

# HEALTH PROFESSIONAL AND MEDICAL SALARIES (STATE) AWARD 2023

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by NSW Ministry of Health.

(Case No. 214536 of 2023)

Before Chief Commissioner Constant

15 August 2023

## AWARD

### PART A

#### Arrangement

Clause No.	Subject Matter
1.	Definitions
2.	Salaries
3.	Salary Sacrifice to Superannuation
4.	Conditions of Service
5.	Dispute Resolution
6.	Salary Packaging
7.	No Extra Claims
8.	Area, Incidence and Duration

#### PART B - MONETARY RATES

Table 1 - Salaries and Allowances

#### PART C - LIST OF AWARDS

### PART A

#### 1. Definitions

Unless the context otherwise indicates or requires the several expressions hereunder defined shall have their respective meaning assigned to them:

"ADA" means the adjusted daily average of occupied beds calculated in accordance with the following formula:

$$ADA = \text{Daily Average} + \text{Neo-natal Adjustment} + \text{Non-inpatient Adjustment}$$

Where:

$$\text{Daily Average} = \frac{\text{Total Occupied Bed Days for Period Less Unqualified Baby Bed Days}}{\text{Number of Days in the Period}}$$

$$\text{Neo-natal Adjustment} = \frac{\text{Total Bed Days of Unqualified Babies for the Period}}{2 \times \text{Number of Days in the Period}}$$

$$\text{Non inpatient Adjustment} = \frac{\text{Total NIOOS Equivalents for the Period}}{10 \times \text{Number of Days in the Period}}$$

Note: Total NIOOS Equivalents for the Period equals the individual NIOOS plus the equivalent number of Group NIOOS (Non-inpatient Group Sessions x 1.3) plus the equivalent number of Dental NIOOS (Non-inpatient Dental Flow x 3.8)

"Employer" means the Secretary of the Ministry of Health exercising employer functions on behalf of the Government of New South Wales.

"Union" means the Health Services Union NSW and, in relation to Medical Officers, Career Medical Officers, and Medical Superintendents only, the Health Services Union NSW and the Australian Salaried Medical Officers' Federation (New South Wales).

## 2. Salaries

Full-time employees shall be paid the salaries as set out in Table 1 of Part B, Monetary Rates, of this Award.

## 3. Salary Sacrifice to Superannuation

- (i) Notwithstanding the salaries prescribed in Clause 2, Salaries, as varied from time to time, an employee may elect, subject to the agreement of the employee's employer, to sacrifice a part or all of the salary payable under the salaries clause to additional employer superannuation contributions. Such election must be made prior to the commencement of the period of service to which the earnings relate. The amount sacrificed together with any salary packaging arrangements under Clause 6, Salary Packaging, of this Award may be made up to one hundred (100) per cent of the salary payable under the salaries clause, or up to one hundred (100) per cent of the currently applicable superannuable salary, whichever is the lesser.

In this clause, 'superannuable salary' means the employee's salary as notified from time to time to the New South Wales public sector superannuation trustee corporations.

- (ii) Any pre-tax and post-tax payroll deductions must be taken into account prior to determining the amount of available salary to be packaged. Such payroll deductions may include but are not limited to superannuation payments, HECS payments, child support payments, judgement debtor/garnishee orders, union fees and private health fund membership fees.
- (iii) Where the employee has elected to sacrifice a part or all of the available payable salary to additional employer superannuation contributions:
- (a) The employee shall be provided with a copy of the signed agreement. The salary sacrifice agreement shall be terminated at any time at the employee's election and shall cease upon termination of the employee's services with the employer.
- (b) Subject to Australian taxation law, the amount of salary sacrificed will reduce the salary subject to appropriate PAYE taxation deductions by the amount sacrificed; and
- (c) Any allowance, penalty rate, overtime, payment for unused leave entitlements, weekly workers' compensation, or other payment, other than any payment for leave taken in service, to which an employee is entitled under the relevant Award or any applicable Award, Act, or statute which is expressed to be determined by reference to an employee's salary, shall be calculated by reference to the salary which would have applied to the employee under the salaries clause of the relevant Award in the absence of any salary sacrifice to superannuation made under this Award.
- (iv) The employee may elect to have the specified amount of payable salary which is sacrificed to additional employer superannuation contributions:
- (a) paid into the superannuation scheme established under the *First State Superannuation Act 1992* as optional employer contributions; or
- (b) subject to the employer's agreement, paid into a private sector complying superannuation scheme as employer superannuation contributions.

