80,799 | 83,223 |
| 4 | 78,246 | 81,376 | 83,817 | 86,332 |

| | | | | |
|----------|---------|---------|---------|---------|
| Class 3 | | | | |
| 1 | 75,429 | 78,446 | 80,799 | 83,223 |
| 2 | 78,246 | 81,376 | 83,817 | 86,332 |
| 3 | 82,159 | 85,445 | 88,008 | 90,648 |
| 4 | 84,632 | 88,017 | 90,658 | 93,378 |
| Class 4 | | | | |
| 1 | 82,159 | 85,445 | 88,008 | 90,648 |
| 2 | 84,632 | 88,017 | 90,658 | 93,378 |
| 3 | 88,147 | 91,673 | 94,423 | 97,256 |
| 4 | 91,610 | 95,274 | 98,132 | 101,076 |
| Class 5 | | | | |
| 1 | 88,147 | 91,673 | 94,423 | 97,256 |
| 2 | 91,610 | 95,274 | 98,132 | 101,076 |
| 3 | 95,109 | 98,913 | 101,880 | 104,936 |
| 4 | 98,036 | 101,957 | 105,016 | 108,166 |
| Class 6 | | | | |
| 1 | 95,109 | 98,913 | 101,880 | 104,936 |
| 2 | 98,036 | 101,957 | 105,016 | 108,166 |
| 3 | 101,850 | 105,924 | 109,102 | 112,375 |
| 4 | 104,945 | 109,143 | 112,417 | 115,790 |
| Class 7 | | | | |
| 1 | 101,850 | 105,924 | 109,102 | 112,375 |
| 2 | 104,945 | 109,143 | 112,417 | 115,790 |
| 3 | 108,119 | 112,444 | 115,817 | 119,292 |
| 4 | 112,530 | 117,031 | 120,542 | 124,158 |
| Class 8 | | | | |
| 1 | 108,119 | 112,444 | 115,817 | 119,292 |
| 2 | 112,530 | 117,031 | 120,542 | 124,158 |
| 3 | 116,059 | 120,701 | 124,322 | 128,052 |
| 4 | 121,982 | 126,861 | 130,667 | 134,587 |
| Class 9 | | | | |
| 1 | 116,059 | 120,701 | 124,322 | 128,052 |
| 2 | 121,982 | 126,861 | 130,667 | 134,587 |
| 3 | 125,487 | 130,506 | 134,421 | 138,454 |
| 4 | 129,288 | 134,460 | 138,494 | 142,649 |
| Class 10 | | | | |
| 1 | 125,487 | 130,506 | 134,421 | 138,454 |
| 2 | 129,288 | 134,460 | 138,494 | 142,649 |
| 3 | 134,445 | 139,823 | 144,018 | 148,339 |
| 4 | 138,386 | 143,921 | 148,239 | 152,686 |

| | | | | |
|---|---------|---------|---------|---------|
| Class 11 | | | | |
| 1 | 134,445 | 139,823 | 144,018 | 148,339 |
| 2 | 138,386 | 143,921 | 148,239 | 152,686 |
| 3 | 142,529 | 148,230 | 152,677 | 157,257 |
| 4 | 148,168 | 154,095 | 158,718 | 163,480 |
| Class 12 | | | | |
| 1 | 142,529 | 148,230 | 152,677 | 157,257 |
| 2 | 148,168 | 154,095 | 158,718 | 163,480 |
| 3 | 153,138 | 159,264 | 164,042 | 168,963 |
| 4 | 156,425 | 162,682 | 167,562 | 172,589 |
| Class 13 | | | | |
| 1 | 153,138 | 159,264 | 164,042 | 168,963 |
| 2 | 156,425 | 162,682 | 167,562 | 172,589 |
| 3 | 161,614 | 168,079 | 173,121 | 178,315 |
| 4 | 164,031 | 170,592 | 175,710 | 180,981 |
| Class 14 | | | | |
| 1 | 161,614 | 168,079 | 173,121 | 178,315 |
| 2 | 164,031 | 170,592 | 175,710 | 180,981 |
| 3 | 171,628 | 178,493 | 183,848 | 189,363 |
| 4 | 179,232 | 186,401 | 191,993 | 197,753 |
| Class 15 | | | | |
| 1 | 171,628 | 178,493 | 183,848 | 189,363 |
| 2 | 179,232 | 186,401 | 191,993 | 197,753 |
| 3 | 186,831 | 194,304 | 200,133 | 206,137 |
| 4 | 194,424 | 202,201 | 208,267 | 214,515 |
| Other Rates and Allowances - Brief Description | | | | |
| AHIS weekly allowance: inconvenience and 6 incoming calls after/before normal working hours | | | | |
| | 538.05 | 559.55 | 576.35 | 593.65 |
| For each call above 6 incoming calls in an AHIS roster period; not limited | | | | |
| | 26.25 | 27.30 | 28.10 | 28.95 |
| Extra per public holiday falling on a weekday | | | | |
| | 165.00 | 171.60 | 176.75 | 182.05 |
| Out of hours disturbance (AHIS Supervising Officers) | | | | |
| | 53.05 | 55.15 | 56.80 | 58.50 |

Crown Employees (Department of Planning, Industry and Environment - Place Management NSW Casual Staff) Award 2019

| Effective from the beginning of the first full pay period to commence on or after 1 July 2023 | | | | | |
|---|---------------------|---------------------------|-------------------------------------|--|---------------------------|
| Level | Common Salary Point | Base Hourly Rate Per Hour | 20% Loading Per Hour Per Cl.13.6 | 4/48th Payment Per Hour Per Cl.13.7 | Casual Full Rate Per Hour |
| 1 | 17 | \$29.47 | \$5.89 | \$2.95 | \$38.32 |
| 2 | 28 | \$32.93 | \$6.59 | \$3.29 | \$42.81 |
| 3 | 40 | \$36.69 | \$7.34 | \$3.67 | \$47.70 |
| 4 | 49 | \$39.85 | \$7.97 | \$3.98 | \$51.80 |
| 5 | 61 | \$44.58 | \$8.92 | \$4.46 | \$57.96 |
| 6 | 69 | \$48.28 | \$9.66 | \$4.83 | \$62.77 |
| 7 | 78 | \$52.70 | \$10.54 | \$5.27 | \$68.51 |

| Effective from the beginning of the first full pay period to commence on or after 1 July 2024 | | | | | |
|---|--|--|--|--|--|
|---|--|--|--|--|--|

| Level | Common Salary Point | Base Hourly Rate Per Hour | 20% Loading Per Hour Per Cl.13.6 | 4/48th Payment Per Hour Per Cl.13.7 | Casual Full Rate Per Hour |
|-------|---------------------|---------------------------|-------------------------------------|--|---------------------------|
| 1 | 17 | \$30.65 | \$6.15 | \$3.05 | \$39.85 |
| 2 | 28 | \$34.25 | \$6.85 | \$3.40 | \$44.50 |
| 3 | 40 | \$38.15 | \$7.65 | \$3.80 | \$49.60 |
| 4 | 49 | \$41.45 | \$8.30 | \$4.15 | \$53.85 |
| 5 | 61 | \$46.35 | \$9.25 | \$4.65 | \$60.25 |
| 6 | 69 | \$50.20 | \$10.05 | \$5.00 | \$65.30 |
| 7 | 78 | \$54.80 | \$10.95 | \$5.50 | \$71.25 |

| Effective from the beginning of the first full pay period to commence on or after 1 July 2025 | | | | | |
|---|---------------------|---------------------------|-------------------------------------|--|---------------------------|
| Level | Common Salary Point | Base Hourly Rate Per Hour | 20% Loading Per Hour Per Cl.13.6 | 4/48th Payment Per Hour Per Cl.13.7 | Casual Full Rate Per Hour |
| 1 | 17 | \$31.55 | \$6.35 | \$3.15 | \$41.05 |
| 2 | 28 | \$35.30 | \$7.05 | \$3.50 | \$45.85 |
| 3 | 40 | \$39.30 | \$7.90 | \$3.90 | \$51.10 |
| 4 | 49 | \$42.70 | \$8.55 | \$4.25 | \$55.45 |
| 5 | 61 | \$47.75 | \$9.55 | \$4.80 | \$62.05 |
| 6 | 69 | \$51.70 | \$10.35 | \$5.15 | \$67.25 |
| 7 | 78 | \$56.45 | \$11.30 | \$5.65 | \$73.40 |

| Effective from the beginning of the first full pay period to commence on or after 1 July 2026 | | | | | |
|---|---------------------|---------------------------|-------------------------------------|--|---------------------------|
| Level | Common Salary Point | Base Hourly Rate Per Hour | 20% Loading Per Hour Per Cl.13.6 | 4/48th Payment Per Hour Per Cl.13.7 | Casual Full Rate Per Hour |
| 1 | 17 | \$32.50 | \$6.55 | \$3.25 | \$42.30 |
| 2 | 28 | \$36.35 | \$7.25 | \$3.60 | \$47.25 |
| 3 | 40 | \$40.50 | \$8.15 | \$4.00 | \$52.65 |
| 4 | 49 | \$44.00 | \$8.80 | \$4.40 | \$57.10 |
| 5 | 61 | \$49.20 | \$9.85 | \$4.95 | \$63.90 |
| 6 | 69 | \$53.25 | \$10.65 | \$5.30 | \$69.25 |
| 7 | 78 | \$58.15 | \$11.65 | \$5.80 | \$75.60 |

Crown Employees (Department of Planning, Industry and Environment – National Parks and Wildlife Service) Conditions of Employment Reviewed Award 2021

| Ranger Classifications | | | | |
|---|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| Classification and Grades | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Trainee Rangers | | | | |
| 1st year of service | 63,318 | 65,851 | 67,827 | 69,862 |
| 2nd year of service | 64,455 | 67,033 | 69,044 | 71,115 |
| 3rd year of service | 66,398 | 69,054 | 71,126 | 73,260 |
| 4th year of service | 67,589 | 70,293 | 72,402 | 74,574 |
| 5th year of service | 68,291 | 71,023 | 73,154 | 75,349 |
| 6th year of service | 69,280 | 72,051 | 74,213 | 76,439 |
| Rangers | | | | |
| Grade 1 | | | | |
| 1st level | 69,280 | 72,051 | 74,213 | 76,439 |
| 2nd level | 72,004 | 74,884 | 77,131 | 79,445 |
| 3rd level | 76,022 | 79,063 | 81,435 | 83,878 |
| 4th level | 81,479 | 84,738 | 87,280 | 89,898 |
| 5th level | 89,806 | 93,398 | 96,200 | 99,086 |
| 6th level | 95,061 | 98,863 | 101,829 | 104,884 |
| Grade 2 | | | | |
| 1st year | 96,954 | 100,832 | 103,857 | 106,973 |
| 2nd year | 99,833 | 103,826 | 106,941 | 110,149 |
| 3rd year | 102,871 | 106,986 | 110,196 | 113,502 |
| 4th year | 107,008 | 111,288 | 114,627 | 118,066 |
| Senior Ranger | | | | |
| 1st year & thereafter | 115,006 | 119,606 | 123,194 | 126,890 |
| Assistant District Manager | | | | |
| Grade 1 | 118,433 | 123,170 | 126,865 | 130,671 |
| Grade 2 | 126,734 | 131,803 | 135,757 | 139,830 |
| Grade 3 | 136,980 | 142,459 | 146,733 | 151,135 |
| Grade 4 | 142,789 | 148,501 | 152,956 | 157,545 |
| District Manager | | | | |
| Grade 1 | 121,767 | 126,638 | 130,437 | 134,350 |
| Grade 2 | 130,517 | 135,738 | 139,810 | 144,004 |
| Grade 3 | 142,789 | 148,501 | 152,956 | 157,545 |
| Grade 4 | 151,736 | 157,805 | 162,539 | 167,415 |
| Grade 5 | 158,421 | 164,758 | 169,701 | 174,792 |
| Project/Research Officer Classification | | | | |
| Grade 1 | | | | |
| 1st year | 71,749 | 74,619 | 76,858 | 79,164 |
| 2nd year | 74,051 | 77,013 | 79,323 | 81,703 |
| 3rd year | 80,780 | 84,011 | 86,531 | 89,127 |
| 4th year | 87,095 | 90,579 | 93,296 | 96,095 |
| 5th year | 93,366 | 97,101 | 100,014 | 103,014 |
| Grade 2* | | | | |
| 1st year | 100,011 | 104,011 | 107,131 | 110,345 |
| 2nd year | 102,936 | 107,053 | 110,265 | 113,573 |
| 3rd year | 106,025 | 110,266 | 113,574 | 116,981 |
| Grade 3* | | | | |
| 1st year | 111,362 | 115,816 | 119,290 | 122,869 |
| 2nd year | 114,937 | 119,534 | 123,120 | 126,814 |
| 3rd year | 118,497 | 123,237 | 126,934 | 130,742 |
| 4th year | 120,856 | 125,690 | 129,461 | 133,345 |
| Grade 4* | | | | |
| 1st year | 122,013 | 126,894 | 130,701 | 134,622 |
| 2nd year | 125,521 | 130,542 | 134,458 | 138,492 |

| | | | | |
|---|---------|---------|---------|---------|
| Grade 5 | | | | |
| 1st year | 131,890 | 137,166 | 141,281 | 145,519 |
| 2nd year | 137,484 | 142,983 | 147,272 | 151,690 |
| Grade 6 | | | | |
| 1st year | 146,093 | 151,937 | 156,495 | 161,190 |
| 2nd year | 147,627 | 153,532 | 158,138 | 162,882 |
| * Progression criteria applies | | | | |
| Project Officer (Aboriginal Positions) | | | | |
| Grade 1 | | | | |
| 1st year | 71,749 | 74,619 | 76,858 | 79,164 |
| 2nd year | 74,051 | 77,013 | 79,323 | 81,703 |
| 3rd year | 80,780 | 84,011 | 86,531 | 89,127 |
| 4th year | 87,095 | 90,579 | 93,296 | 96,095 |
| 5th year | 93,366 | 97,101 | 100,014 | 103,014 |
| Grade 2* | | | | |
| 1st year | 100,011 | 104,011 | 107,131 | 110,345 |
| 2nd year | 102,936 | 107,053 | 110,265 | 113,573 |
| 3rd year | 106,025 | 110,266 | 113,574 | 116,981 |
| Grade 3* | | | | |
| 1st year | 111,362 | 115,816 | 119,290 | 122,869 |
| 2nd year | 114,937 | 119,534 | 123,120 | 126,814 |
| 3rd year | 118,497 | 123,237 | 126,934 | 130,742 |
| 4th year | 120,856 | 125,690 | 129,461 | 133,345 |
| Grade 4* | | | | |
| 1st year | 122,013 | 126,894 | 130,701 | 134,622 |
| 2nd year | 125,521 | 130,542 | 134,458 | 138,492 |
| Grade 5 | | | | |
| 1st year | 131,890 | 137,166 | 141,281 | 145,519 |
| 2nd year | 137,484 | 142,983 | 147,272 | 151,690 |
| Grade 6 | | | | |
| 1st year | 146,093 | 151,937 | 156,495 | 161,190 |
| 2nd year | 147,627 | 153,532 | 158,138 | 162,882 |
| *Progression criteria applies | | | | |
| Field Officer Classification | | | | |
| Field Officer Base Grade 1/2 | | | | |
| Employees Engaged on or after 1 July 2007 | | | | |
| Grade 1 | | | | |
| Year 1 | 54,422 | 56,599 | 58,297 | 60,046 |
| Year 2 | 55,797 | 58,029 | 59,770 | 61,563 |
| Grade 2 | | | | |
| Year 1 | 57,084 | 59,367 | 61,148 | 62,982 |
| Year 2 | 59,746 | 62,136 | 64,000 | 65,920 |
| Field Officer Grade 1/4 | | | | |
| Employees Engaged on or after 1 July 2007 | | | | |
| Grade 1 | | | | |
| 1st year | 54,422 | 56,599 | 58,297 | 60,046 |
| 2nd year | 55,797 | 58,029 | 59,770 | 61,563 |
| Grade 2 | | | | |
| 1st year | 57,084 | 59,367 | 61,148 | 62,982 |
| 2nd year | 59,746 | 62,136 | 64,000 | 65,920 |
| Grade 3 (A) | | | | |
| 1st year | 68,174 | 70,901 | 73,028 | 75,219 |
| 2nd year | 69,376 | 72,151 | 74,316 | 76,545 |
| Grade 4 (A) | | | | |
| 1st year | 71,318 | 74,171 | 76,396 | 78,688 |
| 2nd year | 72,606 | 75,510 | 77,775 | 80,108 |
| Field Officer Grade B3/B4 | | | | |
| Employees engaged on or before 30 June 2007 | | | | |

| | | | | |
|---|---------|--------|--------|--------|
| Grade 3 (B) | | | | |
| 1st year | 68,174 | 59,772 | 61,565 | 63,412 |
| 2nd year | 69,376 | 61,282 | 63,120 | 65,014 |
| Grade 4 (B) | | | | |
| 1st year | 71,318 | 62,695 | 64,576 | 66,513 |
| 2nd year | 72,606 | 65,619 | 67,588 | 69,616 |
| Senior Field Officer and Senior Field Officer (Plant) | | | | |
| Grade 1 | | | | |
| 1st year | 74,220 | 74,876 | 77,122 | 79,436 |
| 2nd year | 75,480 | 76,195 | 78,481 | 80,835 |
| Grade 2 | | | | |
| 1st year | 77,007 | 78,328 | 80,678 | 83,098 |
| 2nd year | 78,618 | 79,744 | 82,136 | 84,600 |
| Field Supervisor Classification and Grades | | | | |
| Grade 1 | | | | |
| 1st year | 81,316 | 70,901 | 73,028 | 75,219 |
| 2nd year | 83,180 | 72,151 | 74,316 | 76,545 |
| Grade 2 | | | | |
| 1st year | 85,043 | 74,171 | 76,396 | 78,688 |
| 2nd year | 86,908 | 75,510 | 77,775 | 80,108 |
| Senior Field Supervisor Classification and Grades | | | | |
| Grade 1 | | | | |
| 1st year | 94,287 | 77,189 | 79,505 | 81,890 |
| 2nd year | 96,604 | 78,499 | 80,854 | 83,280 |
| Grade 2 | | | | |
| 1st year | 98,923 | 80,087 | 82,490 | 84,965 |
| 2nd year | 101,238 | 81,763 | 84,216 | 86,742 |

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

| Inspectors - WorkCover Authority | | | | | |
|----------------------------------|------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|
| Classification | | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Inspectorial Stream | Managerial Stream | | | | |
| Progression Level | | | | | |
| Level 1 | | 108,610 | 112,954 | 116,343 | 119,833 |
| Level 2 | | 111,585 | 116,048 | 119,529 | 123,115 |
| Level 3 | | 117,937 | 122,654 | 126,334 | 130,124 |
| Senior Inspector 1 | | 122,546 | 127,448 | 131,271 | 135,209 |
| Senior Inspector 2 | | 123,698 | 128,646 | 132,505 | 136,480 |
| Principal Inspector 1 | District Coordinator 1 | 126,216 | 131,265 | 135,203 | 139,259 |
| Principal Inspector 2 | | 127,399 | 132,495 | 136,470 | 140,564 |
| | District Coordinator 2 | 128,712 | 133,860 | 137,876 | 142,012 |
| Assistant State Inspector 1 | | 133,207 | 138,535 | 142,691 | 146,972 |
| Assistant State Inspector 2 | | 134,461 | 139,839 | 144,034 | 148,355 |
| State Inspector 1 | Team Coordinator 1 | 142,267 | 147,958 | 152,397 | 156,969 |

| | | | | | |
|-------------------|---------------------|---------|---------|---------|---------|
| State Inspector 2 | | 143,603 | 149,347 | 153,827 | 158,442 |
| | Team Coordinator 2 | 145,080 | 150,883 | 155,409 | 160,071 |
| | State Coordinator 1 | 148,966 | 154,925 | 159,573 | 164,360 |
| | State Coordinator 2 | 150,372 | 156,387 | 161,079 | 165,911 |
| | Team Manager 1 | 167,694 | 174,402 | 179,634 | 185,023 |
| | Team Manager 2 | 185,261 | 192,671 | 198,451 | 204,405 |

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

| Classification and Grades | | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
|---------------------------------|-----|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| Horticultural Apprentice Year 1 | - | 31,570 | 32,833 | 33,818 | 34,833 |
| Horticultural Apprentice Year 2 | - | 42,094 | 43,778 | 45,091 | 46,444 |
| Horticultural Apprentice Year 3 | - | 52,618 | 54,723 | 56,365 | 58,056 |
| Horticultural Apprentice Year 4 | 27 | 59,630 | 62,015 | 63,875 | 65,791 |
| Level 1 | 15 | 51,905 | 53,981 | 55,600 | 57,268 |
| Level 2, Year 1 (Minimum) | 23 | 57,633 | 59,938 | 61,736 | 63,588 |
| Level 2, (Maximum) | 26 | 59,155 | 61,521 | 63,367 | 65,268 |
| Level 3 Year 1, (Minimum) | 30 | 61,272 | 63,723 | 65,635 | 67,604 |
| Level 3, (Maximum) | 34 | 63,455 | 65,993 | 67,973 | 70,012 |
| Level 4, Year 1, (Minimum) | 38 | 65,778 | 68,409 | 70,461 | 72,575 |
| Level 4, (Maximum) | 41 | 67,758 | 70,468 | 72,582 | 74,759 |
| Level 5, Year 1, (Minimum) | 45 | 70,156 | 72,962 | 75,151 | 77,406 |
| Level 5, (Maximum) | 48 | 72,031 | 74,912 | 77,159 | 79,474 |
| Level 6, Year 1, (Minimum) | 51 | 74,050 | 77,012 | 79,322 | 81,702 |
| Level 6, (Maximum) | 54 | 76,102 | 79,146 | 81,520 | 83,966 |
| Level 7, Year 1, (Minimum) | 57 | 78,260 | 81,390 | 83,832 | 86,347 |
| Level 7, (Maximum) | 60 | 80,600 | 83,824 | 86,339 | 88,929 |
| Level 8, Year 1, (Minimum) | 63 | 83,150 | 86,476 | 89,070 | 91,742 |
| Level 8, Maximum | 67 | 86,539 | 90,001 | 92,701 | 95,482 |
| Level 9, Year 1, (Minimum) | 71 | 89,932 | 93,529 | 96,335 | 99,225 |
| Level 9, (Maximum) | 75 | 93,295 | 97,027 | 99,938 | 102,936 |
| Level 10, Year 1, (Minimum) | 78 | 96,237 | 100,086 | 103,089 | 106,182 |
| Level 10, (Maximum) | 81 | 98,941 | 102,899 | 105,986 | 109,166 |
| Level 11, Year 1, (Minimum) | 89 | 107,091 | 111,375 | 114,716 | 118,157 |
| Level 11, (Maximum) | 95 | 113,746 | 118,296 | 121,845 | 125,500 |
| Level 12, Year 1, (Minimum) | 109 | 130,616 | 135,841 | 139,916 | 144,113 |
| Level 12, (Maximum) | 112 | 134,483 | 139,862 | 144,058 | 148,380 |
| Level 13, Year 1, (Minimum) | 115 | 138,427 | 143,964 | 148,283 | 152,731 |
| Level 13, (Maximum) | 118 | 142,579 | 148,282 | 152,730 | 157,312 |
| Level 14, Year 1, (Minimum) | 121 | 146,966 | 152,845 | 157,430 | 162,153 |
| Level 14, (Maximum) | 124 | 151,509 | 157,569 | 162,296 | 167,165 |
| Level 15, Year 1, (Minimum) | 127 | 156,464 | 162,723 | 167,605 | 172,633 |
| Level 15, (Maximum) | 130 | 161,663 | 168,130 | 173,174 | 178,369 |

Crown Employees (Parliament House Conditions of Employment) Award 2015

| | | | | |
|--|--------------------|--------------------|--------------------|--------------------|
| Allowances | 1.7.23 4% \$ | 1.7.24 4% \$ | 1.7.25 3% \$ | 1.7.26 3% \$ |
| Allowance in lieu of overtime | | | | |
| Sessional Staff Above Clerk Grade 8 (per occasion) | 449.85 | 467.85 | 481.90 | 496.35 |