- (v) Where an employee elects to salary sacrifice in terms of subclause (iv) above, the employer will pay the sacrificed amount into the relevant superannuation fund.
- (vi) Where the employee is a member of a superannuation scheme established under:
  - (a) the *Police Regulation (Superannuation) Act 1906*;
  - (b) the *Superannuation Act 1916*;
  - (c) the *State Authorities Superannuation Act 1987*;
  - (d) the *State Authorities Non-contributory Superannuation Act 1987*; or
  - (e) the *First State Superannuation Act 1992*.

The employee's employer must ensure that the amount of any additional employer superannuation contributions specified in subclause (i) above is included in the employee's superannuable salary which is notified to the New South Wales public sector superannuation trustee corporations.

- (vii) Where, prior to electing to sacrifice a part or all of their salary to superannuation, an employee had entered into an agreement with their employer to have superannuation contributions made to a superannuation fund other than a fund established under legislation listed in subclause (vi) above, the employer will continue to base contributions to that fund on the salary payable under Clause 2, Salaries, to the same extent as applied before the employee sacrificed that amount of salary to superannuation. This clause applies even though the superannuation contributions made by the employer may be in excess of the superannuation guarantee requirements after the salary sacrifice is implemented.

#### **4. Conditions of Service**

- (i) The Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2022, as varied or replaced from time to time, shall apply to all persons covered by this Award.
- (ii) Conditions of employment relevant to a classification(s) identified within an Award listed in Part C, shall apply.
- (iii) Where inconsistency exists between the conditions provided by this clause, subclause (ii) shall apply.

#### **5. Dispute Resolution**

The dispute resolution procedures contained in the Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2022, as varied or replaced from time to time, shall apply.

#### **6. Salary Packaging**

- (i) By agreement with their employer, employees may elect to package part or all of their salary in accordance with this clause, to obtain a range of benefits as set out in the NSW Health Policy Directive 2018\_044 *Salary Packaging*, as amended from time to time. Such election must be made prior to the commencement of the period of service to which the earnings relate. Where an employee also elects to salary sacrifice to superannuation under this Award, the combined amount of salary packaging/sacrificing may be up to 100 per cent of salary.

Any salary packaging above the fringe benefit exemption cap will attract fringe benefits tax as described in paragraph (iv) below.

- (ii) Where an employee elects to package an amount of salary:
  - (a) Subject to Australian taxation law, the packaged amount of salary will reduce the salary subject to PAYE taxation deductions by that packaged amount.

- (b) Any allowance, penalty rate, overtime payment, payment for unused leave entitlements, weekly workers' compensation, or other payment other than any payment for leave taken in service, to which an employee is entitled under this Award or statute which is expressed to be determined by reference to an employee's salary, shall be calculated by reference to the salary which would have applied to the employee under this Award in the absence of any salary packaging or salary sacrificing made under this Award.
- (c) 'Salary' for the purpose of this clause, for superannuation purposes, and for the calculation of Award entitlements, shall mean the Award salary as specified in Clause 2, Salaries, and which shall include 'approved employment benefits' which refer to fringe benefit savings, administration costs, and the value of packaged benefits.
- (iii) Any pre-tax and post-tax payroll deductions must be taken into account prior to determining the amount of available salary to be packaged. Such payroll deductions may include but are not limited to superannuation payments, HECS payments, child support payments, judgement debtor/garnishee orders, union fees, and private health fund membership fees.
- (iv) The salary packaging scheme utilises a fringe benefit taxation exemption status conferred on public hospitals and local health districts, which provides for a fringe benefit tax exemption cap of \$17,000 per annum. The maximum amount of fringe benefits-free tax savings that can be achieved under the scheme is where the value of benefits when grossed-up, equal the fringe benefits exemption cap of \$17,000. Where the grossed-up value exceeds the cap, the employer is liable to pay fringe benefits tax on the amount in excess of \$17,000 but will pass this cost on to the employee. The employer's share of savings, the combined administration cost, and the value of the package benefits are deducted from pre-tax dollars.
- (v) The parties agree that the application of the fringe benefits tax exemption status conferred on public hospitals and local health districts is subject to prevailing Australian taxation laws.
- (vi) If an employee wishes to withdraw from the salary packaging scheme, the employee may only do so in accordance with the required period of notice as set out in the NSW Health Policy Directive 2018\_044 Salary Packaging.
- (vii) Where an employee ceases to salary package, arrangements will be made to convert the agreed package amount to salary. Any costs associated with the conversion will be borne by the employee, and the employer shall not be liable to make up any salary lost as a consequence of the employee's decision to convert to salary.
- (viii) Employees accepting the offer to salary package do so voluntarily. Employees are advised to seek independent financial advice and counselling to apprise them of the implications of salary packaging on their individual personal financial situations.
- (ix) The employer and the employee shall comply with the procedures set out in the NSW Health Policy Directive 2018\_044 Salary Packaging, as amended from time to time.

#### **7. No Extra Claims**

Other than as provided for in the *Industrial Relations Act 1996* and the *Industrial Relations (Public Sector Conditions of Employment) Regulation 2014* (or its successor however described), there shall be no further claims/demands or proceedings instituted before the Industrial Relations Commission of New South Wales for extra or reduced wages, salaries, rates of pay, allowances or conditions of employment with respect to the employees covered by the Award that take effect prior to 30 June 2024 by a party to this Award.

#### **8. Area, Incidence and Duration**

- (i) This Award takes effect from 1 July 2023 and shall remain in force for a period of one year. The rates and allowances in the second column in Table 1 of Part B - Monetary Rates, will apply from the first full pay period on or after (ffppoa) 1 July 2023.

- (ii) This Award rescinds and replaces the Health Professional and Medical Salaries (State) Award 2022 published 4 November 2022 (393 I.G. 123) and all variations thereof.
- (iii) This Award shall apply to persons employed in classifications contained herein employed in the New South Wales Health Service under s115(1) of the *Health Services Act 1997*, or their successors, assignees or transmittes.

## PART B

### MONETARY RATES

**Table 1 - Salaries and Allowances**

In the period 1 July 2023 to the commencement of the first full pay period on or after 1 July 2023, the applicable rates of pay are those that applied immediately prior to the first full pay period on or after 1 July 2023.

Classification	Frequency	01-Jul-2023 \$
<b>Aboriginal Health Worker</b>		
1st Year	Per annum	60,398
2nd Year	Per annum	63,759
3rd Year	Per annum	67,063
4th Year	Per annum	70,448
5th Year	Per annum	73,627
6th Year	Per annum	76,958
7th Year	Per annum	80,218
8th Year	Per annum	83,957
9th Year	Per annum	87,301
<b>Senior Aboriginal Health Worker</b>		
1st Year	Per annum	90,593
2nd Year	Per annum	93,972
<b>Principal Aboriginal Health Worker</b>		
1st Year	Per annum	96,522
2nd Year	Per annum	100,539
<b>Aboriginal Health Practitioner</b>		
1st Year	Per annum	67,063
2nd Year	Per annum	70,448
3rd Year	Per annum	73,627
4th Year	Per annum	76,958
5th Year	Per annum	80,253
6th Year	Per annum	83,957
7th Year	Per annum	87,301
<b>Aboriginal Health Education Officer Graduate</b>		
** This classification and rates are applicable only to employees engaged under this classification up to 2 September 2015. The classification is not to be applied to employees engaged after this date.		
1st Year	Per Week	1323.06
2nd Year	Per Week	1383.92
3rd Year	Per Week	1466.17
4th Year	Per Week	1544.33
5th Year	Per Week	1631.33
6th Year	Per Week	1712.23
7th Year	Per Week	1781.69
8th Year	Per Week	1849.83
9th Year	Per Week	1926.78