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 | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Physiotherapists - Grade 1 | | | | | |
| 1st year of service | 46 | 70,694 | 73,522 | 75,728 | 78,000 |
| 2nd year of service | 50 | 73,479 | 76,418 | 78,711 | 81,072 |
| 3rd year of service | 56 | 77,576 | 80,679 | 83,099 | 85,592 |
| 4th year of service | 63 | 83,150 | 86,476 | 89,070 | 91,742 |
| 5th year of service | 70 | 89,044 | 92,606 | 95,384 | 98,246 |
| 6th year of service | 76 | 94,323 | 98,096 | 101,039 | 104,070 |
| 7th year of service | 81 | 98,941 | 102,899 | 105,986 | 109,166 |
| Grade 2 | 85 | 102,941 | 107,059 | 110,271 | 113,579 |
| Grade 3 | 92 | 110,205 | 114,613 | 118,051 | 121,593 |
| Grade 4 | 95 | 113,746 | 118,296 | 121,845 | 125,500 |
| Grade 5 | 98 | 117,363 | 122,058 | 125,720 | 129,492 |
| Grade 6 | 100 | 119,699 | 124,487 | 128,222 | 132,069 |
| Grade 7 | 103 | 123,141 | 128,067 | 131,909 | 135,866 |

| | | | | | |
|------------------------------|-----|---------|---------|---------|---------|
| Occupational Therapists | | | | | |
| Grade 1 | | | | | |
| 1st year of service | 46 | 70,694 | 73,522 | 75,728 | 78,000 |
| 2nd year of service | 50 | 73,479 | 76,418 | 78,711 | 81,072 |
| 3rd year of service | 56 | 77,576 | 80,679 | 83,099 | 85,592 |
| 4th year of service | 63 | 83,150 | 86,476 | 89,070 | 91,742 |
| 5th year of service | 70 | 89,044 | 92,606 | 95,384 | 98,246 |
| 6th year of service | 76 | 94,323 | 98,096 | 101,039 | 104,070 |
| 7th year of service | 81 | 98,941 | 102,899 | 105,986 | 109,166 |
| Grade 2 | 85 | 102,941 | 107,059 | 110,271 | 113,579 |
| Grade 3 | 92 | 110,205 | 114,613 | 118,051 | 121,593 |
| Grade 4 | 95 | 113,746 | 118,296 | 121,845 | 125,500 |
| Grade 5 | 98 | 117,363 | 122,058 | 125,720 | 129,492 |
| Grade 6 | 100 | 119,699 | 124,487 | 128,222 | 132,069 |
| Speech Pathologist - Grade 1 | | | | | |

| | | | | | |
|---|----|---------|---------|---------|---------|
| 1st year of service | 46 | 70,694 | 73,522 | 75,728 | 78,000 |
| 2nd year of service | 50 | 73,479 | 76,418 | 78,711 | 81,072 |
| 3rd year of service | 56 | 77,576 | 80,679 | 83,099 | 85,592 |
| 4th year of service | 63 | 83,150 | 86,476 | 89,070 | 91,742 |
| 5th year of service | 70 | 89,044 | 92,606 | 95,384 | 98,246 |
| 6th year of service | 76 | 94,323 | 98,096 | 101,039 | 104,070 |
| 7th year of service | 81 | 98,941 | 102,899 | 105,986 | 109,166 |
| Grade 2 | 85 | 102,941 | 107,059 | 110,271 | 113,579 |
| Grade 3 | 92 | 110,205 | 114,613 | 118,051 | 121,593 |
| Grade 4 | 95 | 113,746 | 118,296 | 121,845 | 125,500 |
| Grade 5 | 98 | 117,363 | 122,058 | 125,720 | 129,492 |
| Music Therapists | | | | | |
| 1st year of service | 31 | 61,760 | 64,230 | 66,157 | 68,142 |
| 2nd year of service | 38 | 65,778 | 68,409 | 70,461 | 72,575 |
| 3rd year of service | 43 | 68,968 | 71,727 | 73,879 | 76,095 |
| 4th year of service | 49 | 72,772 | 75,683 | 77,953 | 80,292 |
| 5th year of service | 54 | 76,102 | 79,146 | 81,520 | 83,966 |
| 6th year of service | 59 | 79,860 | 83,054 | 85,546 | 88,112 |
| 7th year of service | 63 | 83,150 | 86,476 | 89,070 | 91,742 |
| Sole Allowance - 3(ii)(a) | | 2,974 | 3,093 | 3,186 | 3,282 |
| Part-time Student Unit Supervisor Allowance for each student per supervised shift - refer formula in award at 3(ii)(b) | | 10.80 | 11.25 | 11.60 | 11.95 |

Crown Employees (Planning Officers) Award 2021

| Classification and Grades | | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
|---|-----------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| Student Planner | | | | | |
| Year 1 | CSP 23 | 57,633 | 59,938 | 61,736 | 63,588 |
| Year 2 | CSP 28 | 60,134 | 62,539 | 64,415 | 66,347 |
| Year 3 | CSP 32 | 62,359 | 64,853 | 66,799 | 68,803 |
| Year 4 | CSP 40 | 67,006 | 69,686 | 71,777 | 73,930 |
| Planning Officer (Professional) | | | | | |
| Level 1(a) | | | | | |
| Year 1 | CSP 59 | 79,860 | 83,054 | 85,546 | 88,112 |
| Year 2 | CSP 69 | 88,173 | 91,700 | 94,451 | 97,285 |
| Year 3 | CSP 76 | 94,323 | 98,096 | 101,039 | 104,070 |
| Year 4 | CSP 80 | 98,063 | 101,986 | 105,046 | 108,197 |
| Year 5 | CSP 84 | 101,874 | 105,949 | 109,127 | 112,401 |
| Soft barrier progression (clause 4.7.2) | | | | | |
| Level 1(b) | | | | | |
| Year 1 | CSP 90 | 108,153 | 112,479 | 115,853 | 119,329 |

| | | | | | |
|---|---------|---------|---------|---------|---------|
| Year 2 | CSP 94 | 112,559 | 117,061 | 120,573 | 124,190 |
| Year 3 | CSP 97 | 116,094 | 120,738 | 124,360 | 128,091 |
| Year 4 | - | 121,870 | 126,745 | 130,547 | 134,463 |
| Level 2 | | | | | |
| Year 1 | CSP 108 | 129,331 | 134,504 | 138,539 | 142,695 |
| Year 2 | - | 133,080 | 138,403 | 142,555 | 146,832 |
| Year 3 | CSP115 | 138,427 | 143,964 | 148,283 | 152,731 |
| Level 3 | | | | | |
| Year 1 | CSP 117 | 141,175 | 146,822 | 151,227 | 155,764 |
| Year 2 | - | 147,093 | 152,977 | 157,566 | 162,293 |
| Year 3 | CSP 124 | 151,509 | 157,569 | 162,296 | 167,165 |
| Soft barrier progression (clause 4.9.2) | | | | | |
| Year 4 | CSP 128 | 158,102 | 164,426 | 169,359 | 174,440 |
| Year 5 | - | 164,405 | 170,981 | 176,110 | 181,393 |
| Level 4 | | | | | |
| Year 1 | - | 181,256 | 188,506 | 194,161 | 199,986 |
| Year 2 | - | 188,850 | 196,404 | 202,296 | 208,365 |
| Year 3 | - | 196,597 | 204,461 | 210,595 | 216,913 |
| Level 5 | | | | | |
| Year 1 | - | 207,032 | 215,313 | 221,772 | 228,425 |
| Year 2 | - | 212,183 | 220,670 | 227,290 | 234,109 |

Crown Employees (Psychologists) Award

| Classification and Grades | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 3% \$ | 1.7.25 Per annum 4% \$ |
|---------------------------|---------------------------------|---------------------------------|---------------------------------|
| Psychologist - | | | |
| 1st year | 74,302 | 76,531 | 79,592 |
| 2nd year | 78,321 | 80,671 | 83,898 |
| 3rd year | 82,336 | 84,806 | 88,198 |
| 4th year | 87,356 | 89,977 | 93,576 |
| 5th year | 92,379 | 95,150 | 98,956 |
| 6th year | 97,400 | 100,322 | 104,335 |
| 7th year | 102,420 | 105,493 | 109,713 |
| 8th year | 106,438 | 109,631 | 114,016 |
| 9th year and thereafter | 110,451 | 113,765 | 118,316 |
| Senior Psychologist - | | | |
| 1st year | 116,478 | 119,972 | 124,771 |
| 2nd year | 121,500 | 125,145 | 130,151 |

| | | | |
|---|---------|---------|---------|
| 3rd year and thereafter | 126,518 | 130,314 | 135,527 |
| Specialist Psychologist - | | | |
| 1st year | 106,438 | 109,631 | 114,016 |
| 2nd year | 112,457 | 115,831 | 120,464 |
| 3rd year | 118,485 | 122,040 | 126,922 |
| 4th year | 124,510 | 128,245 | 133,375 |
| 5th year and thereafter | 130,530 | 134,446 | 139,824 |
| Senior Specialist Psychologist - | | | |
| 1st year | 136,558 | 140,655 | 146,281 |
| 2nd year | 140,574 | 144,791 | 150,583 |
| 3rd year and thereafter | 144,594 | 148,932 | 154,889 |
| Chief Psychologist - | | | |
| 1st year | 151,586 | 156,134 | 162,379 |
| Principal Psychologist - | | | |
| 1st year and thereafter | 164,674 | 169,614 | 176,399 |
| Environmental Allowance (Corrective Services and Juvenile Justice) | 3,402 | 3,504 | 3,644 |

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

| Allowances | 1.7.23 4% \$ | 1.7.24 4% \$ | 1.7.25 3% \$ | 1.7.26 3% \$ |
|---|--------------------|--------------------|--------------------|--------------------|
| On call allowance | 1.10 | 1.14 | 1.17 | 1.21 |
| Community Language Allowance Scheme | | | | |
| Base level rate | 1,580 | 1,643 | 1,692 | 1,743 |
| Higher level rate | 2,376 | 2,471 | 2,545 | 2,621 |
| Flying Allowance | 23.70 | 24.70 | 25.40 | 26.20 |
| First Aid Allowance | | | | |
| Holders of basic qualification | 1,018 | 1,059 | 1,091 | 1,124 |
| Holders of current occupational first aid certificate | 1,529 | 1,590 | 1,638 | 1,687 |

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 2023)

Skill Levels

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

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

| Classification | 1.7.23 Per week 4% \$ | 1.7.24 Per week 4% \$ | 1.7.25 Per week 3% \$ | 1.7.26 Per week 3% \$ |
|--|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| Trainee - Diploma Level | 811.50 | 844.00 | 869.30 | 895.40 |
| Skill Level A Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level A: | | | | |
| Highest Year of Schooling Completed | | | | |
| Year 10 | | | | |
| School leaver | 358.20 | 372.50 | 383.70 | 395.20 |
| Plus 1 year out of school | 394.90 | 410.70 | 423.00 | 435.70 |
| Plus 2 years | 473.40 | 492.30 | 507.10 | 522.30 |
| Plus 3 years | 552.10 | 574.20 | 591.40 | 609.10 |
| Plus 4 years | 640.50 | 666.10 | 686.10 | 706.70 |
| Plus 5 years or more | 732.70 | 762.00 | 784.90 | 808.40 |
| Year 11 | | | | |
| School leaver | 394.60 | 410.40 | 422.70 | 435.40 |
| Plus 1 year out of school | 473.40 | 492.30 | 507.10 | 522.30 |
| Plus 2 years | 552.10 | 574.20 | 591.40 | 609.10 |
| Plus 3 years | 640.50 | 666.10 | 686.10 | 706.70 |
| Plus 4 years | 732.70 | 762.00 | 784.90 | 808.40 |
| Plus 5 years or more | 732.70 | 762.00 | 784.90 | 808.40 |
| Year 12 | | | | |
| School leaver | 473.40 | 492.30 | 507.10 | 522.30 |
| Plus 1 year out of school | 552.10 | 574.20 | 591.40 | 609.10 |
| Plus 2 years | 640.50 | 666.10 | 686.10 | 706.70 |
| Plus 3 years | 732.70 | 762.00 | 784.90 | 808.40 |
| Plus 4 years | 732.70 | 762.00 | 784.90 | 808.40 |
| Plus 5 years or more | 732.70 | 762.00 | 784.90 | 808.40 |
| Skill Level B Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level B: | | | | |
| Highest Year of Schooling Completed | | | | |
| Year 10 | | | | |
| School leaver | 358.20 | 372.50 | 383.70 | 395.20 |
| Plus 1 year out of school | 394.60 | 410.40 | 422.70 | 435.40 |
| Plus 2 years | 458.80 | 477.20 | 491.50 | 506.20 |
| Plus 3 years | 527.90 | 549.00 | 565.50 | 582.50 |
| Plus 4 years | 620.00 | 644.80 | 664.10 | 684.00 |
| Plus 5 years or more | 706.90 | 735.20 | 757.30 | 780.00 |
| Year 11 | | | | |
| School leaver | 394.80 | 410.60 | 422.90 | 435.60 |
| Plus 1 year out of school | 458.80 | 477.20 | 491.50 | 506.20 |
| Plus 2 years | 527.90 | 549.00 | 565.50 | 582.50 |
| Plus 3 years | 620.00 | 644.80 | 664.10 | 684.00 |
| Plus 4 years | 706.90 | 735.20 | 757.30 | 780.00 |
| Plus 5 years or more | 706.90 | 735.20 | 757.30 | 780.00 |
| Year 12 | | | | |
| School leaver | 458.80 | 477.20 | 491.50 | 506.20 |
| Plus 1 year out of school | 527.90 | 549.00 | 565.50 | 582.50 |
| Plus 2 years | 620.00 | 644.80 | 664.10 | 684.00 |
| Plus 3 years | 706.90 | 735.20 | 757.30 | 780.00 |
| Plus 4 years | 706.90 | 735.20 | 757.30 | 780.00 |
| Plus 5 years or more | 706.90 | 735.20 | 757.30 | 780.00 |

| | | | | |
|---|--------|--------|--------|--------|
| Skill Level C | | | | |
| Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level C: | | | | |
| Highest Year of Schooling Completed | | | | |
| Year 10 | | | | |
| School leaver | 358.20 | 372.50 | 383.70 | 395.20 |
| Plus 1 year out of school | 394.80 | 410.60 | 422.90 | 435.60 |
| Plus 2 years | 454.60 | 472.80 | 487.00 | 501.60 |
| Plus 3 years | 511.60 | 532.10 | 548.10 | 564.50 |
| Plus 4 years | 538.70 | 560.20 | 577.00 | 594.30 |
| Plus 5 years or more | 637.80 | 663.30 | 683.20 | 703.70 |
| Year 11 | | | | |
| School leaver | 394.80 | 410.60 | 422.90 | 435.60 |
| Plus 1 year out of school | 454.60 | 472.80 | 487.00 | 501.60 |
| Plus 2 years | 511.60 | 532.10 | 548.10 | 564.50 |
| Plus 3 years | 569.70 | 592.50 | 610.30 | 628.60 |
| Plus 4 years | 637.80 | 663.30 | 683.20 | 703.70 |
| Plus 5 years or more | 637.80 | 663.30 | 683.20 | 703.70 |
| Year 12 | | | | |
| School leaver | 454.60 | 472.80 | 487.00 | 501.60 |
| Plus 1 year out of school | 511.60 | 532.10 | 548.10 | 564.50 |
| Plus 2 years | 569.70 | 592.50 | 610.30 | 628.60 |
| Plus 3 years | 637.80 | 663.30 | 683.20 | 703.70 |
| Plus 4 years | 637.80 | 663.30 | 683.20 | 703.70 |
| Plus 5 years or more | 637.80 | 663.30 | 683.20 | 703.70 |
| School-Based Traineeships Skill Levels A, B and C | | | | |
| Year of Schooling | | | | |
| Year 11 | 358.20 | 372.50 | 383.70 | 395.20 |
| Year 12 | 399.50 | 415.50 | 428.00 | 440.80 |
| The average proportion of time spent in structured training that has been taken into account in setting the rate is 20%. | | | | |

Table 2 – Hourly Wage Rates

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

Trainees who have left school:

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

| Classification | 1.7.23 Per hour 4% \$ | 1.7.24 Per hour 4% \$ | 1.7.25 Per hour 3% \$ | 1.7.26 Per hour 3% \$ |
|---|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| Trainee Diploma Level part-time | 28.92 | 30.08 | 30.98 | 31.91 |
| Skill Level A | | | | |
| Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level A: | | | | |

| | | | | |
|---|-------|-------|-------|-------|
| Highest Year of Schooling Completed | | | | |
| Year 10 | | | | |
| School leaver | 12.89 | 13.41 | 13.81 | 14.22 |
| Plus 1 year out of school | 14.07 | 14.63 | 15.07 | 15.52 |
| Plus 2 years | 17.02 | 17.70 | 18.23 | 18.78 |
| Plus 3 years | 19.65 | 20.44 | 21.05 | 21.68 |
| Plus 4 years | 22.91 | 23.83 | 24.54 | 25.28 |
| Plus 5 years or more | 26.19 | 27.24 | 28.06 | 28.90 |
| Year 11 | | | | |
| School leaver | 14.07 | 14.63 | 15.07 | 15.52 |
| Plus 1 year out of school | 17.02 | 17.70 | 18.23 | 18.78 |
| Plus 2 years | 19.65 | 20.44 | 21.05 | 21.68 |
| Plus 3 years | 22.91 | 23.83 | 24.54 | 25.28 |
| Plus 4 years | 26.19 | 27.24 | 28.06 | 28.90 |
| Plus 5 years or more | 26.19 | 27.24 | 28.06 | 28.90 |
| Year 12 | | | | |
| School leaver | 17.02 | 17.70 | 18.23 | 18.78 |
| Plus 1 year out of school | 19.65 | 20.44 | 21.05 | 21.68 |
| Plus 2 years | 22.91 | 23.83 | 24.54 | 25.28 |
| Plus 3 years | 26.19 | 27.24 | 28.06 | 28.90 |
| Plus 4 years | 26.19 | 27.24 | 28.06 | 28.90 |
| Plus 5 years or more | 26.19 | 27.24 | 28.06 | 28.90 |
| Skill Level B | | | | |
| Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level B: | | | | |
| Highest Year of Schooling Completed | | | | |
| Year 10 | | | | |
| School leaver | 12.89 | 13.41 | 13.81 | 14.22 |
| Plus 1 year out of school | 14.07 | 14.63 | 15.07 | 15.52 |
| Plus 2 years | 16.37 | 17.02 | 17.53 | 18.06 |
| Plus 3 years | 18.88 | 19.64 | 20.23 | 20.84 |
| Plus 4 years | 22.27 | 23.16 | 23.85 | 24.57 |
| Plus 5 years or more | 25.21 | 26.22 | 27.01 | 27.82 |
| Year 11 | | | | |
| School leaver | 14.07 | 14.63 | 15.07 | 15.52 |
| Plus 1 year out of school | 16.37 | 17.02 | 17.53 | 18.06 |
| Plus 2 years | 18.88 | 19.64 | 20.23 | 20.84 |
| Plus 3 years | 22.27 | 23.16 | 23.85 | 24.57 |
| Plus 4 years | 25.21 | 26.22 | 27.01 | 27.82 |
| Plus 5 years or more | 25.21 | 26.22 | 27.01 | 27.82 |
| Year 12 | | | | |
| School leaver | 16.37 | 17.02 | 17.53 | 18.06 |
| Plus 1 year out of school | 18.88 | 19.64 | 20.23 | 20.84 |
| Plus 2 years | 22.27 | 23.16 | 23.85 | 24.57 |
| Plus 3 years | 25.21 | 26.22 | 27.01 | 27.82 |
| Plus 4 years | 25.21 | 26.22 | 27.01 | 27.82 |
| Plus 5 years or more | 25.21 | 26.22 | 27.01 | 27.82 |
| Skill Level C | | | | |
| Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level C: | | | | |
| Highest Year of Schooling Completed | | | | |
| Year 10 | | | | |
| School leaver | 12.89 | 13.41 | 13.81 | 14.22 |
| Plus 1 year out of school | 14.07 | 14.63 | 15.07 | 15.52 |
| Plus 2 years | 16.26 | 16.91 | 17.42 | 17.94 |
| Plus 3 years | 18.32 | 19.05 | 19.62 | 20.21 |
| Plus 4 years | 20.30 | 21.11 | 21.74 | 22.39 |
| Plus 5 years or more | 22.81 | 23.72 | 24.43 | 25.16 |
| Year 11 | | | | |

| | | | | |
|--|-------|-------|-------|-------|
| School leaver | 14.07 | 14.63 | 15.07 | 15.52 |
| Plus 1 year out of school | 16.26 | 16.91 | 17.42 | 17.94 |
| Plus 2 years | 18.32 | 19.05 | 19.62 | 20.21 |
| Plus 3 years | 20.30 | 21.11 | 21.74 | 22.39 |
| Plus 4 years | 22.81 | 23.72 | 24.43 | 25.16 |
| Plus 5 years or more | 22.81 | 23.72 | 24.43 | 25.16 |
| Year 12 | | | | |
| School leaver | 16.26 | 16.91 | 17.42 | 17.94 |
| Plus 1 year out of school | 18.32 | 19.05 | 19.62 | 20.21 |
| Plus 2 years | 20.30 | 21.11 | 21.74 | 22.39 |
| Plus 3 years | 22.81 | 23.72 | 24.43 | 25.16 |
| Plus 4 years | 22.81 | 23.72 | 24.43 | 25.16 |
| Plus 5 years or more | 22.81 | 23.72 | 24.43 | 25.16 |
| School Based Trainees Wage Levels A, B and C | | | | |
| Year 11 | 12.89 | 13.41 | 13.81 | 14.22 |
| Year 12 | 14.07 | 14.63 | 15.07 | 15.52 |

Crown Employees (Research Scientists) Award 2007

| Research Scientists | | | | | |
|-----------------------------|-----|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| Classification and Grades | | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Research Scientist - | | | | | |
| 1st year of service | 86 | 103,863 | 108,018 | 111,259 | 114,597 |
| 2nd year of service | 91 | 109,194 | 113,562 | 116,969 | 120,478 |
| 3rd year of service | 96 | 114,937 | 119,534 | 123,120 | 126,814 |
| 4th year of service | 100 | 119,699 | 124,487 | 128,222 | 132,069 |
| Efficiency Barrier - | | | | | |
| 5th year of service | 105 | 125,521 | 130,542 | 134,458 | 138,492 |
| 6th year of service | 109 | 130,616 | 135,841 | 139,916 | 144,113 |
| 7th year of service | 113 | 135,775 | 141,206 | 145,442 | 149,805 |
| Senior Research Scientist - | | | | | |
| 1st year of service | 115 | 138,427 | 143,964 | 148,283 | 152,731 |
| 2nd year of service | 118 | 142,579 | 148,282 | 152,730 | 157,312 |
| 3rd year of service | 121 | 146,966 | 152,845 | 157,430 | 162,153 |

| | | | | | |
|---------------------------------------|-----|---------|---------|---------|---------|
| Efficiency Barrier - | | | | | |
| 4th year of service | 124 | 151,509 | 157,569 | 162,296 | 167,165 |
| 5th year of service | 127 | 156,464 | 162,723 | 167,605 | 172,633 |
| Principal Research Scientist - | | | | | |
| 1st year of service | 130 | 161,663 | 168,130 | 173,174 | 178,369 |
| 2nd year of service | - | 165,361 | 171,975 | 177,134 | 182,448 |
| 3rd year of service | - | 169,560 | 176,342 | 181,632 | 187,081 |
| Senior Principal Research Scientist - | | | | | |
| 1st year of service | - | 181,784 | 189,055 | 194,727 | 200,569 |
| 2nd year of service | - | 195,007 | 202,807 | 208,891 | 215,158 |
| Efficiency Barrier - | | | | | |
| 3rd year of service | - | 211,623 | 220,088 | 226,691 | 233,492 |

Crown Employees (Rural Fire Service) Award

RFS Officers - These rates are inclusive of Annual Leave Loading

| Classification and Grades | | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
|---------------------------|--|---------------------------------|---------------------------------|---------------------------------|---------------------------------|
| RFS Officer Level 1 | | | | | |
| Year 1 | | 41,851 | 43,525 | 44,831 | 46,176 |
| Year 2 | | 50,615 | 52,640 | 54,219 | 55,846 |
| Year 3 | | 54,551 | 56,733 | 58,435 | 60,188 |
| Year 4 | | 56,045 | 58,287 | 60,036 | 61,837 |
| Year 5 | | 58,413 | 60,750 | 62,573 | 64,450 |
| Year 6 | | 59,469 | 61,848 | 63,703 | 65,614 |
| Year 7 | | 60,945 | 63,383 | 65,284 | 67,243 |
| Year 8 | | 63,204 | 65,732 | 67,704 | 69,735 |
| Year 9 | | 65,489 | 68,109 | 70,152 | 72,257 |
| Year 10 | | 67,906 | 70,622 | 72,741 | 74,923 |
| RFS Officer Level 2 | | | | | |
| Year 1 | | 71,648 | 74,514 | 76,749 | 79,051 |
| Year 2 | | 73,755 | 76,705 | 79,006 | 81,376 |
| RFS Officer Level 3 | | | | | |
| Year 1 | | 75,811 | 78,843 | 81,208 | 83,644 |
| Year 2 | | 77,889 | 81,005 | 83,435 | 85,938 |
| RFS Officer Level 4 | | | | | |
| Year 1 | | 80,101 | 83,305 | 85,804 | 88,378 |
| Year 2 | | 82,514 | 85,815 | 88,389 | 91,041 |
| RFS Officer Level 5 | | | | | |
| Year 1 | | 85,092 | 88,496 | 91,151 | 93,886 |
| Year 2 | | 87,705 | 91,213 | 93,949 | 96,767 |
| RFS Officer Level 6 | | | | | |
| Year 1 | | 94,552 | 98,334 | 101,284 | 104,323 |
| Year 2 | | 97,536 | 101,437 | 104,480 | 107,614 |
| RFS Officer Level 7 | | | | | |
| Year 1 | | 101,358 | 105,412 | 108,574 | 111,831 |
| Year 2 | | 104,329 | 108,502 | 111,757 | 115,110 |
| RFS Officer Level 8 | | | | | |
| Year 1 | | 107,458 | 111,756 | 115,109 | 118,562 |
| Year 2 | | 110,671 | 115,098 | 118,551 | 122,108 |
| RFS Officer Level 9 | | | | | |
| Year 1 | | 115,279 | 119,890 | 123,487 | 127,192 |
| Year 2 | | 118,942 | 123,700 | 127,411 | 131,233 |
| RFS Officer Level 10 | | | | | |
| Year 1 | | 122,491 | 127,391 | 131,213 | 135,149 |
| Year 2 | | 125,937 | 130,974 | 134,903 | 138,950 |
| RFS Officer Level 11 | | | | | |
| Year 1 | | 131,076 | 136,319 | 140,409 | 144,621 |
| Year 2 | | 134,981 | 140,380 | 144,591 | 148,929 |
| RFS Officer Level 12 | | | | | |
| Year 1 | | 141,669 | 147,336 | 151,756 | 156,309 |
| Year 2 | | 147,684 | 153,591 | 158,199 | 162,945 |
| RFS Officer Level 13 | | | | | |
| Year 1 | | 156,930 | 163,207 | 168,103 | 173,146 |
| Year 2 | | 163,841 | 170,395 | 175,507 | 180,772 |

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

| Classification and Grades | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
|---|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| RFS Officer Level A (OCC Operator) | | | | |
| Year 1 | 46,786 | 48,657 | 50,117 | 51,621 |
| Year 2 | 49,941 | 51,939 | 53,497 | 55,102 |
| Year 3 | 53,826 | 55,979 | 57,658 | 59,388 |
| Year 4 | 55,295 | 57,507 | 59,232 | 61,009 |
| Year 5 | 57,633 | 59,938 | 61,736 | 63,588 |
| Year 6 | 58,677 | 61,024 | 62,855 | 64,741 |
| Year 7 | 60,134 | 62,539 | 64,415 | 66,347 |
| Year 8 | 62,358 | 64,852 | 66,798 | 68,802 |
| Year 9 | 64,619 | 67,204 | 69,220 | 71,297 |
| Year 10 | 67,006 | 69,686 | 71,777 | 73,930 |
| RFS Officer Level B (OCC Operational Communications Officer) | | | | |
| Year 1 | 70,694 | 73,522 | 75,728 | 78,000 |
| Year 2 | 72,772 | 75,683 | 77,953 | 80,292 |
| Year 3 | 74,803 | 77,795 | 80,129 | 82,533 |
| Year 4 | 76,857 | 79,931 | 82,329 | 84,799 |
| RFS Officer Level C (OCC Senior Operational Communications Officer) | | | | |
| Year 1 | 79,032 | 82,193 | 84,659 | 87,199 |
| Year 2 | 81,415 | 84,672 | 87,212 | 89,828 |
| Year 3 | 83,957 | 87,315 | 89,934 | 92,632 |
| Year 4 | 86,539 | 90,001 | 92,701 | 95,482 |
| RFS Officer Level D (OpO3 State Operational Communications Officer) | | | | |
| Year 1 | 106,025 | 110,266 | 113,574 | 116,981 |
| Year 2 | 109,194 | 113,562 | 116,969 | 120,478 |
| Year 3 | 113,746 | 118,296 | 121,845 | 125,500 |
| Year 4 | 117,363 | 122,058 | 125,720 | 129,492 |

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

| Classification | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
|-------------------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| Commissioned Correctional Officers: | | | | |
| Senior Assistant Superintendent | | | | |
| - 7 day or any 5/7 days | 141,181 | 145,416 | 149,778 | 154,271 |

| | | | | |
|---|---------|---------|---------|---------|
| Assistant Superintendent | | | | |
| - 7 day or any 5/7 days | 132,152 | 136,117 | 140,201 | 144,407 |
| Senior Assistant Superintendent - 5 day | 133,459 | 137,463 | 141,587 | 145,835 |
| Assistant Superintendent - 5 day | 124,427 | 128,160 | 132,005 | 135,965 |
| Commissioned Industries Officers: | | | | |
| Regional Business Manager - 5 day | | | | |
| Year 1 | 149,931 | 154,429 | 159,062 | 163,834 |
| Year 2 | 153,784 | 158,398 | 163,150 | 168,045 |
| Year 3 | 160,385 | 165,197 | 170,153 | 175,258 |
| Year 4 | 166,312 | 171,301 | 176,440 | 181,733 |
| Operations Manager | 159,551 | 164,338 | 169,268 | 174,346 |

| | | | | |
|--|---------|---------|---------|---------|
| Manager of Industries Level 1 - 5 day | 147,222 | 151,639 | 156,188 | 160,874 |
| Manager of Industries Level 2 - Any 5 of 7 days | 147,841 | 152,276 | 156,844 | 161,549 |
| Manager Centre Services and Employment Manager of Industries Level 2 - 5 day | 141,181 | 145,416 | 149,778 | 154,271 |
| Manager Business Unit - any 5/7 days | 133,459 | 137,463 | 141,587 | 145,835 |
| Manager Business Unit - 5 day | 130,399 | 134,311 | 138,340 | 142,490 |

Crown Employees (Sheriff's Officers) Award

| Classification and Grades | 1 July 2023 Per annum 4% \$ | New Classification Uplift 1 July 2024 \$ | 1 July 2024 Per annum 3% \$ | 1 July 2025 Per annum 3% \$ | 1 July 2026 Per annum 3% \$ |
|-------------------------------|--------------------------------------|--|--------------------------------------|--------------------------------------|--------------------------------------|
| Chief Superintendent | | | | | |
| Year 2 | 124,258 | 133,183 | 137,178 | 141,293 | 145,532 |
| Year 1 | 120,859 | 129,331 | 133,211 | 137,207 | 141,323 |
| Superintendent | | | | | |
| Year 2 | 109,194 | 124,258 | 127,986 | 131,826 | 135,781 |
| Year 1 | 106,025 | 120,859 | 124,485 | 128,220 | 132,067 |
| Chief Inspector | | | | | |
| Year 2 | 102,941 | 117,363 | 120,884 | 124,511 | 128,246 |
| Year 1 | 100,011 | 113,746 | 117,158 | 120,673 | 124,293 |
| Inspector | | | | | |
| Year 2 | 96,237 | 109,194 | 112,470 | 115,844 | 119,319 |
| Year 1 | 93,295 | 106,025 | 109,206 | 112,482 | 115,856 |
| Senior Sergeant | 86,539 | 103,863 | 106,979 | 110,188 | 113,494 |
| Sergeant | | | | | |
| Year 4 | 86,539 | 102,941 | 106,029 | 109,210 | 112,486 |
| Year 3 | 83,957 | 100,011 | 103,011 | 106,101 | 109,284 |
| Year 2 | 81,416 | 96,237 | 99,124 | 102,098 | 105,161 |
| Year 1 | 79,032 | 93,295 | 96,094 | 98,977 | 101,946 |
| Sheriff's officer | | | | | |
| Year 4 | 76,857 | 86,539 | 89,135 | 91,809 | 94,563 |
| Year 3 | 74,803 | 83,957 | 86,476 | 89,070 | 91,742 |
| Year 2 | 72,772 | 81,416 | 83,858 | 86,374 | 88,965 |
| Year 1 | 70,694 | 79,032 | 81,403 | 83,845 | 86,360 |
| Probationary Sheriffs officer | 64,619 | 76,857 | 79,163 | 81,538 | 83,984 |

Crown Employees (State Emergency Service) Zone Staff Award 2021

| Classification and Grades | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
|---|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| Full Time Region Controllers – Clerk Grade 9/10 | | | | |
| 1st year of service | 120,859 | 125,693 | 129,464 | 133,348 |
| 2nd year of service | 124,258 | 129,228 | 133,105 | 137,098 |
| 3rd year of service | 129,331 | 134,504 | 138,539 | 142,695 |

| | | | | |
|---|---------|---------|---------|---------|
| Thereafter | 133,183 | 138,510 | 142,665 | 146,945 |
| Deputy Region Controller - Clerk Grade 7/8 | | | | |
| 1st year of service | 106,025 | 110,266 | 113,574 | 116,981 |
| 2nd year of service | 109,194 | 113,562 | 116,969 | 120,478 |
| 3rd year of service | 113,746 | 118,296 | 121,845 | 125,500 |
| Thereafter | 117,363 | 122,058 | 125,720 | 129,492 |
| Business Manager - Clerk Grade 5/6 | | | | |
| 1st year of service | 93,295 | 97,027 | 99,938 | 102,936 |
| 2nd year of service | 96,237 | 100,086 | 103,089 | 106,182 |
| 3rd year of service | 100,011 | 104,011 | 107,131 | 110,345 |
| Thereafter | 102,941 | 107,059 | 110,271 | 113,579 |
| Community Engagement Officer - Clerk Grade 5/6 | | | | |
| 1st year of service | 93,295 | 97,027 | 99,938 | 102,936 |
| 2nd year of service | 96,237 | 100,086 | 103,089 | 106,182 |
| 3rd year of service | 100,011 | 104,011 | 107,131 | 110,345 |
| Thereafter | 102,941 | 107,059 | 110,271 | 113,579 |
| Volunteer Support Officer - Clerk Grade 3/4 | | | | |
| 1st year of service | 79,032 | 82,193 | 84,659 | 87,199 |
| 2nd year of service | 81,416 | 84,673 | 87,213 | 89,829 |
| 3rd year of service | 83,957 | 87,315 | 89,934 | 92,632 |
| Thereafter | 86,539 | 90,001 | 92,701 | 95,482 |
| Region Learning and Development Officer - Clerk Grade 5/6 | | | | |
| 1st year of service | 93,295 | 97,027 | 99,938 | 102,936 |
| 2nd year of service | 96,237 | 100,086 | 103,089 | 106,182 |
| 3rd year of service | 100,011 | 104,011 | 107,131 | 110,345 |
| Thereafter | 102,941 | 107,059 | 110,271 | 113,579 |

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

| Classifications and Grades | Common Salary Point | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
|---|---------------------|------------------------|------------------------|------------------------|------------------------|
| Duty Operations Officers Clerk Grade 7/8 | | | | | |
| 1st year of service | 88 | 106,025 | 110,266 | 113,574 | 116,981 |
| 2nd year of service | 91 | 109,194 | 113,562 | 116,969 | 120,478 |
| 3rd year of service | 95 | 113,746 | 118,296 | 121,845 | 125,500 |
| Thereafter | 98 | 117,363 | 122,058 | 125,720 | 129,492 |
| State Operations Centre Team Leader, Clerk Grade 3/4 | | | | | |
| 1st year of service | 58 | 79,032 | 82,193 | 84,659 | 87,199 |
| 2nd year of service | 61 | 81,416 | 84,673 | 87,213 | 89,829 |
| 3rd year of service | 64 | 83,957 | 87,315 | 89,934 | 92,632 |
| Thereafter | 67 | 86,539 | 90,001 | 92,701 | 95,482 |
| State Operations Centre Communications Officers, Clerk Grade 1/2 | | | | | |
| 1st year of service | 46 | 70,694 | 73,522 | 75,728 | 78,000 |
| 2nd year of service | 49 | 72,772 | 75,683 | 77,953 | 80,292 |
| 3rd year of service | 52 | 74,803 | 77,795 | 80,129 | 82,533 |
| Thereafter | 55 | 76,857 | 79,931 | 82,329 | 84,799 |

Crown Employees (Tipstaves to Justices) Award 2007

| Classification and Grades | | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 3% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
|-------------------------------|----|---------------------------------|---------------------------------|---------------------------------|---------------------------------|
| 1st year of service | 40 | 67,006 | 69,686 | 71,777 | 73,930 |
| 2nd year of service | 42 | 68,291 | 71,023 | 73,154 | 75,349 |
| 3rd year of service | 44 | 69,481 | 72,260 | 74,428 | 76,661 |
| Tipstaff to the Chief Justice | 46 | 70,694 | 73,522 | 75,728 | 78,000 |

Crown Employees (Trades Assistants) Award

| Classification and Grades | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
|---|---------------------------------|---------------------------------|---------------------------------|---------------------------------|
| Blacksmith's striker | 1051.10 | 1093.10 | 1125.90 | 1159.70 |
| Cold saw operator | 1059.30 | 1101.70 | 1134.80 | 1168.80 |
| Driller (stationary machines) | 1051.10 | 1093.10 | 1125.90 | 1159.70 |
| Dresser and grinder (portable machines) | 1069.60 | 1112.40 | 1145.80 | 1180.20 |
| Dresser, shot blast or sand blast- | | | | |
| (a) who operates from outside a properly enclosed cabin | 1059.30 | 1101.70 | 1134.80 | 1168.80 |
| (b) other | 1104.90 | 1149.10 | 1183.60 | 1219.10 |
| Dogman and/or crane chaser | 1069.60 | 1112.40 | 1145.80 | 1180.20 |
| Forger's assistant | 1051.10 | 1093.10 | 1125.90 | 1159.70 |
| Fork Lift Driver (TAFE) | 1133.00 | 1178.30 | 1213.60 | 1250.00 |
| Assistant Furnaceperson | 1059.30 | 1101.70 | 1134.80 | 1168.80 |
| General assistant assisting tradespersons or employed in a metal and/or electrical workshop (TAFE) | 1051.10 | 1093.10 | 1125.90 | 1159.70 |
| General assistant, other (TAFE) | 1042.10 | 1083.80 | 1116.30 | 1149.80 |
| General assistant/tool storeperson assisting tradespersons or employed in a metal and or electrical workshop (less than 20 hpw toolstore duties) (TAFE) | 1069.60 | 1112.40 | 1145.80 | 1180.20 |
| General assistant/tool storeperson, other (less than 20hpw toolstore duties) (TAFE) | 1104.40 | 1148.60 | 1183.10 | 1218.60 |
| Hammer driver | 1059.30 | 1101.70 | 1134.80 | 1168.80 |
| Heat treater operative | 1069.60 | 1112.40 | 1145.80 | 1180.20 |
| Machinist second class (Metal Trades) | 1115.70 | 1160.30 | 1195.10 | 1231.00 |
| Operator of straight line oxy-acetylene Cutting machine | 1069.60 | 1112.40 | 1145.80 | 1180.20 |
| Pipe fitter | 1115.70 | 1160.30 | 1195.10 | 1231.00 |
| Rigger and/or splicer (other than construction work) | 1152.20 | 1198.30 | 1234.20 | 1271.20 |
| Rigger and/or splicer (construction work) | 1173.60 | 1220.50 | 1257.10 | 1294.80 |
| Spray painter (ironwork) and/or brush hand | 1069.60 | 1112.40 | 1145.80 | 1180.20 |
| Tool and/or material storeman | 1104.90 | 1149.10 | 1183.60 | 1219.10 |
| Trades assistant (Metal Trades) | 1051.10 | 1093.10 | 1125.90 | 1159.70 |
| Trades assistant (Electrical Trades) | 1079.60 | 1122.80 | 1156.50 | 1191.20 |
| Trades assistant | 1059.30 | 1101.70 | 1134.80 | 1168.80 |
| Cupola furnaceperson (foundries) | 1115.70 | 1160.30 | 1195.10 | 1231.00 |
| Allowances: | Per Hour | Per Hour | Per Hour | Per Hour |
| Cold Places per hour | 0.90 | 0.94 | 0.97 | 1.00 |
| Confined Spaces per hour | 1.13 | 1.18 | 1.22 | 1.26 |
| Dirty Work per hour | 0.90 | 0.94 | 0.97 | 1.00 |
| Height Money per hour: | | | | |
| - At a height of 7.5 m | 0.90 | 0.94 | 0.97 | 1.00 |
| - For every additional 3m | 0.29 | 0.30 | 0.31 | 0.32 |

| | | | | |
|---|-------|-------|-------|-------|
| Hot Places per hour: | | | | |
| - 46C-54C | 0.90 | 0.94 | 0.97 | 1.00 |
| - Above 54C | 1.13 | 1.18 | 1.22 | 1.26 |
| Insulation Material per hour: | | | | |
| - Pumice or other recognised insulator | 0.90 | 0.94 | 0.97 | 1.00 |
| - Silicate | 1.13 | 1.18 | 1.22 | 1.26 |
| Smoke Boxes etc per hour: | | | | |
| - Working on repairs to smoke boxes, furnaces etc | 0.57 | 0.59 | 0.61 | 0.63 |
| - Working on repairs inside oil-fired boilers | 2.26 | 2.35 | 2.42 | 2.49 |
| Wet Places per hour | 0.90 | 0.94 | 0.97 | 1.00 |
| Working on a boat or punt per day | 3.52 | 3.66 | 3.77 | 3.88 |
| Working knee deep in mud or water per day | 7.19 | 7.48 | 7.70 | 7.93 |
| Acid, furnaces, stills, etc per hour | 4.63 | 4.82 | 4.96 | 5.11 |
| Towers per hour | 0.90 | 0.94 | 0.97 | 1.00 |
| Depth money per hour | 0.90 | 0.94 | 0.97 | 1.00 |
| Swing Scaffolds: | | | | |
| - First four hours (fixed rate) | 6.72 | 6.99 | 7.20 | 7.42 |
| - Each hour thereafter | 1.36 | 1.41 | 1.45 | 1.49 |
| - Solid plasterers per hour | 0.29 | 0.30 | 0.31 | 0.32 |
| Septic Tanks per day | 10.80 | 11.23 | 11.57 | 11.92 |
| Distant Places per day: | | | | |
| - Area re paragraph 4.17.1 | 1.75 | 1.82 | 1.87 | 1.93 |
| - Area re paragraph 4.17.2 | 2.85 | 2.96 | 3.05 | 3.14 |
| - Area re paragraph 4.17.3 | 2.85 | 2.96 | 3.05 | 3.14 |
| Epoxy Materials per hour | 1.13 | 1.18 | 1.22 | 1.26 |
| - Applying to air-conditioned buildings per hour | 0.79 | 0.82 | 0.84 | 0.87 |
| - Employees in close proximity per hour | 0.90 | 0.94 | 0.97 | 1.00 |
| Foundry per hour | 0.66 | 0.69 | 0.71 | 0.73 |
| Asbestos Eradication per hour | 3.04 | 3.16 | 3.25 | 3.35 |
| First Aid per day | 3.95 | 4.10 | 4.20 | 4.35 |

Table 2 - Other Rates and Allowances

| Item No. | Clause No. | Brief Description | As at 1.7.23 | As at 1.7.24 | As at 1.7.25 | As at 1.7.26 |
|----------|------------|---|---------------|---------------|---------------|---------------|
| | | Allowance | 4% \$ | 4% \$ | 3% \$ | 3% \$ |
| 1 | 4.1 | Cold places | 0.90 per hour | 0.94 per hour | 0.97 per hour | 1.00 per hour |
| 2 | 4.2 | Confined spaces | 1.13 per hour | 1.18 per hour | 1.22 per hour | 1.26 per hour |
| 3 | 4.3 | Dirty work | 0.90 per hour | 0.94 per hour | 0.97 per hour | 1.00 per hour |
| 4 | 4.4 | Height money at a height of 7.5 metres | 0.90 per hour | 0.94 per hour | 0.97 per hour | 1.00 per hour |
| | | for every additional 3 metres | 0.29 per hour | 0.30 per hour | 0.31 per hour | 0.32 per hour |
| 5 | 4.5 | Hot places : 46 C - 54 C | 0.90 per hour | 0.94 per hour | 0.97 per hour | 1.00 per hour |
| | | Above 54 C | 1.13 per hour | 1.18 per hour | 1.22 per hour | 1.26 per hour |
| 6 | 4.6 | Insulation material Pumice or other recognised insulator | 0.90 per hour | 0.94 per hour | 0.97 per hour | 1.00 per hour |

| | | | | | | |
|----|--------------|--|-----------------|-----------------|-----------------|-----------------|
| | | Silicate | 1.13 per hour | 1.18 per hour | 1.22 per hour | 1.26 per hour |
| 7 | 4.7 | Smoke boxes, etc.: | | | | |
| | | Working on repairs to smoke boxes, furnaces, etc. | | | | |
| | | working on repairs | 0.57 per hour | 0.59 per hour | 0.61 per hour | 0.63 per hour |
| | | inside oil-fired boilers | 2.26 per hour | 2.35 per hour | 2.42 per hour | 2.49 per hour |
| 8 | 4.8 (i) | Wet places | 0.90 per hour | 0.94 per hour | 0.97 per hour | 1.00 per hour |
| 9 | 4.8 (ii) | Working on a boat or punt | 3.55 per day | 3.70 per day | 3.80 per day | 3.90 per day |
| 10 | 4.8 (iii) | Working knee deep in mud or water | 7.20 per day | 7.50 per day | 7.75 per day | 8.00 per day |
| 11 | 4.9 | Acid, furnaces, stills, etc., | 4.63 per hour | 4.82 per hour | 4.96 per hour | 5.11 per hour |
| 12 | 4.1 | Towers | 0.9 per hour | 0.94 per hour | 0.97 per hour | 1.00 per hour |
| 13 | 4.11 | Depth money: | 0.9 per hour | 0.94 per hour | 0.97 per hour | 1.00 per hour |
| 14 | 4.12 | Swing scaffolds allowance: | | | | |
| | | First four hours | 6.72 fixed rate | 6.99 fixed rate | 7.20 fixed rate | 7.42 fixed rate |
| | | Each hour thereafter | 1.36 per hour | 1.41 per hour | 1.45 per hour | 1.49 per hour |
| | | Solid plasterers | 0.29 per hour | 0.30 per hour | 0.31 per hour | 0.32 per hour |
| 15 | 4.13 | Septic tanks | 10.80 per day | 11.25 per day | 11.6 per day | 11.95 per day |
| 16 | 4.16 | Explosive powered tools allowance | 2.20 per day | 2.30 per day | 2.35 per day | 2.40 per day |
| 17 | 4.17 | Distant places: | | | | |
| | | Area described in paragraph 4.17.1 | 1.75 per day | 1.80 per day | 1.85 per day | 1.90 per day |
| | | Area described in paragraph 4.17.2 | 2.85 per day | 2.95 per day | 3.05 per day | 3.15 per day |
| | | Area described in paragraph 4.17.3 | 2.85 per day | 2.95 per day | 3.05 per day | 3.15 per day |
| 18 | 4.18 (i) | Epoxy materials: | 1.13 per hour | 1.18 per hour | 1.22 per hour | 1.26 per hour |
| | 4.18 (ii) | Applying to air-conditioned buildings | 0.79 per hour | 0.82 per hour | 0.84 per hour | 0.87 per hour |
| | 4.18 (iv) | Employees in close proximity | 0.90 per hour | 0.94 per hour | 0.97 per hour | 1.00 per hour |
| 19 | 4.19 | Foundry per hour | 0.66 per hour | 0.69 per hour | 0.71 per hour | 0.73 per hour |
| 20 | 4.2 | Asbestos eradication | 3.04 per hour | 3.16 per hour | 3.25 per hour | 3.35 per hour |
| 21 | 5.3(iii)/5.8 | Meal allowance | 17.38 | 18.08 | 18.62 | 19.18 |
| | | Meal allowance each subsequent meal | 14.92 | 15.52 | 15.99 | 16.47 |
| 22 | 10.4 | Distant work - Expenses of reaching home and of transporting tools from distant work | 27.10 per day | 28.20 per day | 29.05 per day | 29.90 per day |

| | | | | | | |
|----|------|--|--------------------|--------------------|--------------------|--------------------|
| 23 | 10.5 | Distant work - Board and lodging allowance | 588.3 per day | 611.85 per day | 630.20 per day | 649.10 per day |
| 24 | 10.7 | Camping allowance | 33.70 per day | 35.05 per day | 36.10 per day | 37.20 per day |
| 25 | 10.8 | Return home at weekend allowance | 46.71 per occasion | 48.58 per occasion | 50.04 per occasion | 51.54 per occasion |
| 26 | 12.3 | First Aid Allowance | 3.95 per day | 4.10 per day | 4.20 per day | 4.35 per day |