An Aboriginal Health Education Officer-Graduate who has completed 12 months service at the salary prescribed on the maximum of the scale and has demonstrated to the satisfaction of the employer by the work performed and the results achieved, the aptitude, abilities and qualities of mind warranting such payment, may progress to the following rate:		
10th Year	Per Week	2020.48
11th Year	Per Week	2114.43
<b>Senior Aboriginal Health Education Officer Graduate</b>		
** This classification and rates are applicable only to employees engaged under this classification up to 2 September 2015. The classification is not to be applied to employees engaged after this date.		
1st Year	Per Week	2113.86
2nd Year	Per Week	2198.64
3rd Year	Per Week	2283.77
<b>Analyst, Chemist, Microbiologist, &amp; Scientific Officer (Transferred Staff of Division of Analytical Laboratories)</b>		
<b>Grade 1</b>		
1st Year	Per annum	71,280
2nd Year	Per annum	73,951
3rd Year	Per annum	77,880
4th Year	Per annum	83,225
5th Year	Per annum	88,874
6th Year	Per annum	93,936
<b>Grade 2</b>		
1st Year	Per annum	98,362
2nd Year	Per annum	101,176
3rd Year	Per annum	104,154
4th Year	Per annum	108,193
<b>Grade 3</b>		
1st Year	Per annum	112,559
2nd Year	Per annum	116,024
3rd Year	Per annum	118,265
<b>Grade 4</b>		
1st Year	Per annum	123,852
2nd Year	Per annum	127,500
3rd Year	Per annum	129,959
<b>Grade 5</b>		
1st Year	Per annum	134,919
2nd Year	Per annum	138,856
Part-Time Graduate Analyst (Per Hour)	Per hour	46.53
<b>Biomedical Engineer</b>		
<b>Grade 1</b>		
1st Year of service	Per annum	73,444
2nd Year of service	Per annum	77,700
3rd Year of service	Per annum	82,815
4th Year of service	Per annum	88,259
5th Year of service and thereafter	Per annum	93,740
<b>Grade 2</b>		
1st Year of service	Per annum	99,336
2nd Year of service	Per annum	102,427
3rd Year of service	Per annum	105,527
4th Year of service and thereafter	Per annum	108,607
<b>Grade 3</b>		
1st Year of service	Per annum	114,469
2nd Year of service	Per annum	118,107
3rd Year of service	Per annum	121,764

4th Year of service and thereafter	Per annum	125,913
<b>Grade 4</b>		
1st Year of service	Per annum	131,362
2nd Year of service	Per annum	135,093
3rd Year of service and thereafter	Per annum	138,793
<b>Grade 5</b>		
1st Year of service	Per annum	144,403
2nd Year of service and thereafter	Per annum	147,051
<b>Grade 6</b>		
1st Year of service	Per annum	149,726
2nd Year of service and thereafter	Per annum	152,430
<b>Career Medical Officers</b>		
<b>Grade 1</b>		
1st Year	Per annum	139,187
2nd Year	Per annum	149,930
3rd Year	Per annum	156,494
4th Year	Per annum	161,777
5th Year	Per annum	168,166
<b>Grade 2</b>		
1st Year	Per annum	174,634
2nd Year	Per annum	180,061
3rd Year	Per annum	190,617
4th Year	Per annum	207,388
<b>Senior</b>		
1st Year	Per annum	223,306
Thereafter	Per annum	239,659
<b>Transitional Grades - only applicable to eligible employees employed on 20/04/2005</b>		
Grade 1	Per annum	190,617
Grade 2	Per annum	207,388
Grade 3	Per annum	223,306
<b>Clerk Of Works</b>		
Clerk Of Works	Per annum	94,068
<b>Co-Ordinators</b>		
Group 1 - Cooma, Young, Ballina, Byron, Brunswick, Casino, Kyogle	Per annum	92,512
Group 3 - Moree, Tweed Heads, SW Zone - Zone 1, 2 and 5; Grafton, Armidale, Port Macquarie	Per annum	99,012
Group 5 - Tamworth	Per annum	107,907
Group 6 - Dubbo	Per annum	112,163
<b>Allowances-Co-Ordinators</b>		
The Co-ordinators allowance is applicable only to Co-ordinators in AHS and to individuals occupying Coordinators positions as at 30/3/87 who were earning a higher salary including allowances than those determined above as at 30/3/87		
Future occupants, other than those in AHS, receive the salary for the positions listed above		
<b>Co-Ordinators</b>		
<b>Team Leaders Allowance</b>		
In charge of 5-10 staff	Per Week	48.30
In charge of 11-25 staff	Per Week	80.50
In charge of 26-40 staff	Per Week	112.90
In charge of more than 40 staff	Per Week	129.20
Area Co-ordinators Allowance	Per Week	177.70
<b>Drug Alcohol Counsellor Non Graduate</b>		
<b>Grade 1</b>		