Taronga Conservation Society Australia Salaried Employees Award

| Classification and Grades | Common Salary Point | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
|---------------------------------------|---------------------|------------------------|------------------------|------------------------|------------------------|
| Clerks - General Scale | | | | | |
| 1 st year (up to 18 years) | 7 | 41,291 | 42,943 | 44,231 | 45,558 |
| 2nd year (or 20 years) | 11 | 49,941 | 51,939 | 53,497 | 55,102 |
| 3rd year | 17 | 53,826 | 55,979 | 57,658 | 59,388 |
| 4th year | 20 | 55,295 | 57,507 | 59,232 | 61,009 |
| 5th year | 23 | 57,633 | 59,938 | 61,736 | 63,588 |
| 6th year | 25 | 58,677 | 61,024 | 62,855 | 64,741 |
| 7th year | 28 | 60,134 | 62,539 | 64,415 | 66,347 |
| 8th year | 32 | 62,359 | 64,853 | 66,799 | 68,803 |
| 9th year | 36 | 64,619 | 67,204 | 69,220 | 71,297 |
| 10th year | 40 | 67,006 | 69,686 | 71,777 | 73,930 |
| At 19 years + (HSC) | 9 | 46,786 | 48,657 | 50,117 | 51,621 |
| Grade 1 - | | | | | |
| 1st year | 46 | 70,694 | 73,522 | 75,728 | 78,000 |
| 2nd year | 49 | 72,772 | 75,683 | 77,953 | 80,292 |
| Grade 2 - | | | | | |
| 1st year | 52 | 74,803 | 77,795 | 80,129 | 82,533 |
| 2nd year | 55 | 76,857 | 79,931 | 82,329 | 84,799 |
| Grade 3 - | | | | | |
| 1st year | 58 | 79,032 | 82,193 | 84,659 | 87,199 |
| 2nd year | 61 | 81,416 | 84,673 | 87,213 | 89,829 |
| Grade 4 - | | | | | |
| 1st year | 64 | 83,957 | 87,315 | 89,934 | 92,632 |
| 2nd year | 67 | 86,539 | 90,001 | 92,701 | 95,482 |
| Grade 5 - | | | | | |
| 1st year | 75 | 93,295 | 97,027 | 99,938 | 102,936 |
| 2nd year | 78 | 96,237 | 100,086 | 103,089 | 106,182 |
| Grade 6 - | | | | | |
| 1st year | 82 | 100,011 | 104,011 | 107,131 | 110,345 |
| 2nd year | 85 | 102,941 | 107,059 | 110,271 | 113,579 |
| Grade 7 - | | | | | |
| 1st year | 88 | 106,025 | 110,266 | 113,574 | 116,981 |
| 2nd year | 91 | 109,194 | 113,562 | 116,969 | 120,478 |
| Grade 8 - | | | | | |
| 1st year | 95 | 113,746 | 118,296 | 121,845 | 125,500 |
| 2nd year | 98 | 117,363 | 122,058 | 125,720 | 129,492 |
| Grade 9 - | | | | | |
| 1st year | 101 | 120,859 | 125,693 | 129,464 | 133,348 |
| 2nd year | 104 | 124,258 | 129,228 | 133,105 | 137,098 |

| | | | | | |
|--|-----|---------|---------|---------|---------|
| Grade 10 - | | | | | |
| 1st year | 108 | 129,331 | 134,504 | 138,539 | 142,695 |
| 2nd year | 111 | 133,183 | 138,510 | 142,665 | 146,945 |
| Grade 11 - | | | | | |
| 1st year | 116 | 139,787 | 145,378 | 149,739 | 154,231 |
| 2nd year | 120 | 145,713 | 151,542 | 156,088 | 160,771 |
| Grade 12 - | | | | | |
| 1st year | 126 | 154,840 | 161,034 | 165,865 | 170,841 |
| 2nd year | 130 | 161,663 | 168,130 | 173,174 | 178,369 |
| Clerical Assistants - | | | | | |
| 1st year (or under 17 years) | 1 | 28,742 | 29,892 | 30,789 | 31,713 |
| 2nd year (or 17 years) | 3 | 32,287 | 33,578 | 34,585 | 35,623 |
| 3rd year (or 18 years) | 6 | 38,846 | 40,400 | 41,612 | 42,860 |
| 4th year (or 19 years) | 8 | 44,121 | 45,886 | 47,263 | 48,681 |
| 5th year (or 20 years) | 9 | 46,786 | 48,657 | 50,117 | 51,621 |
| 6th year (or 21 years) | 15 | 51,905 | 53,981 | 55,600 | 57,268 |
| 7th year | 17 | 53,826 | 55,979 | 57,658 | 59,388 |
| 8th year | 20 | 55,295 | 57,507 | 59,232 | 61,009 |
| 9th year | 22 | 56,341 | 58,595 | 60,353 | 62,164 |
| Class 1 - | | | | | |
| 1st year | 25 | 58,677 | 61,024 | 62,855 | 64,741 |
| 2nd year | 28 | 60,134 | 62,539 | 64,415 | 66,347 |
| Class 2 - | | | | | |
| 1st year | 32 | 62,359 | 64,853 | 66,799 | 68,803 |
| 2nd year | 35 | 63,968 | 66,527 | 68,523 | 70,579 |
| Class 3 - | | | | | |
| 1st year | 37 | 65,236 | 67,845 | 69,880 | 71,976 |
| 2nd year | 40 | 67,006 | 69,686 | 71,777 | 73,930 |
| Class 4 - | | | | | |
| 1st year | 42 | 68,291 | 71,023 | 73,154 | 75,349 |
| 2nd year | 44 | 69,481 | 72,260 | 74,428 | 76,661 |
| Horticulturalist Labourer - (Applies to employees engaged prior 1 July 2010) | | | | | |
| Grade 1 | 25 | 58,677 | 61,024 | 62,855 | 64,741 |
| Grade 2 | 30 | 61,272 | 63,723 | 65,635 | 67,604 |
| Grade 3 | 35 | 63,968 | 66,527 | 68,523 | 70,579 |
| Horticulturalist Level 1 - (Applies to employees engaged prior 1 July 2010) | | | | | |
| Grade 1 | 42 | 68,291 | 71,023 | 73,154 | 75,349 |
| Grade 2 | 45 | 70,156 | 72,962 | 75,151 | 77,406 |
| Horticulturalist Level 2 (Applies to employees engaged prior 1 July 2010) | | | | | |
| Grade 1 | 48 | 72,031 | 74,912 | 77,159 | 79,474 |
| Grade 2 | 50 | 73,479 | 76,418 | 78,711 | 81,072 |
| Horticultural Technician (Applies to employees engaged prior 1 July 2010) | | | | | |
| Grade 1 | 55 | 76,857 | 79,931 | 82,329 | 84,799 |
| Grade 2 | 57 | 78,260 | 81,390 | 83,832 | 86,347 |
| Senior Horticultural Technician (Applies to employees engaged prior 1 July 2010) | | | | | |
| Grade 1 | 63 | 83,150 | 86,476 | 89,070 | 91,742 |
| Grade 2 | 67 | 86,539 | 90,001 | 92,701 | 95,482 |
| Horticultural Apprentice (Applies to employees engaged post 1 July 2010) | | | | | |
| 1st Year | | 28,546 | 29,688 | 30,579 | 31,496 |
| 2nd Year | | 33,742 | 35,092 | 36,145 | 37,229 |
| 3rd Year | | 38,929 | 40,486 | 41,701 | 42,952 |
| 4th Year | | 46,717 | 48,586 | 50,044 | 51,545 |

| | | | | | |
|---|----|--------|---------|---------|---------|
| Gardener (Applies to employees engaged post 1 July 2010) | | | | | |
| Grade 1 | 15 | 51,905 | 53,981 | 55,600 | 57,268 |
| Grade 2 | 18 | 54,356 | 56,530 | 58,226 | 59,973 |
| Grade 3 | 21 | 55,820 | 58,053 | 59,795 | 61,589 |
| Horticulturalist (Applies to employees engaged post 1 July 2010) | | | | | |
| Grade 1 | | 66,062 | 68,704 | 70,765 | 72,888 |
| Grade 2 | | 68,043 | 70,765 | 72,888 | 75,075 |
| Grade 3 | | 70,086 | 72,889 | 75,076 | 77,328 |
| Grade 4 | | 73,478 | 76,417 | 78,710 | 81,071 |
| Horticultural Supervisor (Applies to employees engaged post 1 July 2010) | | | | | |
| Grade 1 | | 78,017 | 81,138 | 83,572 | 86,079 |
| Grade 2 | | 80,359 | 83,573 | 86,080 | 88,662 |
| Grade 3 | | 82,769 | 86,080 | 88,662 | 91,322 |
| Keeper Grade 4 (Specialist) Level 2 (only available to employees employed permanently as a Keeper on 8 December 2005) | 75 | 93,295 | 97,027 | 99,938 | 102,936 |
| Trainee Keeper - | | | | | |
| Level 1 | - | 49,549 | 51,531 | 53,077 | 54,669 |
| Level 2 | - | 52,850 | 54,964 | 56,613 | 58,311 |
| Level 3 | - | 56,154 | 58,400 | 60,152 | 61,957 |
| Level 4 | - | 59,457 | 61,835 | 63,690 | 65,601 |
| Keeper - | | | | | |
| Level 1 | - | 66,063 | 68,706 | 70,767 | 72,890 |
| Level 2 | - | 69,366 | 72,141 | 74,305 | 76,534 |
| Level 3 | - | 72,667 | 75,574 | 77,841 | 80,176 |
| Level 4 | - | 75,974 | 79,013 | 81,383 | 83,824 |
| Senior Keeper - | | | | | |
| Level 1 | - | 79,275 | 82,446 | 84,919 | 87,467 |
| Level 2 | - | 85,881 | 89,316 | 91,995 | 94,755 |
| Keeping Unit Supervisor - | | | | | |
| Year 1 | - | 95,792 | 99,624 | 102,613 | 105,691 |
| Year 2 | - | 97,775 | 101,686 | 104,737 | 107,879 |
| Year 3 | - | 99,753 | 103,743 | 106,855 | 110,061 |
| Keeper before Jan 06 | | | | | |
| Grade 1 | | | | | |
| Level 01 | | 61,759 | 64,229 | 66,156 | 68,141 |
| Level 02 | | 62,358 | 64,852 | 66,798 | 68,802 |
| Level 03 | | 63,388 | 65,924 | 67,902 | 69,939 |
| Level 04 | | 64,618 | 67,203 | 69,219 | 71,296 |
| Grade 2 | | | | | |
| Level 01 | | 82,598 | 85,902 | 88,479 | 91,133 |
| Level 02 | | 91,018 | 94,659 | 97,499 | 100,424 |
| Gate Receptionists | 38 | 65,778 | 68,409 | 70,461 | 72,575 |
| Junior Designer | | | | | |
| Grade 1 | | 56,309 | 58,561 | 60,318 | 62,128 |
| Grade 2 | | 58,560 | 60,902 | 62,729 | 64,611 |
| Grade 3 | | 60,901 | 63,337 | 65,237 | 67,194 |
| Grade 4 | | 63,335 | 65,868 | 67,844 | 69,879 |
| Designer | | | | | |
| Grade 1 | | 65,236 | 67,845 | 69,880 | 71,976 |
| Grade 2 | | 68,167 | 70,894 | 73,021 | 75,212 |
| Grade 3 | | 71,237 | 74,086 | 76,309 | 78,598 |
| Grade 4 | | 74,445 | 77,423 | 79,746 | 82,138 |

| | | | | | |
|--|--|--------|--------|--------|--------|
| Grade 5 | | 77,793 | 80,905 | 83,332 | 85,832 |
| Senior Designer | | | | | |
| Grade 1 | | 81,689 | 84,957 | 87,506 | 90,131 |
| Grade 2 | | 85,770 | 89,201 | 91,877 | 94,633 |
| Grade 3 | | 90,057 | 93,659 | 96,469 | 99,363 |
| Casual first aid allowance (per shift) | | 19.50 | 20.30 | 20.90 | 21.55 |
| Laundry Allowance for staff other than Gate Receptionists (per week) | | 8.10 | 8.40 | 8.65 | 8.90 |
| Laundry Allowance for Gate Receptionists (per week) | | 14.75 | 15.35 | 15.80 | 16.25 |

Agreements and Determinations

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

| Adventure Facilitator | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
|-----------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| Year 1 | 106,025 | 110,266 | 113,574 | 116,981 |
| Year 2 | 109,194 | 113,562 | 116,969 | 120,478 |
| Year 3 | 113,746 | 118,296 | 121,845 | 125,500 |
| Year 4 | 117,363 | 122,058 | 125,720 | 129,492 |

Architects etc. Agreement No. 1733 of 1971

| Architects | | | | | |
|------------------------------------|---------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| Classification and Grades | Common Salary Point | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Grade I | | | | | |
| 1st year of service | 46 | 70,694 | 73,522 | 75,728 | 78,000 |
| 2nd year of service | 50 | 73,479 | 76,418 | 78,711 | 81,072 |
| 3rd year of service | 56 | 77,576 | 80,679 | 83,099 | 85,592 |
| 4th year of service | 63 | 83,150 | 86,476 | 89,070 | 91,742 |
| 5th year of service | 70 | 89,044 | 92,606 | 95,384 | 98,246 |
| 6th year of service and thereafter | 76 | 94,323 | 98,096 | 101,039 | 104,070 |
| Grade II | | | | | |
| 1st year of service | 82 | 100,011 | 104,011 | 107,131 | 110,345 |
| 2nd year of service | 86 | 103,863 | 108,018 | 111,259 | 114,597 |
| 3rd year of service | 89 | 107,091 | 111,375 | 114,716 | 118,157 |
| 4th year of service and thereafter | 92 | 110,205 | 114,613 | 118,051 | 121,593 |
| Grade III | | | | | |
| 1st year of service | 97 | 116,094 | 120,738 | 124,360 | 128,091 |
| 2nd year of service | 100 | 119,699 | 124,487 | 128,222 | 132,069 |
| 3rd year of service | 104 | 124,258 | 129,228 | 133,105 | 137,098 |
| 4th year of service and thereafter | 107 | 128,059 | 133,181 | 137,176 | 141,291 |
| Grade IV | | | | | |
| 1st year of service | 112 | 134,483 | 139,862 | 144,058 | 148,380 |
| 2nd year of service | 115 | 138,427 | 143,964 | 148,283 | 152,731 |
| 3rd year of service and thereafter | 117 | 141,175 | 146,822 | 151,227 | 155,764 |
| Grade V | | | | | |
| 1st year of service | 121 | 146,966 | 152,845 | 157,430 | 162,153 |

| | | | | | |
|------------------------------------|-----|---------|---------|---------|---------|
| 2nd year of service and thereafter | 123 | 149,861 | 155,855 | 160,531 | 165,347 |
| Grade VI | | | | | |
| 1st year of service | 125 | 153,176 | 159,303 | 164,082 | 169,004 |
| 2nd year of service | 127 | 156,464 | 162,723 | 167,605 | 172,633 |

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 | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Artists Australian Museum and Museum of Applied Arts and Sciences | | | | | |
| Grade I | | | | | |
| 1st year of service | 28 | 60,134 | 62,539 | 64,415 | 66,347 |
| 2nd year of service | 31 | 61,760 | 64,230 | 66,157 | 68,142 |
| 3rd year of service | 34 | 63,455 | 65,993 | 67,973 | 70,012 |
| 4th year of service | 37 | 65,236 | 67,845 | 69,880 | 71,976 |
| 5th year of service | 39 | 66,458 | 69,116 | 71,189 | 73,325 |
| 6th year of service | 43 | 68,968 | 71,727 | 73,879 | 76,095 |
| 7th year of service and thereafter | 46 | 70,694 | 73,522 | 75,728 | 78,000 |
| Grade II | | | | | |
| 1st year of service | 49 | 72,772 | 75,683 | 77,953 | 80,292 |
| 2nd year of service | 51 | 74,050 | 77,012 | 79,322 | 81,702 |
| 3rd year of service and thereafter | 53 | 75,443 | 78,461 | 80,815 | 83,239 |
| Grade III | | | | | |
| 1st year of service | 58 | 79,032 | 82,193 | 84,659 | 87,199 |
| 2nd year of service and thereafter | 61 | 81,416 | 84,673 | 87,213 | 89,829 |
| Keeper Of Exhibits (Non Graduate) Museum of Applied Arts & Sciences | | | | | |
| 1st year of service | 44 | 69,481 | 72,260 | 74,428 | 76,661 |
| 2nd year of Service | 47 | 71,438 | 74,296 | 76,525 | 78,821 |
| 3rd year of service | 51 | 74,050 | 77,012 | 79,322 | 81,702 |
| 4th year of service | 53 | 75,443 | 78,461 | 80,815 | 83,239 |
| 5th year of service | 58 | 79,032 | 82,193 | 84,659 | 87,199 |
| 6th year of service and thereafter | 58 | 79,032 | 82,193 | 84,659 | 87,199 |
| Designers (Exhibitions and Publications) | | | | | |
| 1st year of service | 37 | 65,236 | 67,845 | 69,880 | 71,976 |
| 2nd year of service | 39 | 66,458 | 69,116 | 71,189 | 73,325 |
| 3rd year of service | 42 | 68,291 | 71,023 | 73,154 | 75,349 |
| 4th year of service | 46 | 70,694 | 73,522 | 75,728 | 78,000 |
| 5th year of service | 49 | 72,772 | 75,683 | 77,953 | 80,292 |
| 6th year of service | 51 | 74,050 | 77,012 | 79,322 | 81,702 |
| 7th year of service | 53 | 75,443 | 78,461 | 80,815 | 83,239 |
| 8th year of service | 56 | 77,576 | 80,679 | 83,099 | 85,592 |
| 9th year of service | 60 | 80,600 | 83,824 | 86,339 | 88,929 |
| 10th year of service | 64 | 83,957 | 87,315 | 89,934 | 92,632 |
| 11th year of service | 67 | 86,539 | 90,001 | 92,701 | 95,482 |
| 12th year of service | 71 | 89,932 | 93,529 | 96,335 | 99,225 |
| Senior Designer (Exhibitions and Publications) National Parks and Wildlife Service On Appointment | 77 | 95,131 | 98,936 | 101,904 | 104,961 |

| | | | | | |
|--|----|---------|---------|---------|---------|
| Exhibitions Officer, Australian Museum Grade I | | | | | |
| 1st year of service | 56 | 77,576 | 80,679 | 83,099 | 85,592 |
| 2nd year of service | 60 | 80,600 | 83,824 | 86,339 | 88,929 |
| 3rd year of service | 64 | 83,957 | 87,315 | 89,934 | 92,632 |
| 4th year of service | 67 | 86,539 | 90,001 | 92,701 | 95,482 |
| 5th year of service and thereafter | 71 | 89,932 | 93,529 | 96,335 | 99,225 |
| Grade II | | | | | |
| 1st year of service | 75 | 93,295 | 97,027 | 99,938 | 102,936 |
| 2nd year of service | 77 | 95,131 | 98,936 | 101,904 | 104,961 |
| Chief, Exhibitions Department Museum of Applied Arts and Sciences | | | | | |
| 1st year of service | 92 | 110,205 | 114,613 | 118,051 | 121,593 |

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

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

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

| Cadet Conditions and Rates of Pay, Various Departments | | | | | |
|--|---------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| Classification and Grades | Common Salary Point | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Level 1 At 18 years of age | 7 | 41,291 | 42,943 | 44,231 | 45,558 |
| Level 1 At 19 years of age with HSC | 9 | 46,786 | 48,657 | 50,117 | 51,621 |
| Level 2 Or minimum at 20 years | 11 | 49,941 | 51,939 | 53,497 | 55,102 |
| Level 3 Or minimum at 21 years | 17 | 53,826 | 55,979 | 57,658 | 59,388 |
| Level 4 | 20 | 55,295 | 57,507 | 59,232 | 61,009 |
| Level 5 | 23 | 57,633 | 59,938 | 61,736 | 63,588 |
| Level 6 | 25 | 58,677 | 61,024 | 62,855 | 64,741 |
| Level 7 | 28 | 60,134 | 62,539 | 64,415 | 66,347 |
| Level 8 | 32 | 62,359 | 64,853 | 66,799 | 68,803 |
| Level 9 | 36 | 64,619 | 67,204 | 69,220 | 71,297 |
| Level 10 | 40 | 67,006 | 69,686 | 71,777 | 73,930 |

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 | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| General Scale 1st year | 7 | 41,291 | 42,943 | 44,231 | 45,558 |

| | | | | | |
|--|-----|---------|---------|---------|---------|
| 2nd year | 11 | 49,941 | 51,939 | 53,497 | 55,102 |
| 3rd year | 17 | 53,826 | 55,979 | 57,658 | 59,388 |
| 4th year | 20 | 55,295 | 57,507 | 59,232 | 61,009 |
| 5th year | 23 | 57,633 | 59,938 | 61,736 | 63,588 |
| 6th year | 25 | 58,677 | 61,024 | 62,855 | 64,741 |
| 7th year | 28 | 60,134 | 62,539 | 64,415 | 66,347 |
| 8th year | 32 | 62,359 | 64,853 | 66,799 | 68,803 |
| 9th year | 36 | 64,619 | 67,204 | 69,220 | 71,297 |
| 10th year | 40 | 67,006 | 69,686 | 71,777 | 73,930 |
| 11th year | 46 | 70,694 | 73,522 | 75,728 | 78,000 |
| 12th year | 49 | 72,772 | 75,683 | 77,953 | 80,292 |
| 13th year | 52 | 74,803 | 77,795 | 80,129 | 82,533 |
| 14th year | 55 | 76,857 | 79,931 | 82,329 | 84,799 |
| Officer with HSC aged 19 and over paid not less than | 9 | 46,786 | 48,657 | 50,117 | 51,621 |
| Class 1 | | | | | |
| 1st year | 58 | 79,032 | 82,193 | 84,659 | 87,199 |
| 2nd year | 61 | 81,416 | 84,673 | 87,213 | 89,829 |
| 3rd year | 64 | 83,957 | 87,315 | 89,934 | 92,632 |
| 4th year | 67 | 86,539 | 90,001 | 92,701 | 95,482 |
| Class 2 | | | | | |
| 1st year | 75 | 93,295 | 97,027 | 99,938 | 102,936 |
| 2nd year | 78 | 96,237 | 100,086 | 103,089 | 106,182 |
| Class 3 | | | | | |
| 1st year | 82 | 100,011 | 104,011 | 107,131 | 110,345 |
| 2nd year | 85 | 102,941 | 107,059 | 110,271 | 113,579 |
| Class 4 | | | | | |
| 1st year | 88 | 106,025 | 110,266 | 113,574 | 116,981 |
| 2nd year | 91 | 109,194 | 113,562 | 116,969 | 120,478 |
| Class 5 | | | | | |
| 1st year | 95 | 113,746 | 118,296 | 121,845 | 125,500 |
| 2nd year | 98 | 117,363 | 122,058 | 125,720 | 129,492 |
| Class 6 | | | | | |
| 1st year | 101 | 120,859 | 125,693 | 129,464 | 133,348 |
| 2nd year | 104 | 124,258 | 129,228 | 133,105 | 137,098 |
| Class 7 | | | | | |
| 1st year | 108 | 129,331 | 134,504 | 138,539 | 142,695 |
| 2nd year | 111 | 133,183 | 138,510 | 142,665 | 146,945 |

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

| Department of Corrective Services | | | | |
|-----------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| Classification and Grades | 1.7.23 Per hour 4% \$ | 1.7.24 Per hour 4% \$ | 1.7.25 Per hour 3% \$ | 1.7.26 Per hour 3% \$ |

| | | | | |
|--|-------|-------|-------|--------|
| Sessional Specialist HIV/Health Promotion (The rates are inclusive of a 15% casual loading for Monday to Friday work, plus 1/12 th in lieu of recreation leaves | 90.67 | 94.30 | 97.13 | 100.04 |
| Environmental Allowance for working within a correctional centre | 2.10 | 2.18 | 2.25 | 2.32 |

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 | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Throughcare and Placement Officer: | | | | | |
| 1st year | 88 | 106,025 | 110,266 | 113,574 | 116,981 |
| 2nd year | 91 | 109,194 | 113,562 | 116,969 | 120,478 |
| 3rd year | 95 | 113,746 | 118,296 | 121,845 | 125,500 |
| Thereafter | 98 | 117,363 | 122,058 | 125,720 | 129,492 |
| Accommodation Support Worker: | | | | | |
| 1st year | 75 | 93,295 | 97,027 | 99,938 | 102,936 |
| 2nd year | 78 | 96,237 | 100,086 | 103,089 | 106,182 |
| 3rd year | 82 | 100,011 | 104,011 | 107,131 | 110,345 |
| Thereafter | 85 | 102,941 | 107,059 | 110,271 | 113,579 |
| Assistant Support Worker: | | | | | |
| 1st year | 46 | 70,694 | 73,522 | 75,728 | 78,000 |
| 2nd year | 49 | 72,772 | 75,683 | 77,953 | 80,292 |
| 3rd year | 52 | 74,803 | 77,795 | 80,129 | 82,533 |
| Thereafter | 55 | 76,857 | 79,931 | 82,329 | 84,799 |

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

| Computer Operators, All Departments | | | | | |
|-------------------------------------|---------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|
| Classification and Grades | Common Salary Point | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Trainee Computer Operator | | | | | |
| At 18 and under | 7 | 41,291 | 42,943 | 44,231 | 45,558 |
| At 19 | 9 | 46,786 | 48,657 | 50,117 | 51,621 |
| At 20 | 11 | 49,941 | 51,939 | 53,497 | 55,102 |
| At 21 | 17 | 53,826 | 55,979 | 57,658 | 59,388 |
| Computer Operator - Grade 1 | | | | | |
| 1st year of service | 20 | 55,295 | 57,507 | 59,232 | 61,009 |
| 2nd year of service | 23 | 57,633 | 59,938 | 61,736 | 63,588 |
| 3rd year of service | 25 | 58,677 | 61,024 | 62,855 | 64,741 |
| 4th year of service and thereafter | 28 | 60,134 | 62,539 | 64,415 | 66,347 |
| Computer Operator - Grade 2 | | | | | |
| 1st year of service | 32 | 62,359 | 64,853 | 66,799 | 68,803 |
| 2nd year of service | 36 | 64,619 | 67,204 | 69,220 | 71,297 |
| 3rd year of service and thereafter | 40 | 67,006 | 69,686 | 71,777 | 73,930 |
| Senior Computer Operator - Grade 1 | | | | | |
| 1st year of service | 46 | 70,694 | 73,522 | 75,728 | 78,000 |

| | | | | | |
|------------------------------------|----|--------|--------|--------|--------|
| 2nd year of service | 49 | 72,772 | 75,683 | 77,953 | 80,292 |
| 3rd year of service | 52 | 74,803 | 77,795 | 80,129 | 82,533 |
| 4th year of service | 55 | 76,857 | 79,931 | 82,329 | 84,799 |
| Senior Computer Operator - Grade 2 | | | | | |
| 1st year of service | 58 | 79,032 | 82,193 | 84,659 | 87,199 |
| 2nd year of service | 61 | 81,416 | 84,673 | 87,213 | 89,829 |
| 3rd year of service | 64 | 83,957 | 87,315 | 89,934 | 92,632 |
| 4th year of Service | 67 | 86,539 | 90,001 | 92,701 | 95,482 |

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

| Classification and Grades | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
|---|---------------------------------|---------------------------------|---------------------------------|---------------------------------|
| Operations Manager - Clerk 11/12 | | | | |
| 1st year of service | 139,787 | 145,378 | 149,739 | 154,231 |
| 2nd year of service | 145,713 | 151,542 | 156,088 | 160,771 |
| 3rd year of service | 154,840 | 161,034 | 165,865 | 170,841 |
| Thereafter | 161,663 | 168,130 | 173,174 | 178,369 |
| Assistant Operations Manager - Clerk 9/10 | | | | |
| 1st year of service | 120,859 | 125,693 | 129,464 | 133,348 |
| 2nd year of service | 124,258 | 129,228 | 133,105 | 137,098 |
| 3rd year of service | 129,331 | 134,504 | 138,539 | 142,695 |
| Thereafter | 133,183 | 138,510 | 142,665 | 146,945 |
| Senior Case Worker - Clerk 5/6 | | | | |
| 1st year of service | 93,295 | 97,027 | 99,938 | 102,936 |
| 2nd year of service | 96,237 | 100,086 | 103,089 | 106,182 |
| 3rd year of service | 100,011 | 104,011 | 107,131 | 110,345 |
| Thereafter | 102,941 | 107,059 | 110,271 | 113,579 |

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

| Classification and Grades | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
|---|---------------------------------|---------------------------------|---------------------------------|---------------------------------|
| Assistant Manager | | | | |
| 1st year of service | 111,740 | 116,210 | 119,696 | 123,287 |
| 2nd year of service | 114,884 | 119,479 | 123,063 | 126,755 |
| 3rd year of service | 119,573 | 124,356 | 128,087 | 131,930 |
| Thereafter | 123,136 | 128,061 | 131,903 | 135,860 |
| Co-ordinator Program Support & Security | | | | |
| 1st year of service | 98,024 | 101,945 | 105,003 | 108,153 |
| 2nd year of service | 100,958 | 104,996 | 108,146 | 111,390 |
| 3rd year of service | 105,163 | 109,370 | 112,651 | 116,031 |
| Thereafter | 108,505 | 112,845 | 116,230 | 119,717 |
| Senior Program Support Officer | | | | |
| 1st year of service | 86,257 | 89,707 | 92,398 | 95,170 |
| 2nd year of service | 88,977 | 92,536 | 95,312 | 98,171 |
| 3rd year of service | 92,463 | 96,162 | 99,047 | 102,018 |
| Thereafter | 95,176 | 98,983 | 101,952 | 105,011 |
| Program Support Officer | | | | |
| 1st year of service | 73,069 | 75,992 | 78,272 | 80,620 |

| | | | | |
|---------------------|--------|--------|--------|--------|
| 2nd year of service | 75,272 | 78,283 | 80,631 | 83,050 |
| 3rd year of service | 77,621 | 80,726 | 83,148 | 85,642 |
| Thereafter | 80,008 | 83,208 | 85,704 | 88,275 |

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

| Classification and Grades | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
|---|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| Co-ordinator Program Support & Security | | | | |
| 1st year of service | 106,025 | 110,266 | 113,574 | 116,981 |
| 2nd year of service | 109,194 | 113,562 | 116,969 | 120,478 |
| 3rd year of service | 113,746 | 118,296 | 121,845 | 125,500 |
| Thereafter | 117,363 | 122,058 | 125,720 | 129,492 |
| Senior Program Support Officer | | | | |
| 1st year of service | 93,295 | 97,027 | 99,938 | 102,936 |
| 2nd year of service | 96,237 | 100,086 | 103,089 | 106,182 |
| 3rd year of service | 100,011 | 104,011 | 107,131 | 110,345 |
| Thereafter | 102,941 | 107,059 | 110,271 | 113,579 |
| Program Support Officer | | | | |
| 1st year of service | 79,032 | 82,193 | 84,659 | 87,199 |
| 2nd year of service | 81,416 | 84,673 | 87,213 | 89,829 |
| 3rd year of service | 83,957 | 87,315 | 89,934 | 92,632 |
| Thereafter | 86,539 | 90,001 | 92,701 | 95,482 |
| Mobile Work Camps Allowance (per day) | 168.10 | 174.80 | 180.05 | 185.45 |

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

| Classification and Grades | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
|--------------------------------|---------------------------------|------------------------------------|------------------------------------|------------------------------------|
| Senior Program Support Officer | | | | |
| 1st year of service | 93,295 | 97,027 | 99,938 | 102,936 |
| 2nd year of service | 96,237 | 100,086 | 103,089 | 106,182 |
| 3rd year of service | 100,011 | 104,011 | 107,131 | 110,345 |
| Thereafter | 102,941 | 107,059 | 110,271 | 113,579 |
| Program Support Officer | | | | |
| 1st year of service | 79,032 | 82,193 | 84,659 | 87,199 |
| 2nd year of service | 81,416 | 84,673 | 87,213 | 89,829 |
| 3rd year of service | 83,957 | 87,315 | 89,934 | 92,632 |
| Thereafter | 86,539 | 90,001 | 92,701 | 95,482 |

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 | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
|---|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| Team Leader (Administrative and Clerical Officer Grade 7/8) | | | | |

| | | | | |
|---|---------|---------|---------|---------|
| 1st year of service | 106,025 | 110,266 | 113,574 | 116,981 |
| Thereafter | 109,194 | 113,562 | 116,969 | 120,478 |
| Grade 8 | | | | |
| 1st year of service | 113,746 | 118,296 | 121,845 | 125,500 |
| Thereafter | 117,363 | 122,058 | 125,720 | 129,492 |
| Allowance | 29,633 | 30,818 | 31,743 | 32,695 |
| Bail Coordinator (Administrative and Clerical Officer Grade 5/6) Grade 5 | | | | |
| 1st year of service | 93,295 | 97,027 | 99,938 | 102,936 |
| Thereafter | 96,237 | 100,086 | 103,089 | 106,182 |
| Grade 6 | | | | |
| 1st year of service | 100,011 | 104,011 | 107,131 | 110,345 |
| Thereafter | 102,941 | 107,059 | 110,271 | 113,579 |
| Allowance | 26,810 | 27,882 | 28,718 | 29,580 |

Conservators, Cultural Institutions Agreement No.2504 of 1987

| Conservators, Cultural Institutions | | | | | |
|-------------------------------------|---------------------|------------------------|------------------------|------------------------|------------------------|
| Classifications and Grade | Common Salary Point | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Assistant Conservator - Class 1 | | | | | |
| 1st year of service | 40 | 67,006 | 69,686 | 71,777 | 73,930 |
| 2nd year of service | 42 | 68,291 | 71,023 | 73,154 | 75,349 |
| 3rd year of service | 44 | 69,481 | 72,260 | 74,428 | 76,661 |
| 4th year of service | 47 | 71,438 | 74,296 | 76,525 | 78,821 |
| 5th year of service | 49 | 72,772 | 75,683 | 77,953 | 80,292 |
| 6th year of service | 52 | 74,803 | 77,795 | 80,129 | 82,533 |
| Class 2 | | | | | |
| 1st year of service | 55 | 76,857 | 79,931 | 82,329 | 84,799 |
| 2nd year of service | 56 | 77,576 | 80,679 | 83,099 | 85,592 |
| 3rd year of service | 58 | 79,032 | 82,193 | 84,659 | 87,199 |
| Conservator - Grade 1 | | | | | |
| 1st year of service | 62 | 82,184 | 85,471 | 88,035 | 90,676 |
| 2nd year of service | 64 | 83,957 | 87,315 | 89,934 | 92,632 |
| 3rd year of service | 66 | 85,664 | 89,091 | 91,764 | 94,517 |
| 4th year of service | 68 | 87,172 | 90,659 | 93,379 | 96,180 |
| 5th year of service | 70 | 89,044 | 92,606 | 95,384 | 98,246 |
| Grade 2 | | | | | |
| 1st year of service | 74 | 92,366 | 96,061 | 98,943 | 101,911 |
| 2nd year of service | 79 | 97,008 | 100,888 | 103,915 | 107,032 |
| 3rd year of service | 83 | 100,986 | 105,025 | 108,176 | 111,421 |
| 4th year of service | 87 | 104,980 | 109,179 | 112,454 | 115,828 |
| 5th year of service | 91 | 109,194 | 113,562 | 116,969 | 120,478 |
| Grade 3 | | | | | |
| 1st year of service | 94 | 112,559 | 117,061 | 120,573 | 124,190 |
| 2nd year of service | 97 | 116,094 | 120,738 | 124,360 | 128,091 |
| 3rd year of service | 99 | 118,489 | 123,229 | 126,926 | 130,734 |
| Head Conservator | | | | | |
| 1st year of service | 105 | 125,521 | 130,542 | 134,458 | 138,492 |
| 2nd year of service | 108 | 129,331 | 134,504 | 138,539 | 142,695 |
| 3rd year of service | 110 | 131,895 | 137,171 | 141,286 | 145,525 |

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 | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Co-ordinator | 61 | 81,416 | 84,673 | 87,213 | 89,829 |
| Director | 104 | 124,258 | 129,228 | 133,105 | 137,098 |

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 | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Co-ordinator, Visual Arts | 102 | 122,016 | 126,897 | 130,704 | 134,625 |
| Environmental Allowance | - | 3,402 | 3,538 | 3,644 | 3,753 |
| All Incidents Allowance | - | 11,700 | 12,168 | 12,533 | 12,909 |

Curators and Registrars Cultural Institutions Agreement No. 2508 of 1987

| Curatorial Staff | | | | | |
|--|---------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|
| Classification and Grades | Common Salary Point | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Assistant Curator/Assistant Registrar - Grade I | | | | | |
| 1st year of service | 40 | 67,006 | 69,686 | 71,777 | 73,930 |
| 2nd year of service | 46 | 70,694 | 73,522 | 75,728 | 78,000 |
| 3rd year of service | 51 | 74,050 | 77,012 | 79,322 | 81,702 |
| 4th year of service | 57 | 78,260 | 81,390 | 83,832 | 86,347 |
| 5th year of service and thereafter | 62 | 82,184 | 85,471 | 88,035 | 90,676 |
| Assistant Curator/Assistant Registrar - Grade II | | | | | |
| 1st year of service | 64 | 83,957 | 87,315 | 89,934 | 92,632 |
| 2nd year of service | 67 | 86,539 | 90,001 | 92,701 | 95,482 |
| 3rd year of service | 70 | 89,044 | 92,606 | 95,384 | 98,246 |
| 4th year of service | 73 | 91,636 | 95,301 | 98,160 | 101,105 |
| 5th year of service and thereafter | 75 | 93,295 | 97,027 | 99,938 | 102,936 |
| Curator/Registrar - Grade I | | | | | |
| 1st year of service | 77 | 95,131 | 98,936 | 101,904 | 104,961 |
| 2nd year of service | 82 | 100,011 | 104,011 | 107,131 | 110,345 |
| 3rd year of service | 86 | 103,863 | 108,018 | 111,259 | 114,597 |
| 4th year of service | 91 | 109,194 | 113,562 | 116,969 | 120,478 |
| 5th year of service and thereafter | 95 | 113,746 | 118,296 | 121,845 | 125,500 |
| Curator/Registrar - Grade II | | | | | |

| | | | | | |
|---------------------------------|-----|---------|---------|---------|---------|
| 1st year of service | 99 | 118,489 | 123,229 | 126,926 | 130,734 |
| 2nd year of service | 102 | 122,016 | 126,897 | 130,704 | 134,625 |
| 3rd year of service | 105 | 125,521 | 130,542 | 134,458 | 138,492 |
| 4th year of service | 108 | 129,331 | 134,504 | 138,539 | 142,695 |
| 5th year of service | 110 | 131,895 | 137,171 | 141,286 | 145,525 |
| Senior Curator Senior Registrar | 114 | 137,071 | 142,554 | 146,831 | 151,236 |

Departmental Professional Officers Determination No.866 of 1987

| Departmental Professional Officers - All Departments | | | | | |
|--|---------------------|------------------------|------------------------|------------------------|------------------------|
| Classification and Grades | Common Salary Point | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Grade I - | | | | | |
| 1st year of service | 46 | 70,694 | 73,522 | 75,728 | 78,000 |
| 2nd year of service | 50 | 73,479 | 76,418 | 78,711 | 81,072 |
| 3rd year of service | 56 | 77,576 | 80,679 | 83,099 | 85,592 |
| 4th year of service | 63 | 83,150 | 86,476 | 89,070 | 91,742 |
| 5th year of service | 70 | 89,044 | 92,606 | 95,384 | 98,246 |
| 6th year of service and thereafter | 76 | 94,323 | 98,096 | 101,039 | 104,070 |
| Grade II - | | | | | |
| 1st year of service | 81 | 98,941 | 102,899 | 105,986 | 109,166 |
| 2nd year of service | 84 | 101,874 | 105,949 | 109,127 | 112,401 |
| 3rd year of service | 87 | 104,980 | 109,179 | 112,454 | 115,828 |
| 4th year of service and thereafter | 91 | 109,194 | 113,562 | 116,969 | 120,478 |
| Grade III - | | | | | |
| 1st year of service | 95 | 113,746 | 118,296 | 121,845 | 125,500 |
| 2nd year of service | 98 | 117,363 | 122,058 | 125,720 | 129,492 |
| 3rd year of service | 100 | 119,699 | 124,487 | 128,222 | 132,069 |
| 4th year of service and thereafter | 104 | 124,258 | 129,228 | 133,105 | 137,098 |
| Grade IV - | | | | | |
| 1st year of service | 108 | 129,331 | 134,504 | 138,539 | 142,695 |
| 2nd year of service and thereafter | 110 | 131,895 | 137,171 | 141,286 | 145,525 |
| Grade V - | | | | | |
| 1st year of service | 114 | 137,071 | 142,554 | 146,831 | 151,236 |
| 2nd year of service and thereafter | 116 | 139,787 | 145,378 | 149,739 | 154,231 |
| Grade VI - | | | | | |
| 1st year of service | 119 | 144,140 | 149,906 | 154,403 | 159,035 |
| 2nd year of service and thereafter | 121 | 146,966 | 152,845 | 157,430 | 162,153 |
| Grade VII - | | | | | |
| 1st year of service | 124 | 151,509 | 157,569 | 162,296 | 167,165 |
| 2nd year of service and thereafter | 126 | 154,840 | 161,034 | 165,865 | 170,841 |
| Grade VIII - | | | | | |
| 1st year of service | 129 | 159,878 | 166,273 | 171,261 | 176,399 |
| 2nd year of service and thereafter | 130 | 161,663 | 168,130 | 173,174 | 178,369 |

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

| Transport Officers | | | | |
|---------------------------|------------------------|------------------------|------------------------|------------------------|
| Classification and Grades | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Grade I - | | | | |

| | | | | |
|---------|---------|---------|---------|---------|
| One | 53,749 | 55,899 | 57,576 | 59,303 |
| Two | 55,626 | 57,851 | 59,587 | 61,375 |
| Three | 57,571 | 59,874 | 61,670 | 63,520 |
| Four | 59,587 | 61,970 | 63,829 | 65,744 |
| Five | 61,673 | 64,140 | 66,064 | 68,046 |
| Grade 2 | | | | |
| One | 61,673 | 64,140 | 66,064 | 68,046 |
| Two | 63,838 | 66,392 | 68,384 | 70,436 |
| Three | 66,066 | 68,709 | 70,770 | 72,893 |
| Four | 68,386 | 71,121 | 73,255 | 75,453 |
| Five | 70,775 | 73,606 | 75,814 | 78,088 |
| Grade 3 | | | | |
| One | 70,775 | 73,606 | 75,814 | 78,088 |
| Two | 73,250 | 76,180 | 78,465 | 80,819 |
| Three | 75,811 | 78,843 | 81,208 | 83,644 |
| Four | 78,467 | 81,606 | 84,054 | 86,576 |
| Five | 81,220 | 84,469 | 87,003 | 89,613 |
| Grade 4 | | | | |
| One | 81,220 | 84,469 | 87,003 | 89,613 |
| Two | 84,056 | 87,418 | 90,041 | 92,742 |
| Three | 86,998 | 90,478 | 93,192 | 95,988 |
| Four | 90,047 | 93,649 | 96,458 | 99,352 |
| Five | 93,314 | 97,047 | 99,958 | 102,957 |
| Grade 5 | | | | |
| One | 93,314 | 97,047 | 99,958 | 102,957 |
| Two | 96,457 | 100,315 | 103,324 | 106,424 |
| Three | 100,034 | 104,035 | 107,156 | 110,371 |
| Four | 103,330 | 107,463 | 110,687 | 114,008 |
| Five | 106,948 | 111,226 | 114,563 | 118,000 |
| Grade 6 | | | | |
| One | 106,948 | 111,226 | 114,563 | 118,000 |
| Two | 110,692 | 115,120 | 118,574 | 122,131 |
| Three | 114,562 | 119,144 | 122,718 | 126,400 |
| Four | 118,569 | 123,312 | 127,011 | 130,821 |
| Five | 122,723 | 127,632 | 131,461 | 135,405 |
| Grade 7 | | | | |
| One | 122,723 | 127,632 | 131,461 | 135,405 |
| Two | 127,019 | 132,100 | 136,063 | 140,145 |
| Three | 131,463 | 136,722 | 140,824 | 145,049 |
| Four | 136,062 | 141,504 | 145,749 | 150,121 |
| Five | 140,826 | 146,459 | 150,853 | 155,379 |
| Grade 8 | | | | |
| One | 140,826 | 146,459 | 150,853 | 155,379 |
| Two | 145,757 | 151,587 | 156,135 | 160,819 |
| Three | 154,872 | 161,067 | 165,899 | 170,876 |
| Four | 161,692 | 168,160 | 173,205 | 178,401 |
| Five | 167,351 | 174,045 | 179,266 | 184,644 |
| Grade 9 | | | | |
| One | 167,351 | 174,045 | 179,266 | 184,644 |
| Two | 176,340 | 183,394 | 188,896 | 194,563 |
| Three | 185,453 | 192,871 | 198,657 | 204,617 |
| Four | 192,273 | 199,964 | 205,963 | 212,142 |
| Five | 197,934 | 205,851 | 212,027 | 218,388 |

**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 | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Education Officer - | | | | | |
| 1st year of service | 43 | 68,968 | 71,727 | 73,879 | 76,095 |
| 2nd year of service | 48 | 72,031 | 74,912 | 77,159 | 79,474 |
| 3rd year of service | 54 | 76,102 | 79,146 | 81,520 | 83,966 |
| 4th year of service | 60 | 80,600 | 83,824 | 86,339 | 88,929 |
| 5th year of service | 66 | 85,664 | 89,091 | 91,764 | 94,517 |
| 6th year of service | 71 | 89,932 | 93,529 | 96,335 | 99,225 |
| 7th year of service | 75 | 93,295 | 97,027 | 99,938 | 102,936 |
| 8th year of service | 79 | 97,008 | 100,888 | 103,915 | 107,032 |
| 9th year of service and thereafter | 84 | 101,874 | 105,949 | 109,127 | 112,401 |
| Senior Education Officer - | | | | | |
| 1st year of service | 98 | 117,363 | 122,058 | 125,720 | 129,492 |
| 2nd year of service and thereafter | 101 | 120,859 | 125,693 | 129,464 | 133,348 |
| Allowance after 12 months on the 9th year of service: \$ per annum | - | 3,194 | 3,322 | 3,422 | 3,525 |
| After a further 12 months: \$ per annum | - | 3,194 | 3,322 | 3,422 | 3,525 |

Engineers Agreement No. 1734 of 1971

| Engineers | | | | | |
|---|---------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|
| Classification and Grades | Common Salary Point | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Grade I Diplomate Experience Since Qualifying | | | | | |
| In first year | 46 | 70,694 | 73,522 | 75,728 | 78,000 |
| After one year | 50 | 73,479 | 76,418 | 78,711 | 81,072 |
| After two years | 56 | 77,576 | 80,679 | 83,099 | 85,592 |
| After three years | 63 | 83,150 | 86,476 | 89,070 | 91,742 |
| After four years | 70 | 89,044 | 92,606 | 95,384 | 98,246 |
| After five years | 76 | 94,323 | 98,096 | 101,039 | 104,070 |
| Grade I Graduate Experience Since Qualifying | | | | | |
| In first year | 50 | 73,479 | 76,418 | 78,711 | 81,072 |
| After one year | 56 | 77,576 | 80,679 | 83,099 | 85,592 |
| After two years | 63 | 83,150 | 86,476 | 89,070 | 91,742 |
| After three years | 70 | 89,044 | 92,606 | 95,384 | 98,246 |
| After four years | 76 | 94,323 | 98,096 | 101,039 | 104,070 |
| Grade II | | | | | |
| 1st year of service | 82 | 100,011 | 104,011 | 107,131 | 110,345 |
| 2nd year of service | 86 | 103,863 | 108,018 | 111,259 | 114,597 |
| 3rd year of service | 89 | 107,091 | 111,375 | 114,716 | 118,157 |
| 4th year of service and thereafter | 92 | 110,205 | 114,613 | 118,051 | 121,593 |
| Grade III | | | | | |

| | | | | | |
|------------------------------------|-----|---------|---------|---------|---------|
| 1st year of service | 97 | 116,094 | 120,738 | 124,360 | 128,091 |
| 2nd year of service | 100 | 119,699 | 124,487 | 128,222 | 132,069 |
| 3rd year of service | 104 | 124,258 | 129,228 | 133,105 | 137,098 |
| 4th year of service and thereafter | 107 | 128,059 | 133,181 | 137,176 | 141,291 |

| | | | | | |
|------------------------------------|-----|---------|---------|---------|---------|
| Grade IV | | | | | |
| 1st year of service | 112 | 134,483 | 139,862 | 144,058 | 148,380 |
| 2nd year of service | 115 | 138,427 | 143,964 | 148,283 | 152,731 |
| 3rd year of service and thereafter | 117 | 141,175 | 146,822 | 151,227 | 155,764 |
| Grade V | | | | | |
| 1st year of service | 121 | 146,966 | 152,845 | 157,430 | 162,153 |
| 2nd year of service and thereafter | 123 | 149,861 | 155,855 | 160,531 | 165,347 |
| Grade VI | | | | | |
| 1st year of service | 125 | 153,176 | 159,303 | 164,082 | 169,004 |
| 2nd year of service and thereafter | 127 | 156,464 | 162,723 | 167,605 | 172,633 |