1st Year	Per annum	60,373
2nd Year	Per annum	63,750
3rd Year	Per annum	67,056
4th Year	Per annum	70,411
5th Year	Per annum	73,598
<b>Grade 2</b>		
1st Year	Per annum	76,946
2nd Year	Per annum	80,218
<b>Allowances - Drug and Alcohol Counsellors - Non-Graduate</b>		
Drug and Alcohol Counsellor - 2 years on maximum	Per Week	70.00
<b>Dental Assistants</b>		
<b>Grade 1</b>		
1st Year	Per annum	63,723
2nd Year	Per annum	65,182
3rd Year	Per annum	66,562
4th Year	Per annum	68,073
<b>Grade 2</b>		
1st Year	Per annum	69,477
2nd Year	Per annum	71,977
3rd Year	Per annum	74,189
4th Year	Per annum	76,145
<b>Grade 3</b>		
1st Year	Per annum	83,271
2nd Year	Per annum	86,196
<b>Dental Assistant Supervision Allowance</b>		
2-5 Staff Year	Per Week	37.90
6-10 Staff Year	Per Week	53.70
11-15 Staff Year	Per Week	68.40
16-19 Staff Year	Per Week	83.60
<b>Dental Officers</b>		
<b>Level 1</b>		
1st Year	Per annum	99,565
2nd Year	Per annum	114,185
3rd Year	Per annum	121,492
4th Year	Per annum	128,797
<b>Level 2</b>		
1st Year	Per annum	136,108
2nd Year	Per annum	143,416
<b>Level 3</b>		
1st Year	Per annum	151,384
2nd Year	Per annum	155,832
3rd Year	Per annum	158,698
<b>Level 4</b>		
1st Year	Per annum	180,689
2nd Year	Per annum	185,790
<b>Dental Management Allowance</b>		
Level 1 (Per Annum)	Per annum	7612
Level 2 (Per Annum)	Per annum	15,368
<b>Area Director Oral Health Clinical Services</b>		
Level 1	Per annum	198,223
Level 2	Per annum	217,692
Level 3	Per annum	250,242



<b>Dental Specialist</b>		
1st Year of service	Per annum	170,917
2nd Year of service	Per annum	177,390
3rd Year of service	Per annum	183,819
4th Year of service	Per annum	190,622
5th Year of service	Per annum	197,430
* For supplementary payment in lieu of private Practice or On-call/Recall Allowance refer to Determination - Dental Staff Specialists Part A, B and C		
<b>Senior Clinical Specialist</b>		
Senior Clinical Specialist	Per annum	206,900
<b>Dental Specialist Management Allowance</b>		
Dental Specialist Management Allowance	Per annum	11,415
<b>Dental Technicians</b>		
<b>Trainee</b>		
Stage 1 - (first 6 months)	Per annum	46,146
Stage 2 - (6 months to 1 year)	Per annum	47,595
Stage 3 - (1 year to 18 months)	Per annum	52,230
Stage 4 - (18 months to 2 years)	Per annum	54,034
<b>Level 1</b>		
1st Year	Per annum	69,477
2nd Year	Per annum	71,977
3rd Year	Per annum	74,189
4th Year	Per annum	76,145
5th Year	Per annum	81,153
<b>Level 2</b>		
1st Year	Per annum	81,153
2nd Year	Per annum	83,857
<b>Level 3</b>		
1st Year	Per annum	86,548
2nd Year	Per annum	91,795
<b>Level 4</b>		
1st Year	Per annum	96,090
2nd Year	Per annum	97,594
<b>Level 5</b>		
1st Year	Per annum	106,957
2nd Year	Per annum	111,788
<b>Deputy Chief Dental Technician (Sydney Dental Hospital - 2008 current occupant only)</b>		
2nd year	Per annum	108,204
<b>Dental Prosthetists</b>		
<b>Level 1</b>		
1st Year	Per annum	86,548
2nd Year	Per annum	91,795
<b>Level 2</b>		
1st Year	Per annum	96,090
2nd Year	Per annum	97,594
<b>Level 3</b>		
1st Year	Per annum	106,957
2nd Year	Per annum	111,788
<b>Oral Health Therapists</b>		
<b>Level 1</b>		
1st Year	Per annum	70,944
2nd Year	Per annum	73,484
3rd Year	Per annum	77,796