Escorts and Travelling Attendants Agreement No.2270 of 1980

| Escorts and Travelling Attendants | | | | |
|---|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| Classification and Grades | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Travelling Attendant | | | | |
| 1st Year | 54,640 | 56,826 | 58,531 | 60,287 |
| 2nd Year | 54,640 | 56,826 | 58,531 | 60,287 |
| 3rd Year | 55,164 | 57,371 | 59,092 | 60,865 |
| 4th Year | 56,977 | 59,256 | 61,034 | 62,865 |
| Travelling Attendant (Hourly Rate) | | | | |
| 1st Year | 27.57 | 28.67 | 29.53 | 30.42 |
| 2nd Year | 27.57 | 28.67 | 29.53 | 30.42 |
| 3rd Year | 27.83 | 28.94 | 29.81 | 30.7 |
| 4th Year | 28.72 | 29.87 | 30.77 | 31.69 |
| Escorts | | | | |
| 1st Year | 65,115 | 67,720 | 69,752 | 71,845 |
| 2nd Year | 65,115 | 67,720 | 69,752 | 71,845 |
| 3rd Year | 65,706 | 68,334 | 70,384 | 72,496 |
| 4th Year | 67,926 | 70,643 | 72,762 | 74,945 |
| Rate A Applicable Mon-Fri and all overtime/travelling time weekdays and public holidays = Hrly rate of Travelling Attendant + 10% +4/48ths | | | | |
| 1st Year | 32.86 | 34.17 | 35.20 | 36.26 |
| 2nd Year | 32.86 | 34.17 | 35.20 | 36.26 |
| 3rd Year | 33.16 | 34.49 | 35.52 | 36.59 |
| 4th Year | 34.24 | 35.61 | 36.68 | 37.78 |
| Rate B Applicable first 8 hours on Saturday = Hrly rate of Travelling Attendant + 50% +4/48ths | | | | |
| 1st Year | 44.79 | 46.58 | 47.98 | 49.42 |
| 2nd Year | 44.79 | 46.58 | 47.98 | 49.42 |
| 3rd Year | 45.20 | 47.01 | 48.42 | 49.87 |
| 4th Year | 46.71 | 48.58 | 50.04 | 51.54 |
| Rate C Applicable first 8 hours on Sunday = Hrly rate of Travelling Attendant + 75% +4/48ths | | | | |
| 1st Year | 52.24 | 54.33 | 55.96 | 57.64 |
| 2nd Year | 52.24 | 54.33 | 55.96 | 57.64 |
| 3rd Year | 52.74 | 54.85 | 56.50 | 58.20 |

| | | | | |
|---|-------|-------|-------|-------|
| 4th Year | 54.48 | 56.66 | 58.36 | 60.11 |
| Rate D Applicable first 8 hours on a Public Holiday = Hrly Rate of Travelling Attendant + 150%+4/48ths | | | | |
| 1st Year | 74.64 | 77.63 | 79.96 | 82.36 |
| 2nd Year | 74.64 | 77.63 | 79.96 | 82.36 |
| 3rd Year | 75.33 | 78.34 | 80.69 | 83.11 |
| 4th Year | 77.84 | 80.95 | 83.38 | 85.88 |

**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 | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Gardener Tradesman | 37 | 65,236 | 67,845 | 69,880 | 71,976 |
| Gardener Experienced | 30 | 61,272 | 63,723 | 65,635 | 67,604 |
| Garden Labourer | 20 | 55,295 | 57,507 | 59,232 | 61,009 |
| Garden Labourer, 1st class | 23 | 57,633 | 59,938 | 61,736 | 63,588 |
| Chief Propagator (Royal Botanical Gardens) | 43 | 68,968 | 71,727 | 73,879 | 76,095 |
| Groundsman | 33 | 62,865 | 65,380 | 67,341 | 69,361 |
| Horticultural and Landscape Officers: | | | | | |
| Horticultural Assistants - | | | | | |
| 1st year of service | 33 | 62,865 | 65,380 | 67,341 | 69,361 |
| 2nd year of service | 36 | 64,619 | 67,204 | 69,220 | 71,297 |
| 3rd year of service | 38 | 65,778 | 68,409 | 70,461 | 72,575 |
| 4th year of service | 40 | 67,006 | 69,686 | 71,777 | 73,930 |
| 5th year of service | 42 | 68,291 | 71,023 | 73,154 | 75,349 |
| 6th year of service | 44 | 69,481 | 72,260 | 74,428 | 76,661 |
| 7th year of service | 46 | 70,694 | 73,522 | 75,728 | 78,000 |
| Promotion beyond 3rd year rate dependent upon possession of the Certificate of Horticulture | | | | | |
| Ranger | 30 | 61,272 | 63,723 | 65,635 | 67,604 |
| Senior Ranger (plus appropriate Leading Hand Allowance) | 30 | 61,272 | 63,723 | 65,635 | 67,604 |
| Foreman | 61 | 81,416 | 84,673 | 87,213 | 89,829 |
| Foreman Special Grade | 65 | 84,663 | 88,050 | 90,692 | 93,413 |
| Superintendent, Centennial Park Supervisor | 77 | 95,131 | 98,936 | 101,904 | 104,961 |
| Royal Botanic Gardens and Mount Tomah | | | | | |
| 1st year of service | 68 | 87,172 | 90,659 | 93,379 | 96,180 |
| 2nd year of service | 71 | 89,932 | 93,529 | 96,335 | 99,225 |
| 3rd year of service | 73 | 91,636 | 95,301 | 98,160 | 101,105 |
| Development Officer (Horticulture) | 81 | 98,941 | 102,899 | 105,986 | 109,166 |
| | 82 | 100,011 | 104,011 | 107,131 | 110,345 |
| | 84 | 101,874 | 105,949 | 109,127 | 112,401 |
| Living Collections Registrar Mount Tomah | 46 | 70,694 | 73,522 | 75,728 | 78,000 |
| | 50 | 73,479 | 76,418 | 78,711 | 81,072 |
| | 53 | 75,443 | 78,461 | 80,815 | 83,239 |
| | 56 | 77,576 | 80,679 | 83,099 | 85,592 |

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

| Car Drivers/Assistants | | | | | |
|--|---------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|
| Classification and Grades | Common Salary Point | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Car Drivers - Driver/General Assistant | 33 | 62,865 | 65,380 | 67,341 | 69,361 |
| Departmental - Driver/Assistant | 39 | 66,458 | 69,116 | 71,189 | 73,325 |
| Departmental - Driver/Assistant (in Charge), Public Works Department | 43 | 68,968 | 71,727 | 73,879 | 76,095 |
| Ministerial Driver/Assistant | 39 | 66,458 | 69,116 | 71,189 | 73,325 |
| * Salary Class 52 with allowance to Salary Class 122 | 80 | 98,063 | 101,986 | 105,046 | 108,197 |

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 | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Artificer, Australian Museum and Art Gallery of NSW | | | | | |
| 1st year of service | 43 | 68,968 | 71,727 | 73,879 | 76,095 |
| 2nd year of service and thereafter | 45 | 70,156 | 72,962 | 75,151 | 77,406 |
| Clerk of Works - Various Departments | | | | | |
| 1st year of service | 68 | 87,172 | 90,659 | 93,379 | 96,180 |
| 2nd year of service | 70 | 89,044 | 92,606 | 95,384 | 98,246 |
| 3rd year of service | 73 | 91,636 | 95,301 | 98,160 | 101,105 |
| 4th year of service | 75 | 93,295 | 97,027 | 99,938 | 102,936 |
| 5th year of service and thereafter | 77 | 95,131 | 98,936 | 101,904 | 104,961 |
| (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 | 96,237 | 100,086 | 103,089 | 106,182 |
| 2nd year of service | 80 | 98,063 | 101,986 | 105,046 | 108,197 |
| Electrical Foreman, Various | | | | | |
| Grade 2 | 64 | 83,957 | 87,315 | 89,934 | 92,632 |
| Grade 3 | 68 | 87,172 | 90,659 | 93,379 | 96,180 |
| Grade 5 | 77 | 95,131 | 98,936 | 101,904 | 104,961 |
| Electrical Inspectors, Various | | | | | |
| 1st year of service | 75 | 93,295 | 97,027 | 99,938 | 102,936 |
| 2nd year of service | 77 | 95,131 | 98,936 | 101,904 | 104,961 |
| Estimator, Various Departments | | | | | |
| 1st year of service | 68 | 87,172 | 90,659 | 93,379 | 96,180 |
| 2nd year of service | 70 | 89,044 | 92,606 | 95,384 | 98,246 |
| Fitter Operators, Various | | | | | |
| On appointment | 51 | 74,050 | 77,012 | 79,322 | 81,702 |

| | | | | | |
|--|----|---------|---------|---------|---------|
| Provided that, in addition to the above salary, allowances shall be paid to a Fitter Operator who has a licence or certificate specified hereunder and who is required to act upon such licence or certificate during the course of his duties | | | | | |
| (i) NSW Electrician's Licence | | 60.75 | 63.18 | 65.08 | 67.03 |
| (ii) Department of Industrial Relations First Class Refrigeration Certificate | | 19.22 | 19.99 | 20.59 | 21.21 |
| (iii) Department of Industrial Relations Electrically Fired Boiler Attendant's Certificate | | 10.22 | 10.63 | 10.95 | 11.28 |
| (iv) Department of Industrial Relations Open All Class Boiler Attendant's Certificate | | 19.23 | 20.00 | 20.60 | 21.22 |
| (v) Refrigeration Mechanic's Certificate Course of the Sydney Technical College | | 19.23 | 20.00 | 20.60 | 21.22 |
| Food and Beverage Controller (S.C. 53) 1st year | | 66,458 | 69,116 | 71,189 | 73,325 |
| (S.C. 57) 2nd year | | 68,291 | 71,023 | 73,154 | 75,349 |
| Food School Assistant (S.C. 23) 1st year | | 54,356 | 56,530 | 58,226 | 59,973 |
| (S.C. 24) 4th year | | 54,829 | 57,022 | 58,733 | 60,495 |
| (S.C. 26) 7th year | | 55,295 | 57,507 | 59,232 | 61,009 |
| Foreman Electrical Grade 2 (T83) | 64 | 83,957 | 87,315 | 89,934 | 92,632 |
| Grade 3 (T96) | 68 | 87,172 | 90,659 | 93,379 | 96,180 |
| Grade 5 (T126) | 77 | 95,131 | 98,936 | 101,904 | 104,961 |
| Other than Electrical - Grade 1 (T59) | 57 | 78,260 | 81,390 | 83,832 | 86,347 |
| Grade 2 (T72) | 61 | 81,416 | 84,673 | 87,213 | 89,829 |
| Grade 3 (T85) | 65 | 84,663 | 88,050 | 90,692 | 93,413 |
| Grade 4 (T111) | 73 | 91,636 | 95,301 | 98,160 | 101,105 |
| Grade 5 (T125) | 77 | 95,131 | 98,936 | 101,904 | 104,961 |
| Assistant Mechanical Foreman (T72) - | 61 | 81,416 | 84,673 | 87,213 | 89,829 |
| Property and Maintenance Officer, Youth and Community Services 1st year of service | 77 | 95,131 | 98,936 | 101,904 | 104,961 |
| 2nd year of service and thereafter | 80 | 98,063 | 101,986 | 105,046 | 108,197 |
| Property Inspector, Public Trust Office 1st year of service | 64 | 83,957 | 87,315 | 89,934 | 92,632 |
| 2nd year of service | 67 | 86,539 | 90,001 | 92,701 | 95,482 |
| 3rd year of service | 69 | 88,173 | 91,700 | 94,451 | 97,285 |
| 4th year of service and thereafter | 73 | 91,636 | 95,301 | 98,160 | 101,105 |
| Radio Technician, Police 1st year of service | 47 | 71,438 | 74,296 | 76,525 | 78,821 |
| 2nd year of service | 48 | 72,031 | 74,912 | 77,159 | 79,474 |
| 3rd year of service and thereafter | 50 | 73,479 | 76,418 | 78,711 | 81,072 |
| Scientific Instrument Maker, Various Departments 1st year of service and thereafter | 51 | 74,050 | 77,012 | 79,322 | 81,702 |
| Senior Apprenticeship Supervisor, Department of Industrial Relations On appointment | 78 | 96,237 | 100,086 | 103,089 | 106,182 |
| Senior Electrical Inspector, Various Departments 1st year of service | 83 | 100,986 | 105,025 | 108,176 | 111,421 |
| 2nd year of service | 85 | 102,941 | 107,059 | 110,271 | 113,579 |
| Senior Estimator, Various Departments | 71 | 89,932 | 93,529 | 96,335 | 99,225 |
| Senior Mechanical Inspector | | | | | |

| | | | | | |
|---|----|---------|---------|---------|---------|
| 1st year of service | 83 | 100,986 | 105,025 | 108,176 | 111,421 |
| 2nd year of service and thereafter | 85 | 102,941 | 107,059 | 110,271 | 113,579 |
| Senior Radio Technician, Police and Forestry Commission | | | | | |
| 1st year of service | 57 | 78,260 | 81,390 | 83,832 | 86,347 |
| 2nd year of service and thereafter | 58 | 79,032 | 82,193 | 84,659 | 87,199 |

| | | | | | |
|---|----|---------|---------|---------|---------|
| Senior Works Supervisors, Various Departments | | | | | |
| 1st year of service | 83 | 100,986 | 105,025 | 108,176 | 111,421 |
| 2nd year of service and thereafter | 85 | 102,941 | 107,059 | 110,271 | 113,579 |
| Textile Maintenance Officer | | | | | |
| 1st year | 44 | 69,481 | 72,260 | 74,428 | 76,661 |
| 2nd year | 46 | 70,694 | 73,522 | 75,728 | 78,000 |
| 3rd year | 47 | 71,438 | 74,296 | 76,525 | 78,821 |
| 4th year | 49 | 72,772 | 75,683 | 77,953 | 80,292 |
| Works Supervisors, Various Departments | | | | | |
| 1st year of service | 78 | 96,237 | 100,086 | 103,089 | 106,182 |
| 2nd year of service and thereafter | 80 | 98,063 | 101,986 | 105,046 | 108,197 |

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

| Department of Education | | | | | |
|-----------------------------|---------------------|------------------------|------------------------|------------------------|------------------------|
| Classification and Grades | Common Salary Point | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Gardener Glenfield Park SSP | 27 | 59,630 | 62,015 | 63,875 | 65,791 |

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 | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| (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 | 68,968 | 71,727 | 73,879 | 76,095 |
| 2nd year of service | 48 | 72,031 | 74,912 | 77,159 | 79,474 |
| 3rd year of service | 54 | 76,102 | 79,146 | 81,520 | 83,966 |
| 4th year of service | 60 | 80,600 | 83,824 | 86,339 | 88,929 |
| 5th year of service | 66 | 85,664 | 89,091 | 91,764 | 94,517 |
| 6th year of service | 71 | 89,932 | 93,529 | 96,335 | 99,225 |
| 7th year of service | 75 | 93,295 | 97,027 | 99,938 | 102,936 |
| 8th year of service | 79 | 97,008 | 100,888 | 103,915 | 107,032 |
| 9th year of service and thereafter | 84 | 101,874 | 105,949 | 109,127 | 112,401 |
| Clinical Psychologist - Department of Health; Family and Community Services; Department of Attorney General | | | | | |
| 1st year of service | 79 | 97,008 | 100,888 | 103,915 | 107,032 |
| 2nd year of service | 86 | 103,863 | 108,018 | 111,259 | 114,597 |
| 3rd year of service | 91 | 109,194 | 113,562 | 116,969 | 120,478 |
| 4th year of service | 96 | 114,937 | 119,534 | 123,120 | 126,814 |
| 5th year of service and thereafter | 101 | 120,859 | 125,693 | 129,464 | 133,348 |
| A Clinical Psychologist appointed to one of the following positions shall be paid as follows: | | | | | |
| Program Co-ordinator | | | | | |
| 1st year of service | 101 | 120,859 | 125,693 | 129,464 | 133,348 |
| 2nd year of service and thereafter | 105 | 125,521 | 130,542 | 134,458 | 138,492 |
| Senior Program Co-ordinator | | | | | |
| 1st year of service | 105 | 125,521 | 130,542 | 134,458 | 138,492 |
| 2nd year of service and thereafter | 108 | 129,331 | 134,504 | 138,539 | 142,695 |
| Program Director | | | | | |
| 1st year of service | 108 | 129,331 | 134,504 | 138,539 | 142,695 |
| 2nd year of service and thereafter | 110 | 131,895 | 137,171 | 141,286 | 145,525 |
| Project Director Department of Health NSW | | | | | |
| 1st year of service | 91 | 109,194 | 113,562 | 116,969 | 120,478 |
| 2nd year of service and thereafter | 96 | 114,937 | 119,534 | 123,120 | 126,814 |
| Rehabilitation Counsellor Workers Compensation Commission | | | | | |
| 1st year of service | 66 | 85,664 | 89,091 | 91,764 | 94,517 |
| 2nd year of service | 71 | 89,932 | 93,529 | 96,335 | 99,225 |
| 3rd year of service and thereafter | 75 | 93,295 | 97,027 | 99,938 | 102,936 |
| Senior Rehabilitation Counsellor Workers Compensation Commission | | | | | |
| 1st year of service | 79 | 97,008 | 100,888 | 103,915 | 107,032 |
| 2nd year of service and thereafter | 84 | 101,874 | 105,949 | 109,127 | 112,401 |
| (B) Classified Positions (Group a) – On Appointment | 101 | 120,859 | 125,693 | 129,464 | 133,348 |

| | | | | | |
|---|-----|---------|---------|---------|---------|
| 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 | | | | | |
| Group (b) On Appointment Deputy Senior Psychologist, Family and Community Services Chief Research Psychologist - Department of Health NSW Senior Research Officer, Senior Psychologist – Corrective Services | 105 | 125,521 | 130,542 | 134,458 | 138,492 |
| District Guidance Officer Grade II OIC Research Section, OIC Special Section for Handicapped Persons – Division of Vocational Guidance Services Principal Counsellor, Youth Counselling Service, Department of Industrial Relations | | | | | |
| Group (c) – On Appointment Senior Clinical Psychologist, Department of Health NSW and Family and Community Services Regional Psychologist New England Region, Department of Health NSW Psychologist In Charge Department of Health NSW | 105 | 125,521 | 130,542 | 134,458 | 138,492 |
| Group (d) Chief Guidance Officer Department of Industrial Relations On Appointment | 110 | 131,895 | 137,171 | 141,286 | 145,525 |
| Chief Psychologist Corrective Services On Appointment | 114 | 137,071 | 142,554 | 146,831 | 151,236 |
| Assistant Director Division of Vocational Guidance Services, Department of Industrial Relations On Appointment | 115 | 138,427 | 143,964 | 148,283 | 152,731 |
| 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 | 145,713 | 151,542 | 156,088 | 160,771 |
| Deputy Director, Division of Vocational Guidance Services Department of Industrial Relations On Appointment | 125 | 153,176 | 159,303 | 164,082 | 169,004 |

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 | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Interpretive Assistants | | | | | |
| Year 1 | 43 | 68,968 | 71,727 | 73,879 | 76,095 |
| Year 2 | 47 | 71,438 | 74,296 | 76,525 | 78,821 |

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 | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Laboratory Attendant (Junior) | | | | | |
| At 16 and under | 4 | 34,231 | 35,600 | 36,668 | 37,768 |
| At 17 | 6 | 38,846 | 40,400 | 41,612 | 42,860 |
| At 18 | 8 | 44,121 | 45,886 | 47,263 | 48,681 |
| At 19 | 11 | 49,941 | 51,939 | 53,497 | 55,102 |
| At 20 | 18 | 54,356 | 56,530 | 58,226 | 59,973 |
| Laboratory Attendant General Scale (Adult) | | | | | |
| 1st year of service | 24 | 58,199 | 60,527 | 62,343 | 64,213 |
| 2nd year of service | 26 | 59,155 | 61,521 | 63,367 | 65,268 |
| 3rd year of service and thereafter | 28 | 60,134 | 62,539 | 64,415 | 66,347 |
| Laboratory Attendant Grade 1 (Adult) | | | | | |
| 1st year of service | 28 | 60,134 | 62,539 | 64,415 | 66,347 |
| 2nd year of service | 31 | 61,760 | 64,230 | 66,157 | 68,142 |
| 3rd year of service and thereafter | 33 | 62,865 | 65,380 | 67,341 | 69,361 |
| Technical Officer (Scientific) Grade 1 | | | | | |
| 1st year of service | 36 | 64,619 | 67,204 | 69,220 | 71,297 |
| 2nd year of service | 38 | 65,778 | 68,409 | 70,461 | 72,575 |
| 3rd year of service | 41 | 67,758 | 70,468 | 72,582 | 74,759 |
| 4th year of service | 43 | 68,968 | 71,727 | 73,879 | 76,095 |
| 5th year of service | 46 | 70,694 | 73,522 | 75,728 | 78,000 |
| 6th year of service and thereafter | 50 | 73,479 | 76,418 | 78,711 | 81,072 |
| 7th year of service | 53 | 75,443 | 78,461 | 80,815 | 83,239 |
| 8th year of service and thereafter | 56 | 77,576 | 80,679 | 83,099 | 85,592 |
| Technical Officer (Scientific) Grade II | | | | | |
| 1st year of service | 63 | 83,150 | 86,476 | 89,070 | 91,742 |
| 2nd year of service | 66 | 85,664 | 89,091 | 91,764 | 94,517 |
| 3rd year of service | 70 | 89,044 | 92,606 | 95,384 | 98,246 |
| 4th year of service | 76 | 94,323 | 98,096 | 101,039 | 104,070 |
| Senior Technical Officer (Scientific) Grade 1 | | | | | |

| | | | | | |
|---|----|---------|---------|---------|---------|
| 1st year of service | 81 | 98,941 | 102,899 | 105,986 | 109,166 |
| 2nd year of service | 83 | 100,986 | 105,025 | 108,176 | 111,421 |
| 3rd year of service and thereafter | 84 | 101,874 | 105,949 | 109,127 | 112,401 |
| Senior Technical Officer (Scientific) Grade II | | | | | |
| 1st year of service | 84 | 101,874 | 105,949 | 109,127 | 112,401 |
| 2nd year of service | 87 | 104,980 | 109,179 | 112,454 | 115,828 |
| 3rd year of service | 89 | 107,091 | 111,375 | 114,716 | 118,157 |
| 4th year of service | 92 | 110,205 | 114,613 | 118,051 | 121,593 |
| 5th year of service and thereafter | 95 | 113,746 | 118,296 | 121,845 | 125,500 |
| Trainee Technical Officer (Scientific) | | | | | |
| 1st year | 5 | 36,405 | 37,861 | 38,997 | 40,167 |
| 2nd year | 7 | 41,291 | 42,943 | 44,231 | 45,558 |
| 3rd year | 9 | 46,786 | 48,657 | 50,117 | 51,621 |
| 4th year | 13 | 50,891 | 52,927 | 54,515 | 56,150 |

Legal Officers, Various Departments Agreement No.2375 of 1982

| Legal Officers, Various Departments | | | | | |
|-------------------------------------|---------------------|------------------------|------------------------|------------------------|------------------------|
| Classification and Grades | Common Salary Point | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Legal Officers Grade I | | | | | |
| 1st year of service | 51 | 74,050 | 77,012 | 79,322 | 81,702 |
| 2nd year of service | 55 | 76,857 | 79,931 | 82,329 | 84,799 |
| 3rd year of service | 58 | 79,032 | 82,193 | 84,659 | 87,199 |
| 4th year of service | 61 | 81,416 | 84,673 | 87,213 | 89,829 |
| 5th year of service | 65 | 84,663 | 88,050 | 90,692 | 93,413 |
| Grade II | | | | | |
| 1st year of service | 73 | 91,636 | 95,301 | 98,160 | 101,105 |
| 2nd year of service | 78 | 96,237 | 100,086 | 103,089 | 106,182 |
| 3rd year of service | 84 | 101,874 | 105,949 | 109,127 | 112,401 |
| 4th year of service | 89 | 107,091 | 111,375 | 114,716 | 118,157 |
| 5th year of service | 93 | 111,362 | 115,816 | 119,290 | 122,869 |
| Grade III | | | | | |
| 1st year of service | 98 | 117,363 | 122,058 | 125,720 | 129,492 |
| 2nd year of service | 101 | 120,859 | 125,693 | 129,464 | 133,348 |
| 3rd year of service | 105 | 125,521 | 130,542 | 134,458 | 138,492 |
| Grade IV | | | | | |
| 1st year of service | 112 | 134,483 | 139,862 | 144,058 | 148,380 |
| 2nd year of service | 114 | 137,071 | 142,554 | 146,831 | 151,236 |
| Grade V | | | | | |
| 1st year of service | 119 | 144,140 | 149,906 | 154,403 | 159,035 |
| 2nd year of service | 121 | 146,966 | 152,845 | 157,430 | 162,153 |
| Grade VI | | | | | |
| 1st year of service | 126 | 154,840 | 161,034 | 165,865 | 170,841 |
| 2nd year of service | 128 | 158,102 | 164,426 | 169,359 | 174,440 |

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

| |
|--|
| Maintenance Officer State Library of NSW |
|--|

| Classification | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
|---------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| Maintenance Officer | | | | |
| 1st year of service | 70,524 | 73,345 | 75,545 | 77,811 |
| 2nd year of service | 74,280 | 77,251 | 79,569 | 81,956 |

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

| Media Monitors | | | | | |
|-------------------------------|---------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| Classification and Grades | Common Salary Point | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Media Monitor, Level 1 | | | | | |
| 1st year of service | 61 | 81,416 | 84,673 | 87,213 | 89,829 |
| 2nd year of service | 65 | 84,663 | 88,050 | 90,692 | 93,413 |
| 3rd year of service | 69 | 88,173 | 91,700 | 94,451 | 97,285 |
| 4th year of service | 74 | 92,366 | 96,061 | 98,943 | 101,911 |
| Senior Media Monitor, Level 2 | | | | | |
| 1st year of service | 78 | 96,237 | 100,086 | 103,089 | 106,182 |
| 2nd year of service | 82 | 100,011 | 104,011 | 107,131 | 110,345 |
| 3rd year of service | 86 | 103,863 | 108,018 | 111,259 | 114,597 |
| 4th year of service | 89 | 107,091 | 111,375 | 114,716 | 118,157 |

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

| Miscellaneous Professional Officers, Department of Water Resources | | | | | |
|--|----------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| Classification and Grades | Common Salary Points | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Cadets/Trainees | | | | | |
| 1st year of service | 8 | 44,121 | 45,886 | 47,263 | 48,681 |
| 2nd year of service | 11 | 49,941 | 51,939 | 53,497 | 55,102 |
| 3rd year of service | 17 | 53,826 | 55,979 | 57,658 | 59,388 |
| 4th year of service | 25 | 58,677 | 61,024 | 62,855 | 64,741 |
| 5th year of service | 32 | 62,359 | 64,853 | 66,799 | 68,803 |
| 6th year of service | 37 | 65,236 | 67,845 | 69,880 | 71,976 |
| General Scale | | | | | |
| 1st year of service | 37 | 65,236 | 67,845 | 69,880 | 71,976 |
| 2nd year of service | 44 | 69,481 | 72,260 | 74,428 | 76,661 |
| 3rd year of service | 51 | 74,050 | 77,012 | 79,322 | 81,702 |
| 4th year of service | 58 | 79,032 | 82,193 | 84,659 | 87,199 |
| 5th year of service | 64 | 83,957 | 87,315 | 89,934 | 92,632 |
| 6th year of service | 71 | 89,932 | 93,529 | 96,335 | 99,225 |
| Grade 1 | | | | | |
| 1st year of service | 72 | 90,697 | 94,325 | 97,155 | 100,070 |
| 2nd year of service | 75 | 93,295 | 97,027 | 99,938 | 102,936 |
| 3rd year of service | 78 | 96,237 | 100,086 | 103,089 | 106,182 |
| Thereafter | 81 | 98,941 | 102,899 | 105,986 | 109,166 |
| Grade 2 | | | | | |
| 1st year of service | 85 | 102,941 | 107,059 | 110,271 | 113,579 |
| Thereafter | 87 | 104,980 | 109,179 | 112,454 | 115,828 |

| | | | | | |
|---------------------|-----|---------|---------|---------|---------|
| Grade 3 | | | | | |
| 1st year of service | 90 | 108,153 | 112,479 | 115,853 | 119,329 |
| Thereafter | 95 | 113,746 | 118,296 | 121,845 | 125,500 |
| Grade 4 | | | | | |
| 1st year of service | 99 | 118,489 | 123,229 | 126,926 | 130,734 |
| Thereafter | 102 | 122,016 | 126,897 | 130,704 | 134,625 |
| Grade 5 | | | | | |
| 1st year of service | 108 | 129,331 | 134,504 | 138,539 | 142,695 |
| Thereafter | 111 | 133,183 | 138,510 | 142,665 | 146,945 |
| Grade 6 | | | | | |
| 1st year of service | 116 | 139,787 | 145,378 | 149,739 | 154,231 |
| Thereafter | 121 | 146,966 | 152,845 | 157,430 | 162,153 |

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

| Administrative and Clerical Officers, Parliament House | | | | | |
|--|----------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| Classification and Grades | Common Salary Points | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Clerks General Scale | | | | | |
| 1st year of service or 18 | 7 | 41,291 | 42,943 | 44,231 | 45,558 |
| 2nd year of service min. at 20 | 11 | 49,941 | 51,939 | 53,497 | 55,102 |
| 3rd year of service min. at 21 | 17 | 53,826 | 55,979 | 57,658 | 59,388 |
| 4th year of service | 20 | 55,295 | 57,507 | 59,232 | 61,009 |
| 5th year of service | 23 | 57,633 | 59,938 | 61,736 | 63,588 |
| 6th year of service | 25 | 58,677 | 61,024 | 62,855 | 64,741 |
| 7th year of service | 28 | 60,134 | 62,539 | 64,415 | 66,347 |
| 8th year of service | 32 | 62,359 | 64,853 | 66,799 | 68,803 |
| 9th year of service | 36 | 64,619 | 67,204 | 69,220 | 71,297 |
| 10th year of service | 40 | 67,006 | 69,686 | 71,777 | 73,930 |
| Officer with HSC at 19 paid not less than | 9 | 46,786 | 48,657 | 50,117 | 51,621 |
| Grade 1 - | | | | | |
| 1st year of service | 46 | 70,694 | 73,522 | 75,728 | 78,000 |
| Thereafter | 49 | 72,772 | 75,683 | 77,953 | 80,292 |
| Grade 2 - | | | | | |
| 1st year of service | 52 | 74,803 | 77,795 | 80,129 | 82,533 |
| Thereafter | 55 | 76,857 | 79,931 | 82,329 | 84,799 |
| Grade 3 - | | | | | |
| 1st year of service | 58 | 79,032 | 82,193 | 84,659 | 87,199 |
| Thereafter | 61 | 81,416 | 84,673 | 87,213 | 89,829 |
| Grade 4 - | | | | | |
| 1st year of service | 64 | 83,957 | 87,315 | 89,934 | 92,632 |
| Thereafter | 67 | 86,539 | 90,001 | 92,701 | 95,482 |
| Grade 5 - | | | | | |
| 1st year of service | 75 | 93,295 | 97,027 | 99,938 | 102,936 |
| Thereafter | 78 | 96,237 | 100,086 | 103,089 | 106,182 |
| Grade 6 - | | | | | |
| 1st year of service | 82 | 100,011 | 104,011 | 107,131 | 110,345 |
| Thereafter | 85 | 102,941 | 107,059 | 110,271 | 113,579 |

| | | | | | |
|---------------------|-----|---------|---------|---------|---------|
| Grade 7 - | | | | | |
| 1st year of service | 88 | 106,025 | 110,266 | 113,574 | 116,981 |
| Thereafter | 91 | 109,194 | 113,562 | 116,969 | 120,478 |
| Grade 8 - | | | | | |
| 1st year of service | 95 | 113,746 | 118,296 | 121,845 | 125,500 |
| Thereafter | 98 | 117,363 | 122,058 | 125,720 | 129,492 |
| Grade 9 - | | | | | |
| 1st year of service | 101 | 120,859 | 125,693 | 129,464 | 133,348 |
| Thereafter | 104 | 124,258 | 129,228 | 133,105 | 137,098 |
| Grade 10 - | | | | | |
| 1st year of service | 108 | 129,331 | 134,504 | 138,539 | 142,695 |
| Thereafter | 111 | 133,183 | 138,510 | 142,665 | 146,945 |
| Grade 11 - | | | | | |
| 1st year of service | 116 | 139,787 | 145,378 | 149,739 | 154,231 |
| Thereafter | 120 | 145,713 | 151,542 | 156,088 | 160,771 |
| Grade 12 - | | | | | |
| 1st year of service | 126 | 154,840 | 161,034 | 165,865 | 170,841 |
| Thereafter | 130 | 161,663 | 168,130 | 173,174 | 178,369 |

Parliament House, Other Clerical Officers Determinations of the Presiding Officers

| Other Clerical Officers, Parliament House | | | | | |
|---|---------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|
| Classification and Grades | Common Salary Point | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Grade 1 - | | | | | |
| Group A - | | | | | |
| 1st year of service or under 17 | 1 | 28,742 | 29,892 | 30,789 | 31,713 |
| 2nd year of service or 17 | 4 | 34,231 | 35,600 | 36,668 | 37,768 |
| 3rd year of service or 18 | 6 | 38,846 | 40,400 | 41,612 | 42,860 |
| Group B - | | | | | |
| 1st year of service or under 17 | 2 | 30,668 | 31,895 | 32,852 | 33,838 |
| 2nd year of service or 17 | 4 | 34,231 | 35,600 | 36,668 | 37,768 |
| 3rd year of service | 6 | 38,846 | 40,400 | 41,612 | 42,860 |
| Grade 1 - | | | | | |
| 4th year of service 19 | 9 | 46,786 | 48,657 | 50,117 | 51,621 |
| 5th year of service 20 | 11 | 49,941 | 51,939 | 53,497 | 55,102 |
| 6th year of service | 17 | 53,826 | 55,979 | 57,658 | 59,388 |
| 7th year of service | 20 | 55,295 | 57,507 | 59,232 | 61,009 |
| 8th year of service | 23 | 57,633 | 59,938 | 61,736 | 63,588 |
| 9th year of service | 25 | 58,677 | 61,024 | 62,855 | 64,741 |
| 10th year of service | 28 | 60,134 | 62,539 | 64,415 | 66,347 |
| Grade 1/2 - | | | | | |
| Group C - | | | | | |
| 1st year of service or under 17 | 3 | 32,287 | 33,578 | 34,585 | 35,623 |
| 2nd year of service or 17 | 6 | 38,846 | 40,400 | 41,612 | 42,860 |
| 3rd year of service or 18 | 9 | 46,786 | 48,657 | 50,117 | 51,621 |
| Group D only - | | | | | |
| Officer with HSC at 19 paid not less than | 9 | 46,786 | 48,657 | 50,117 | 51,621 |
| 4th year of service or 19 | 11 | 49,941 | 51,939 | 53,497 | 55,102 |
| 5th year of service or 20 | 17 | 53,826 | 55,979 | 57,658 | 59,388 |
| 6th year of service | 20 | 55,295 | 57,507 | 59,232 | 61,009 |
| 7th year of service | 23 | 57,633 | 59,938 | 61,736 | 63,588 |
| 8th year of service | 25 | 58,677 | 61,024 | 62,855 | 64,741 |
| 9th year of service | 28 | 60,134 | 62,539 | 64,415 | 66,347 |
| 10th year of service | 32 | 62,359 | 64,853 | 66,799 | 68,803 |

| | | | | | |
|----------------------|----|---------|---------|---------|---------|
| 11th year of service | 36 | 64,619 | 67,204 | 69,220 | 71,297 |
| 12th year of service | 40 | 67,006 | 69,686 | 71,777 | 73,930 |
| Grade 3 - | | | | | |
| 1st year of service | 46 | 70,694 | 73,522 | 75,728 | 78,000 |
| 2nd year of service | 49 | 72,772 | 75,683 | 77,953 | 80,292 |
| Grade 3/4 - | | | | | |
| 1st year of service | 46 | 70,694 | 73,522 | 75,728 | 78,000 |
| 2nd year of service | 49 | 72,772 | 75,683 | 77,953 | 80,292 |
| 3rd year of service | 52 | 74,803 | 77,795 | 80,129 | 82,533 |
| 4th year of service | 55 | 76,857 | 79,931 | 82,329 | 84,799 |
| Grade 4 - | | | | | |
| 1st year of service | 52 | 74,803 | 77,795 | 80,129 | 82,533 |
| 2nd year of service | 55 | 76,857 | 79,931 | 82,329 | 84,799 |
| Grade 5 - | | | | | |
| 1st year of service | 58 | 79,032 | 82,193 | 84,659 | 87,199 |
| 2nd year of service | 61 | 81,416 | 84,673 | 87,213 | 89,829 |
| Grade 6 - | | | | | |
| 1st year of service | 64 | 83,957 | 87,315 | 89,934 | 92,632 |
| 2nd year of service | 67 | 86,539 | 90,001 | 92,701 | 95,482 |
| Grade 7 - | | | | | |
| 1st year of service | 75 | 93,295 | 97,027 | 99,938 | 102,936 |
| 2nd year of service | 78 | 96,237 | 100,086 | 103,089 | 106,182 |
| Grade 8 - | | | | | |
| 1st year of service | 82 | 100,011 | 104,011 | 107,131 | 110,345 |
| 2nd year of service | 85 | 102,941 | 107,059 | 110,271 | 113,579 |

Parliamentary Attendant Staff, Determinations of the Presiding Officers

| Parliamentary Attendant Staff | | | | | |
|-----------------------------------|---------------------|------------------------|------------------------|------------------------|------------------------|
| Classification and Grades | Common Salary Point | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Parliamentary Officer - Attendant | | | | | |
| Grade 1 | | | | | |
| 1st year of service | 32 | 62,359 | 64,853 | 66,799 | 68,803 |
| 2nd year of service | 36 | 4,619 | 67,204 | 69,220 | 71,297 |
| Thereafter | 40 | 67,006 | 69,686 | 71,777 | 73,930 |
| Grade 2 | | | | | |
| 1st year of service | 41 | 67,758 | 70,468 | 72,582 | 74,759 |
| Thereafter | 43 | 68,968 | 71,727 | 73,879 | 76,095 |
| Grade 3 | | | | | |
| 1st year of service (Level 1) | 46 | 70,694 | 73,522 | 75,728 | 78,000 |
| Thereafter (Level 2) | 49 | 72,772 | 75,683 | 77,953 | 80,292 |
| Grade 4 | 55 | 76,857 | 79,931 | 82,329 | 84,799 |
| Grade 5 | 61 | 81,416 | 84,673 | 87,213 | 89,829 |

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 | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ | |

| | | | | | |
|--|----|---------|---------|---------|---------|
| **Parliamentary Officers Chef - Grade 4 (Head Chef) | | | | | |
| 1st year | 82 | 100,011 | 104,011 | 107,131 | 110,345 |
| 2nd year and thereafter | 85 | 102,941 | 107,059 | 110,271 | 113,579 |
| **Parliamentary Officer Chef - Grade 3 (Chef) | 47 | 71,438 | 74,296 | 76,525 | 78,821 |
| **Parliamentary Officer Chef - Grade 2 - (Assistant Chef) | 37 | 65,236 | 67,845 | 69,880 | 71,976 |
| Parliamentary Steward | | | | | |
| 1st year | 48 | 72,031 | 74,912 | 77,159 | 79,474 |
| 2nd year and thereafter | 50 | 73,479 | 76,418 | 78,711 | 81,072 |
| Dining Room Supervisor | 40 | 67,006 | 69,686 | 71,777 | 73,930 |
| Assistant Dining Room Supervisor | 32 | 62,359 | 64,853 | 66,799 | 68,803 |
| **Catering Supervisor (Cafeteria Supervisor) | 34 | 63,455 | 65,993 | 67,973 | 70,012 |
| **Catering Supervisor (Room Service Supervisor) | 32 | 62,359 | 64,853 | 66,799 | 68,803 |
| Senior Dining Room Attendant/Cleaner | 29 | 60,753 | 63,183 | 65,078 | 67,030 |
| Dining Room Attendant/Cleaner | 27 | 59,630 | 62,015 | 63,875 | 65,791 |
| Senior Bartender | 30 | 61,272 | 63,723 | 65,635 | 67,604 |
| Bartender | - | 58,173 | 60,500 | 62,315 | 64,184 |
| Kitchen Attendant | 27 | 59,630 | 62,015 | 63,875 | 65,791 |
| Kitchen Assistant | - | 56,261 | 58,511 | 60,266 | 62,074 |
| Stock Clerk - | | | | | |
| 1st year | 38 | 65,778 | 68,409 | 70,461 | 72,575 |
| 2nd year | 40 | 67,006 | 69,686 | 71,777 | 73,930 |
| 3rd year and thereafter | 43 | 68,968 | 71,727 | 73,879 | 76,095 |
| Pantry Supervisor | 34 | 63,455 | 65,993 | 67,973 | 70,012 |
| Assistant Pantry Supervisor | 30 | 61,272 | 63,723 | 65,635 | 67,604 |
| **Cleaning Supervisor (Foreman Cleaner) | 30 | 61,272 | 63,723 | 65,635 | 67,604 |
| **Assistant Cleaning Supervisor (Assistant Foreman Cleaner) | | 58,173 | 60,500 | 62,315 | 64,184 |
| General Useful Stores Officer | | 56,261 | 58,511 | 60,266 | 62,074 |
| 1st year | | 66,458 | 69,116 | 71,189 | 73,325 |
| 2nd year and thereafter | - | 67,758 | 70,468 | 72,582 | 74,759 |
| Housekeeper | - | 54,713 | 56,902 | 58,609 | 60,367 |
| *Senior Laundry Assistant | - | 54,219 | 56,388 | 58,080 | 59,822 |
| Laundry Assistant | - | 53,682 | 55,829 | 57,504 | 59,229 |
| Cleaner | - | 53,682 | 55,829 | 57,504 | 59,229 |
| **Horticulturalist Grade 2 (Gardener – experienced) | 32 | 62,359 | 64,853 | 66,799 | 68,803 |
| *Attendant/Gatekeeper | - | 56,261 | 58,511 | 60,266 | 62,074 |
| *Parliament House Security Officer | 41 | 67,758 | 70,468 | 72,582 | 74,759 |
| *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 | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Parole Officer | | | | | |
| Min 3 | 58 | 79,032 | 82,193 | 84,659 | 87,199 |
| Max 3 | 61 | 81,416 | 84,673 | 87,213 | 89,829 |
| Min 4 | 64 | 83,957 | 87,315 | 89,934 | 92,632 |
| Max 4 | 67 | 86,539 | 90,001 | 92,701 | 95,482 |
| Min 5 | 75 | 93,295 | 97,027 | 99,938 | 102,936 |
| Max 5 | 78 | 96,237 | 100,086 | 103,089 | 106,182 |
| Min 6 | 82 | 100,011 | 104,011 | 107,131 | 110,345 |
| Max 6 | 85 | 102,941 | 107,059 | 110,271 | 113,579 |

| | | | | | |
|--------------------|-----|---------|---------|---------|---------|
| Unit Leader | | | | | |
| Min 7 | 88 | 106,025 | 110,266 | 113,574 | 116,981 |
| Max 7 | 91 | 109,194 | 113,562 | 116,969 | 120,478 |
| Min 8 | 95 | 113,746 | 118,296 | 121,845 | 125,500 |
| Max 8 | 98 | 117,363 | 122,058 | 125,720 | 129,492 |
| District Manager 4 | | | | | |
| Min 7 | 88 | 106,025 | 110,266 | 113,574 | 116,981 |
| Max 7 | 91 | 109,194 | 113,562 | 116,969 | 120,478 |
| Min 8 | 95 | 113,746 | 118,296 | 121,845 | 125,500 |
| District Manager 3 | | | | | |
| Min 8 | 95 | 113,746 | 118,296 | 121,845 | 125,500 |
| Max 8 | 98 | 117,363 | 122,058 | 125,720 | 129,492 |
| Min 9 | 101 | 120,859 | 125,693 | 129,464 | 133,348 |
| Max 9 | 104 | 124,258 | 129,228 | 133,105 | 137,098 |
| District Manager 2 | | | | | |
| Min 9 | 101 | 120,859 | 125,693 | 129,464 | 133,348 |
| Max 9 | 104 | 124,258 | 129,228 | 133,105 | 137,098 |
| Min 10 | 108 | 129,331 | 134,504 | 138,539 | 142,695 |
| Max 10 | 111 | 133,183 | 138,510 | 142,665 | 146,945 |
| District Manager 1 | | | | | |
| Min 10 | 108 | 129,331 | 134,504 | 138,539 | 142,695 |
| Max 10 | 111 | 133,183 | 138,510 | 142,665 | 146,945 |
| Min 11 | 116 | 139,787 | 145,378 | 149,739 | 154,231 |
| Max 11 | 120 | 145,713 | 151,542 | 156,088 | 160,771 |

Petty Sessions Officers - Local Courts Administration Determination 741 of 1982

| Petty Sessions Officers - Local Courts Administration | | | | | |
|---|---------------------|------------------------|------------------------|------------------------|------------------------|
| Classification and Grades | Common Salary Point | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Grade 1/2 | | | | | |
| 1st year of service | 7 | 41,291 | 42,943 | 44,231 | 45,558 |
| 2nd year of service | 11 | 49,941 | 51,939 | 53,497 | 55,102 |
| 3rd year of service | 17 | 53,826 | 55,979 | 57,658 | 59,388 |
| 4th year of service | 20 | 55,295 | 57,507 | 59,232 | 61,009 |
| 5th year of service | 23 | 57,633 | 59,938 | 61,736 | 63,588 |
| 6th year of service | 25 | 58,677 | 61,024 | 62,855 | 64,741 |
| 7th year of service | 28 | 60,134 | 62,539 | 64,415 | 66,347 |
| 8th year of service | 32 | 62,359 | 64,853 | 66,799 | 68,803 |
| 9th year of service | 36 | 64,619 | 67,204 | 69,220 | 71,297 |
| 10th year of service | 40 | 67,006 | 69,686 | 71,777 | 73,930 |
| Officer with HSC at 19 paid not less than | 9 | 46,786 | 48,657 | 50,117 | 51,621 |
| General Scale | | | | | |
| Grade 3 | | | | | |
| 1st year of service Max 1 | 49 | 72,772 | 75,683 | 77,953 | 80,292 |
| 2nd year of service Min 2 | 52 | 74,803 | 77,795 | 80,129 | 82,533 |
| Thereafter Max 2 | 55 | 76,857 | 79,931 | 82,329 | 84,799 |
| Grade 4 | | | | | |
| 1st year of service Max 3 | 61 | 81,416 | 84,673 | 87,213 | 89,829 |
| 2nd year of service Min 4 | 64 | 83,957 | 87,315 | 89,934 | 92,632 |
| Thereafter Max 4 | 67 | 86,539 | 90,001 | 92,701 | 95,482 |
| Grade 5 | | | | | |
| 1st year of service Max 5 | 78 | 96,237 | 100,086 | 103,089 | 106,182 |
| 2nd year of service Min 6 | 82 | 100,011 | 104,011 | 107,131 | 110,345 |
| Thereafter Max 6 | 85 | 102,941 | 107,059 | 110,271 | 113,579 |
| Grade 6 | | | | | |

| | | | | | |
|----------------------------|-----|---------|---------|---------|---------|
| 1st year of service Min 8 | 95 | 113,746 | 118,296 | 121,845 | 125,500 |
| Thereafter Max 9 | 104 | 124,258 | 129,228 | 133,105 | 137,098 |
| Grade 7 | | | | | |
| 1st year of service Min 11 | 116 | 139,787 | 145,378 | 149,739 | 154,231 |
| Thereafter Min 12 | 126 | 154,840 | 161,034 | 165,865 | 170,841 |