4th Year	Per annum	82,899
<b>Level 2</b>		
1st Year	Per annum	88,379
2nd Year	Per annum	93,763
3rd Year	Per annum	98,156
4th Year	Per annum	101,211
<b>Level 3</b>		
1st Year	Per annum	108,595
2nd Year	Per annum	112,114
<b>Level 4</b>		
1st Year	Per annum	117,543
2nd Year	Per annum	120,393
<b>Sole Practitioner Allowance (Oral Health Therapist)</b>		
Sole Practitioner Allowance (Oral Health Therapist)	Per annum	7679
<b>Director Of Animal Care Westmead</b>		
Director Of Animal Care Westmead	Per annum	133,651
<b>Trainee Environmental Health Officer</b>		
1st Year	Per annum	57,146
2nd Year	Per annum	59,121
3rd Year	Per annum	61,113
4th Year	Per annum	63,091
<b>Environmental Health Officer</b>		
1st Year	Per annum	69,050
2nd Year	Per annum	72,201
3rd Year	Per annum	76,463
4th Year	Per annum	80,570
5th Year	Per annum	85,116
6th Year	Per annum	89,342
7th Year	Per annum	92,932
8th Year	Per annum	96,507
9th Year	Per annum	100,547
<p>In order to progress to Year 10 of the scale, an Environmental Health Officer must have: (i) completed 12 months service at the salary prescribed on the maximum of the scale; and (ii) have demonstrated to the satisfaction of the employer by the work performed and the results achieved, the aptitude and qualities of mind warranting such payment. After 12 months satisfactory work performance on Year 10, the officer will progress to the year 11 rate.</p> <p>Under no circumstances can Environmental Health Officers receive Year 10 or Year 11 rates unless they fulfil these criteria.</p>		
10th Year - Performance Barrier	Per annum	105,430
11th Year - Performance Barrier	Per annum	110,312
<b>Senior Environmental Health Officer</b>		
1st Year	Per annum	114,716
2nd Year	Per annum	119,164
<b>Transferred Environmental Health Officer - 35hrs per week</b>		
11th Year - Performance Barrier	Per annum	110,312
<b>Transferred Senior Environmental Health Officer - 35hrs per week</b>		
1st Year	Per annum	114,716
2nd Year	Per annum	119,164
<b>Health Education Officer Non-Graduate</b>		
1st Year of service	Per annum	60,373
2nd Year of service	Per annum	63,747
3rd Year of service	Per annum	67,055
4th Year of service	Per annum	70,411
5th Year of service	Per annum	73,596

6th Year of service	Per annum	76,938
7th Year of service	Per annum	80,216
8th Year of service	Per annum	83,950
9th Year of service & thereafter	Per annum	87,304
<b>Health Education Officer Graduate</b>		
1st Year of service	Per annum	69,050
2nd Year of service	Per annum	72,201
3rd Year of service	Per annum	76,463
4th Year of service	Per annum	80,570
5th Year of service	Per annum	85,116
6th Year of service	Per annum	89,342
7th Year of service	Per annum	92,932
8th Year of service	Per annum	96,507
9th Year of service	Per annum	100,547
A Graduate Health Education Officer who: - (i) has completed 12 months service at the salary prescribed on the maximum of the scale; abilities and qualities of mind warranting such payment, may progress to the following rate:		
On Maximum for 12 months	Per annum	105,430
and after 12 months service in receipt of this rate, shall be paid the following rate subject to approval of the Grading Committee.		
On Maximum for further 12 months	Per annum	110,326
<b>Senior Health Education Officer Non-Graduate</b>		
1st Year of service	Per annum	90,603
2nd Year of service	Per annum	94,025
<b>Senior Health Education Officer Graduate</b>		
1st Year of service	Per annum	110,312
2nd Year of service	Per annum	114,716
3rd Year of service	Per annum	119,164
<b>Part Time Health Education Officer</b>		
Non-Graduate (Per Hour)	Per hour	43.81
Graduate (Per Hour)	Per hour	50.98
<b>Transferred Health Education Officer - Graduate (As at 01/10/1986)</b>		
9th Year of service	Per annum	100,547
On Maximum for 12 months	Per annum	105,430
On Maximum for further 12 months	Per annum	110,326
<b>Ethnic Health Worker</b>		
Part-time Ethnic Health Worker (Per Hour)	Per hour	44.03
Part-time Ethnic Day Care Co-ordinator (Per Hour)	Per hour	44.46
<b>Hospital Scientists / Medical Technologists</b>		
<b>Chief Hospital Scientist</b>		
If sole Hospital Scientist in a hospital or in-charge of other Hospital Scientists or trainees at Hospitals having an A.D.A. of occupied beds of:		
<b>Chief Hospital Scientist &lt;200 ADA</b>		
1st Year	Per Week	2441.09
2nd Year	Per Week	2507.14
3rd Year	Per Week	2589.91
If in-charge of other Hospital Scientists or trainees at hospitals having an A.D.A. of occupied beds of:		
<b>Chief Hospital Scientist &gt;200 ADA</b>		
1st Year	Per week	2589.91
2nd Year	Per week	2666.66
3rd Year	Per week	2732.03
<b>Allowances (Hospital Scientist)</b>		
<b>Fellowship of A.I.M.T. Allowance</b>		