Pharmacists Agreement 2441 of 1982

| Pharmacists | | | | |
|--|------------------------------------|------------------------------------|------------------------------------|---------------------------------|
| Classification and Grade | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Pharmacist - Grade 1 | | | | |
| 1st year | 67,651 | 70,357 | 72,468 | 74,642 |
| 2nd year | 70,179 | 72,986 | 75,176 | 77,431 |
| 3rd year | 74,475 | 77,454 | 79,778 | 82,171 |
| 4th year | 79,607 | 82,791 | 85,275 | 87,833 |
| 5th year | 85,128 | 88,533 | 91,189 | 93,925 |
| 6th year | 90,534 | 94,155 | 96,980 | 99,889 |
| 7th year | 94,922 | 98,719 | 101,681 | 104,731 |
| 8th year | 97,978 | 101,897 | 104,954 | 108,103 |
| Pharmacist - Grade 2 After 2 yrs on maximum | 100,903 | 104,939 | 108,087 | 111,330 |
| Part-time Pharmacist (per hour) | 53.92 | 56.08 | 57.76 | 59.49 |
| Pharmaceutical Advisor, Pharmaceutical Services Branch | | | | |
| 1st year | 109,618 | 114,003 | 117,423 | 120,946 |
| 2nd year | 113,294 | 117,826 | 121,361 | 125,002 |
| 3rd year | 116,461 | 121,119 | 124,753 | 128,496 |
| 4th year | 119,632 | 124,417 | 128,150 | 131,995 |
| Principal Pharmaceutical Advisor, Pharmaceutical Services Branch | | | | |
| 1st year | 130,989 | 136,229 | 140,316 | 144,525 |
| 2nd year | 134,293 | 139,665 | 143,855 | 148,171 |
| Deputy Chief Pharmacist, Pharmaceutical Services Branch | | | | |
| 1st year | 138,742 | 144,292 | 148,621 | 153,080 |
| 2nd year | 142,196 | 147,884 | 152,321 | 156,891 |
| Chief Pharmacist, Pharmaceutical Services Branch | | | | |
| 1st year | 153,141 | 159,267 | 164,045 | 168,966 |
| 2nd year | 156,736 | 163,005 | 167,895 | 172,932 |
| Chief Pharmacist Group 1 & 3, Grade 5 Corrections Health Service | | | | |
| 1st year | 130,983 | 136,222 | 140,309 | 144,518 |
| 2nd year | 134,294 | 139,666 | 143,856 | 148,172 |

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 | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
|--|----------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|
| Senior Psychologist Year 1 | - | 134,270 | 139,641 | 143,830 | 148,145 |
| Senior Psychologist Year 2 | - | 139,918 | 145,515 | 149,880 | 154,376 |
| Senior Psychologist Year 3 and thereafter | - | 145,565 | 151,388 | 155,930 | 160,608 |
| Senior Specialist Psychologist Year 1 | - | 156,862 | 163,136 | 168,030 | 173,071 |
| Senior Specialist Psychologist Year 2 | - | 161,371 | 167,826 | 172,861 | 178,047 |
| Senior Specialist Psychologist Year 3 and thereafter | - | 165,920 | 172,557 | 177,734 | 183,066 |
| Community Based Incidental Allowance | - | 3,402 | 3,538 | 3,644 | 3,753 |

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

| Publicity Officers and Public Relations Officers | | | | | |
|---|---------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|
| Classification and Grades | Common Salary Point | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Assistant Publicity Officers | | | | | |
| 1st year of service | 59 | 79,860 | 83,054 | 85,546 | 88,112 |
| 2nd year of service | 62 | 82,184 | 85,471 | 88,035 | 90,676 |
| Publicity Officers | | | | | |
| 1st year of service | 69 | 88,173 | 91,700 | 94,451 | 97,285 |
| 2nd year of service | 72 | 90,697 | 94,325 | 97,155 | 100,070 |
| 3rd year of service and thereafter | 74 | 92,366 | 96,061 | 98,943 | 101,911 |
| Senior Publicity Officers, Dept of Education & Training | | | | | |
| 1st year of service and thereafter | 100 | 119,699 | 124,487 | 128,222 | 132,069 |
| Public Relations Officer | | | | | |
| Grade II | | | | | |
| 1st year of service | 87 | 104,980 | 109,179 | 112,454 | 115,828 |
| 2nd year of service | 89 | 107,091 | 111,375 | 114,716 | 118,157 |
| 3rd year of service and thereafter | 91 | 109,194 | 113,562 | 116,969 | 120,478 |
| Grade I | | | | | |
| 1st year of service | 103 | 123,141 | 128,067 | 131,909 | 135,866 |
| 2nd year of service | 105 | 125,521 | 130,542 | 134,458 | 138,492 |
| 3rd year of service and thereafter | 107 | 128,059 | 133,181 | 137,176 | 141,291 |
| Allowance in lieu of overtime (per annum) | - | 13,816 | 14,369 | 14,800 | 15,244 |

Scientific Officers Various Departments Agreement No. 2433 of 1982

| |
|--|
| Scientific Officers, Various Departments |
|--|

| Classification and Grades | Common Salary Point | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
|------------------------------------|---------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|
| Grade I | | | | | |
| 1st year of service | 46 | 70,694 | 73,522 | 75,728 | 78,000 |
| 2nd year of service | 50 | 73,479 | 76,418 | 78,711 | 81,072 |
| 3rd year of service | 56 | 77,576 | 80,679 | 83,099 | 85,592 |
| 4th year of service | 63 | 83,150 | 86,476 | 89,070 | 91,742 |
| 5th year of service | 70 | 89,044 | 92,606 | 95,384 | 98,246 |
| 6th year of service and thereafter | 76 | 94,323 | 98,096 | 101,039 | 104,070 |
| Grade II | | | | | |
| 1st year of service | 81 | 98,941 | 102,899 | 105,986 | 109,166 |
| 2nd year of service | 84 | 101,874 | 105,949 | 109,127 | 112,401 |
| 3rd year of service | 87 | 104,980 | 109,179 | 112,454 | 115,828 |
| 4th year of service and thereafter | 91 | 109,194 | 113,562 | 116,969 | 120,478 |
| Grade III | | | | | |
| 1st year of service | 95 | 113,746 | 118,296 | 121,845 | 125,500 |
| 2nd year of service | 98 | 117,363 | 122,058 | 125,720 | 129,492 |
| 3rd year of service and thereafter | 100 | 119,699 | 124,487 | 128,222 | 132,069 |
| Grade IV | | | | | |
| 1st year of service | 105 | 125,521 | 130,542 | 134,458 | 138,492 |
| 2nd year of service | 108 | 129,331 | 134,504 | 138,539 | 142,695 |
| 3rd year of service and thereafter | 110 | 131,895 | 137,171 | 141,286 | 145,525 |
| Grade V | | | | | |
| 1st year of service | 114 | 137,071 | 142,554 | 146,831 | 151,236 |
| 2nd year of service and thereafter | 117 | 141,175 | 146,822 | 151,227 | 155,764 |
| Grade VI | | | | | |
| 1st year of service | 120 | 145,713 | 151,542 | 156,088 | 160,771 |
| 2nd year of service | 123 | 149,861 | 155,855 | 160,531 | 165,347 |

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 | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Security Officer | 25 | 58,677 | 61,024 | 62,855 | 64,741 |
| Senior Security Officer | 30 | 61,272 | 63,723 | 65,635 | 67,604 |
| Chief Security Controller - Sydney | | | | | |
| 1st year | 75 | 93,295 | 97,027 | 99,938 | 102,936 |
| 2nd year | 78 | 96,237 | 100,086 | 103,089 | 106,182 |
| Chief Security Officer - Sydney | | | | | |
| (S.C. 85) 1st year | 60 | 80,600 | 83,824 | 86,339 | 88,929 |
| (S.C. 92) 2nd year | 64 | 83,957 | 87,315 | 89,934 | 92,632 |
| Newcastle - (S.C. 80) | 57 | 78,260 | 81,390 | 83,832 | 86,347 |

Social Workers, Various Departments Agreement No.2374 of 1982

| Social Workers, Various Departments | | | | | |
|---|---------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|
| Classification and Grades | Common Salary Point | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Social Worker, Community Services Consultant | | | | | |

| | | | | | |
|--|-----|---------|---------|---------|---------|
| 1st year of service | 44 | 69,481 | 72,260 | 74,428 | 76,661 |
| 2nd year of service | 49 | 72,772 | 75,683 | 77,953 | 80,292 |
| 3rd year of service | 55 | 76,857 | 79,931 | 82,329 | 84,799 |
| 4th year of service | 61 | 81,416 | 84,673 | 87,213 | 89,829 |
| 5th year of service | 67 | 86,539 | 90,001 | 92,701 | 95,482 |
| 6th year of service | 71 | 89,932 | 93,529 | 96,335 | 99,225 |
| 7th year of service | 75 | 93,295 | 97,027 | 99,938 | 102,936 |
| 8th year of service | 79 | 97,008 | 100,888 | 103,915 | 107,032 |
| 9th year of service and thereafter | 84 | 101,874 | 105,949 | 109,127 | 112,401 |
| Senior Allotment Officer | 89 | 107,091 | 111,375 | 114,716 | 118,157 |
| Community Services Officer | 96 | 114,937 | 119,534 | 123,120 | 126,814 |
| Social Worker Grade I | 89 | 107,091 | 111,375 | 114,716 | 118,157 |
| Senior Social Worker | 96 | 114,937 | 119,534 | 123,120 | 126,814 |
| Regional Social Work Adviser | | | | | |
| South Eastern, Orana and Far West and South Western Health Regions | 89 | 107,091 | 111,375 | 114,716 | 118,157 |
| Central Western, North Coast, Illawarra and New England Health Regions | 96 | 114,937 | 119,534 | 123,120 | 126,814 |
| Southern Metropolitan, Northern Metropolitan, Western Metropolitan and Hunter Health Regions | 107 | 128,059 | 133,181 | 137,176 | 141,291 |

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 | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Stores Officers | | | | | |
| Grade 1 | | | | | |
| 1st year of service | 31 | 61,760 | 64,230 | 66,157 | 68,142 |
| 2nd year of service and thereafter | 33 | 62,865 | 65,380 | 67,341 | 69,361 |
| Grade 2 | | | | | |
| 1st year of service | 34 | 63,455 | 65,993 | 67,973 | 70,012 |
| 2nd year of service and thereafter | 35 | 63,968 | 66,527 | 68,523 | 70,579 |
| Grade 3 | | | | | |
| 1st year of service | 36 | 64,619 | 67,204 | 69,220 | 71,297 |
| 2nd year of service and thereafter | 37 | 65,236 | 67,845 | 69,880 | 71,976 |
| Grade 4 | | | | | |
| 1st year of service | 39 | 66,458 | 69,116 | 71,189 | 73,325 |
| 2nd year of service | 41 | 67,758 | 70,468 | 72,582 | 74,759 |
| 3rd year of service and thereafter | 41 | 67,758 | 70,468 | 72,582 | 74,759 |
| Stores and Despatch Officer Art Gallery of N.S.W. | | | | | |
| 1st year of service | 39 | 66,458 | 69,116 | 71,189 | 73,325 |
| 2nd year of service | 40 | 67,006 | 69,686 | 71,777 | 73,930 |
| 3rd year of service and thereafter | 41 | 67,758 | 70,468 | 72,582 | 74,759 |
| Drug Checker and Counter Hand Commercial Services Group | | | | | |
| 1st year of service | 37 | 65,236 | 67,845 | 69,880 | 71,976 |
| 2nd year of service and thereafter | 38 | 65,778 | 68,409 | 70,461 | 72,575 |

| | | | | | |
|---|----|--------|--------|--------|--------|
| Area Supervisors Commercial Services Group | | | | | |
| 1st year of service | 46 | 70,694 | 73,522 | 75,728 | 78,000 |
| 2nd year of service and thereafter | 48 | 72,031 | 74,912 | 77,159 | 79,474 |
| Second O.I.C. (Other Areas) Commercial Services Group | | | | | |
| 1st year of service | 37 | 65,236 | 67,845 | 69,880 | 71,976 |
| 2nd year of service and thereafter | 38 | 65,778 | 68,409 | 70,461 | 72,575 |
| Area Supervisors (Shea's Creek Stores) Despatch Section, Government Supply Department | | | | | |
| 1st year of service | 52 | 74,803 | 77,795 | 80,129 | 82,533 |
| 2nd year of service and thereafter | 55 | 76,857 | 79,931 | 82,329 | 84,799 |
| Packing Section and Sheds 68-72 Commercial Services Group | | | | | |
| 1st year of service | 49 | 72,772 | 75,683 | 77,953 | 80,292 |
| 2nd year of service and thereafter | 51 | 74,050 | 77,012 | 79,322 | 81,702 |
| Section O.I.C. (Areas) Commercial Services Group | | | | | |
| 1st year of service | 41 | 67,758 | 70,468 | 72,582 | 74,759 |
| 2nd year of service and thereafter | 43 | 68,968 | 71,727 | 73,879 | 76,095 |
| Packing Section and Sheds 68-72 Commercial Services Group | | | | | |
| 1st year of service | 39 | 66,458 | 69,116 | 71,189 | 73,325 |
| 2nd year of service and thereafter | 40 | 67,006 | 69,686 | 71,777 | 73,930 |
| Assistant Inspector of Packing and Quality Control, Commercial Services Group | 56 | 77,576 | 80,679 | 83,099 | 85,592 |
| Inspector of Packing and Quality Control, Commercial Services Group | 59 | 79,860 | 83,054 | 85,546 | 88,112 |
| Controller of Order Processing, Commercial Services Group | 59 | 79,860 | 83,054 | 85,546 | 88,112 |
| Stores Controller, CMA | 46 | 70,694 | 73,522 | 75,728 | 78,000 |
| Assistant Stores Controller, CMA | 40 | 67,006 | 69,686 | 71,777 | 73,930 |
| Chief Stores Officer, Government Motor Garage | | | | | |
| 1st year of service | 46 | 70,694 | 73,522 | 75,728 | 78,000 |
| 2nd year of service | 48 | 72,031 | 74,912 | 77,159 | 79,474 |
| 3rd year of service and thereafter | 49 | 72,772 | 75,683 | 77,953 | 80,292 |

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 | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Grade I | | | | | |
| 1st year of service | 50 | 73,479 | 76,418 | 78,711 | 81,072 |
| 2nd year of service | 56 | 77,576 | 80,679 | 83,099 | 85,592 |
| 3rd year of service | 63 | 83,150 | 86,476 | 89,070 | 91,742 |
| 4th year of service | 70 | 89,044 | 92,606 | 95,384 | 98,246 |
| 5th year of service and thereafter | 76 | 94,323 | 98,096 | 101,039 | 104,070 |
| Grade II | | | | | |
| 1st year of service | 82 | 100,011 | 104,011 | 107,131 | 110,345 |
| 2nd year of service | 86 | 103,863 | 108,018 | 111,259 | 114,597 |
| 3rd year of service | 89 | 107,091 | 111,375 | 114,716 | 118,157 |

| | | | | | |
|------------------------------------|-----|---------|---------|---------|---------|
| 4th year of service and thereafter | 92 | 110,205 | 114,613 | 118,051 | 121,593 |
| Grade III | | | | | |
| 1st year of service | 97 | 116,094 | 120,738 | 124,360 | 128,091 |
| 2nd year of service | 100 | 119,699 | 124,487 | 128,222 | 132,069 |
| 3rd year of service | 104 | 124,258 | 129,228 | 133,105 | 137,098 |
| 4th year of service and thereafter | 107 | 128,059 | 133,181 | 137,176 | 141,291 |
| Grade IV | | | | | |
| 1st year of service | 112 | 134,483 | 139,862 | 144,058 | 148,380 |
| 2nd year of service | 115 | 138,427 | 143,964 | 148,283 | 152,731 |
| 3rd year of service and thereafter | 117 | 141,175 | 146,822 | 151,227 | 155,764 |
| Grade V | | | | | |
| 1st year of service | 121 | 146,966 | 152,845 | 157,430 | 162,153 |
| 2nd year of service and thereafter | 123 | 149,861 | 155,855 | 160,531 | 165,347 |

Technical Officers (Engineering) Determination No.803 of 1983

| Technical Officers (Engineering) | | | | | |
|------------------------------------|---------------------|------------------------|------------------------|------------------------|------------------------|
| Classification and Grades | Common Salary Point | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Grade 1 | | | | | |
| 1st year of service | 48 | 72,031 | 74,912 | 77,159 | 79,474 |
| 2nd year of service | 51 | 74,050 | 77,012 | 79,322 | 81,702 |
| 3rd year of service | 54 | 76,102 | 79,146 | 81,520 | 83,966 |
| 4th year of service | 56 | 77,576 | 80,679 | 83,099 | 85,592 |
| 5th year of service | 59 | 79,860 | 83,054 | 85,546 | 88,112 |
| Grade 2 | | | | | |
| 1st year of service | 64 | 83,957 | 87,315 | 89,934 | 92,632 |
| 2nd year of service | 66 | 85,664 | 89,091 | 91,764 | 94,517 |
| 3rd year of service | 68 | 87,172 | 90,659 | 93,379 | 96,180 |
| 4th year of service | 70 | 89,044 | 92,606 | 95,384 | 98,246 |
| Grade 3 | | | | | |
| 1st year of service and thereafter | 77 | 95,131 | 98,936 | 101,904 | 104,961 |
| Senior Technical Officer | | | | | |
| Grade 1 | | | | | |
| 1st year of service | 75 | 93,295 | 97,027 | 99,938 | 102,936 |
| 2nd year of service | 77 | 95,131 | 98,936 | 101,904 | 104,961 |
| 3rd year of service | 80 | 98,063 | 101,986 | 105,046 | 108,197 |
| Grade 2 | | | | | |
| 1st year of service | 83 | 100,986 | 105,025 | 108,176 | 111,421 |
| 2nd year of service | 86 | 103,863 | 108,018 | 111,259 | 114,597 |
| Grade 3 | 90 | 108,153 | 112,479 | 115,853 | 119,329 |

Technical Surveyors, All Departments Agreement No. 2494 of 1986

| Technical Surveyors, All Departments | | | | | |
|--------------------------------------|---------------------|------------------------|------------------------|------------------------|------------------------|
| Classification and Grades | Common Salary Point | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Assistant Technical Surveyors | | | | | |
| 1st year of service | 2 | 30,668 | 31,895 | 32,852 | 33,838 |
| 2nd year of service | 5 | 36,405 | 37,861 | 38,997 | 40,167 |
| 3rd year of service | 7 | 41,291 | 42,943 | 44,231 | 45,558 |
| 4th year of service | 11 | 49,941 | 51,939 | 53,497 | 55,102 |

| | | | | | |
|---|----|---------|---------|---------|---------|
| 5th year of service | 17 | 53,826 | 55,979 | 57,658 | 59,388 |
| 6th year of service | 20 | 55,295 | 57,507 | 59,232 | 61,009 |
| 7th year of service | 23 | 57,633 | 59,938 | 61,736 | 63,588 |
| 8th year of service | 25 | 58,677 | 61,024 | 62,855 | 64,741 |
| 9th year of service | 28 | 60,134 | 62,539 | 64,415 | 66,347 |
| 10th year of service | 32 | 62,359 | 64,853 | 66,799 | 68,803 |
| 11th year of service | 36 | 64,619 | 67,204 | 69,220 | 71,297 |
| 12th year of service | 40 | 67,006 | 69,686 | 71,777 | 73,930 |
| 13th year of service | 46 | 70,694 | 73,522 | 75,728 | 78,000 |
| 14th year of service | 49 | 72,772 | 75,683 | 77,953 | 80,292 |
| 15th year of service | 52 | 74,803 | 77,795 | 80,129 | 82,533 |
| 16th year of service | 55 | 76,857 | 79,931 | 82,329 | 84,799 |
| Officer with HSC at 19 paid not less than | 9 | 46,786 | 48,657 | 50,117 | 51,621 |
| Technical Surveyor Grade 1 | | | | | |
| 1st year of service | 58 | 79,032 | 82,193 | 84,659 | 87,199 |
| 2nd year of service | 61 | 81,416 | 84,673 | 87,213 | 89,829 |
| 3rd year of service | 64 | 83,957 | 87,315 | 89,934 | 92,632 |
| 4th year of service | 67 | 86,539 | 90,001 | 92,701 | 95,482 |
| Grade 2 | | | | | |
| 1st year of service | 73 | 91,636 | 95,301 | 98,160 | 101,105 |
| 2nd year of service | 76 | 94,323 | 98,096 | 101,039 | 104,070 |
| 3rd year of service | 80 | 98,063 | 101,986 | 105,046 | 108,197 |
| 4th year of service | 83 | 100,986 | 105,025 | 108,176 | 111,421 |
| Grade 3 | | | | | |
| 1st year of service | 88 | 106,025 | 110,266 | 113,574 | 116,981 |
| 2nd year of service | 91 | 109,194 | 113,562 | 116,969 | 120,478 |

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 | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Grade 1 | | | | | |
| Year 1 | 59 | 79,860 | 83,054 | 85,546 | 88,112 |
| Thereafter | 60 | 80,600 | 83,824 | 86,339 | 88,929 |
| Grade 2 | | | | | |
| Year 1 | 62 | 82,184 | 85,471 | 88,035 | 90,676 |
| Thereafter | 63 | 83,150 | 86,476 | 89,070 | 91,742 |
| On call allowance (per week) | - | 301.80 | 313.85 | 323.25 | 332.95 |

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 | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| Timekeeper and/or Storekeeper Grade I | | | | | |
| 1st year of service | 34 | 63,455 | 65,993 | 67,973 | 70,012 |
| 2nd year of service | 37 | 65,236 | 67,845 | 69,880 | 71,976 |

| | | | | | |
|---|----|--------|--------|--------|--------|
| Grade II | | | | | |
| 1st year of service | 39 | 66,458 | 69,116 | 71,189 | 73,325 |
| 2nd year of service | 42 | 68,291 | 71,023 | 73,154 | 75,349 |
| Assistant to Supervisory Timekeeper On Appointment | 43 | 68,968 | 71,727 | 73,879 | 76,095 |
| Special Grade | | | | | |
| 1st year of service | 45 | 70,156 | 72,962 | 75,151 | 77,406 |
| 2nd year of service | 46 | 70,694 | 73,522 | 75,728 | 78,000 |

Tracers, Various Departments Agreement No.2192 of 1975

| Tracers, Various Departments | | | | | |
|---------------------------------|---------------------------|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| Classification and Grades | Common Salary Point | 1.7.23 Per annum 4% \$ | 1.7.24 Per annum 4% \$ | 1.7.25 Per annum 3% \$ | 1.7.26 Per annum 3% \$ |
| General Scale | | | | | |
| 1st year of service or under 17 | 2 | 30,668 | 31,895 | 32,852 | 33,838 |
| 2nd year of service or 17 | 4 | 34,231 | 35,600 | 36,668 | 37,768 |
| 3rd year of service or 18 | 6 | 38,846 | 40,400 | 41,612 | 42,860 |
| 4th year of service or 19 | 8 | 44,121 | 45,886 | 47,263 | 48,681 |
| 5th year of service or 20 | 10 | 49,488 | 51,468 | 53,012 | 54,602 |
| 6th year of service or 21 | 17 | 53,826 | 55,979 | 57,658 | 59,388 |
| 7th year of service | 19 | 54,829 | 57,022 | 58,733 | 60,495 |
| 8th year of service | 23 | 57,633 | 59,938 | 61,736 | 63,588 |
| 9th year of service | 25 | 58,677 | 61,024 | 62,855 | 64,741 |

| | | | | | |
|---------------------|----|--------|--------|--------|--------|
| Grade 1 | | | | | |
| 1st year of service | 26 | 59,155 | 61,521 | 63,367 | 65,268 |
| 2nd year of service | 28 | 60,134 | 62,539 | 64,415 | 66,347 |
| Grade 2 | | | | | |
| 1st year of service | 31 | 61,760 | 64,230 | 66,157 | 68,142 |
| 2nd year of service | 33 | 62,865 | 65,380 | 67,341 | 69,361 |
| Grade 3 | | | | | |
| 1st year of service | 35 | 63,968 | 66,527 | 68,523 | 70,579 |
| 2nd year of service | 37 | 65,236 | 67,845 | 69,880 | 71,976 |
| Grade 4 | | | | | |
| 1st year of service | 39 | 66,458 | 69,116 | 71,189 | 73,325 |
| 2nd year of service | 40 | 67,006 | 69,686 | 71,777 | 73,930 |