Provided that where a Chief Hospital Scientist is the holder of a Fellowship of the Australian Institute of Medical Technology shall be paid an allowance of:	Per Week	67.50
<b>Senior Hospital Scientist (Senior Medical Technologist in-charge of section)</b>		
1st Year	Per week	2081.47
2nd Year	Per week	2148.70
3rd Year	Per week	2206.72
<b>Hospital Scientist (Medical technologist)</b>		
1st Year	Per week	1359.89
2nd Year	Per week	1408.17
3rd Year	Per week	1490.86
4th Year	Per week	1588.33
5th Year	Per week	1693.28
6th Year	Per week	1797.02
7th Year	Per week	1881.14
8th Year	Per week	1939.67
<b>Hospital Scientist (Medical Technologist) - United Dental Hospital</b>		
1st Year	Per week	1359.89
2nd Year	Per week	1408.17
3rd Year	Per week	1490.86
4th Year	Per week	1588.33
5th Year	Per week	1693.28
6th Year	Per week	1797.02
7th Year	Per week	1881.14
8th Year	Per week	1939.67
<b>Hospital Scientist (Scientific Officer)</b>		
1st Year	Per week	1359.89
2nd Year	Per week	1408.17
3rd Year	Per week	1490.86
4th Year	Per week	1588.33
5th Year	Per week	1693.28
6th Year	Per week	1797.02
7th Year	Per week	1881.14
8th Year	Per week	1939.67
<b>Senior or Chief Hospital Scientist (Senior Scientific Officer)</b>		
1st Year	Per week	2081.47
2nd Year	Per week	2148.70
3rd Year	Per week	2206.72
4th Year	Per week	2441.09
5th Year	Per week	2507.14
6th Year	Per week	2589.91
7th Year	Per week	2666.66
8th Year	Per week	2732.03
Provided that a Senior Hospital Scientist shall not progress beyond the salary prescribed for the third year of the scale unless such officer holds a post-graduate degree in Science at least equivalent to the degree of Master of Science of an approved university or has been admitted as a Member of the Australian Association of Clinical Biochemists or holds such qualifications as are deemed equivalent. Provided further that any Senior Hospital Scientist in receipt of the fourth year of service rate and above or Principal Hospital Scientist who holds the degree of Master of Science or is a Fellow of the Australian Institute of Medical Laboratory Scientists or holds appropriate equivalent qualifications shall be paid the following allowance:		
Senior/Principal H.S. Master of Science	Per Week	71.80
<b>Principal Hospital Scientist (Principal Scientific Officer)</b>		
1st Year	Per week	2922.20
2nd Year	Per week	2993.44

3rd Year	Per week	3072.25
4th Year	Per week	3143.81
5th Year	Per week	3218.45
6th Year	Per week	3292.10
7th Year	Per week	3366.50
8th Year	Per week	3442.02
9th Year	Per week	3515.24
10th Year	Per week	3591.54
<p>Provided that a Principal Hospital Scientist shall not progress beyond the salary prescribed for the fourth year of the scale unless such officer holds a post-graduate degree in Science at least equivalent to the Degree of Doctor of Philosophy of an approved university or has been admitted as a Fellow of the Australian Association of Clinical Biochemists, or holds such qualifications as are deemed equivalent</p>		
<b>Trainee Hospital Scientist</b>		
1st Year	Per week	766.42
2nd Year	Per week	823.63
3rd Year	Per week	937.43
4th Year	Per week	1064.53
5th Year	Per week	1189.22
6th Year	Per week	1303.00
<p>The Commencing salary of the Trainee Hospital Scientist who on appointment has completed part of a degree course shall be fixed having regard to that part of the course that has been successfully completed. Provided that each year of full-time or part-time study for an appropriate degree combined with employment as a Trainee Hospital Scientist shall be considered for salary purposes as the equivalent of one year's service in the Trainee Hospital Scientist scale.</p>		
<b>Senior Hospital Scientist In-Charge of Section</b>		
1st Year	Per week	2081.47
2nd Year	Per week	2148.70
3rd Year	Per week	2206.72
<b>Senior or Chief Hospital Scientist In-Charge of Lab</b>		
<b>Less than 200 ADA</b>		
1st Year	Per week	2441.09
2nd Year	Per week	2507.14
3rd Year	Per week	2589.91
<b>More than 200 ADA</b>		
1st Year	Per week	2589.91
2nd Year	Per week	2666.66
3rd Year	Per week	2732.03
<b>Transferred Hospital Scientist (Scientific Officer) - Oliver Lathan Laboratory</b>		
5th Year	Per week	1693.28
6th Year	Per week	1797.02
7th Year	Per week	1881.14
8th Year and Thereafter	Per week	1939.67
<b>Transferred Senior or Chief Hospital Scientist (Senior Scientific Officer) - Oliver Latham Laboratory</b>		
1st Year	Per annum	108,608
2nd Year	Per annum	112,116
3rd Year	Per annum	115,143
4th Year	Per annum	127,372
5th Year	Per annum	130,819
6th Year	Per annum	135,138
7th Year	Per annum	139,142
8th Year and Thereafter	Per annum	142,553
<b>Transferred Hospital Scientist (Scientific Officer) - I.C.P.M.R.</b>		
8th Year	Per week	1939.67

<b>Transferred Senior Hospital Scientist (Senior Scientific Officer) - I.C.P.M.R.</b>		
1st Year	Per week	2081.47
2nd Year	Per week	2148.70
3rd Year	Per week	2206.72
4th Year	Per week	2441.09
5th Year	Per week	2507.14
6th Year	Per week	2589.91
7th Year	Per week	2666.66
8th Year and Thereafter	Per week	2732.03
<b>Library Staff</b>		
<b>Library Assistant</b>		
Year 1	Per annum	56,515
Year 2	Per annum	59,763
Year 3	Per annum	63,289
Year 4	Per annum	67,745
Year 5	Per annum	70,118
<b>Librarian Grade 1</b>		
Year 1	Per annum	71,280
Year 2	Per annum	75,220
Year 3	Per annum	79,278
Year 4	Per annum	83,998
Year 5	Per annum	88,038
Year 6	Per annum	92,057
<b>Librarian Grade 2</b>		
Year 1	Per annum	95,772
Year 2	Per annum	99,388
Year 3	Per annum	104,154
Year 4	Per annum	108,193
<b>Librarian Grade 3</b>		
Year 1	Per annum	113,703
Year 2	Per annum	117,104
Year 3	Per annum	121,564
Year 4	Per annum	126,281
<b>Librarian Grade 4</b>		
Year 1	Per annum	129,959
Year 2	Per annum	133,681
Year 3	Per annum	137,523
Year 4	Per annum	141,699
<b>Library Technician - Grade 1</b>		
Year 1	Per annum	71,280
Year 2	Per annum	75,220
Year 3	Per annum	79,278
Year 4	Per annum	83,998
<b>Medical Officers</b>		
<b>Intern</b>		
Intern	Per annum	76,009
<b>Resident</b>		
1st Year	Per annum	89,095
2nd Year	Per annum	97,993
3rd Year	Per annum	110,986
4th Year	Per annum	120,489
<b>Registrar</b>		
1st Year	Per annum	110,986

2nd Year	Per annum	120,489
3rd Year	Per annum	130,027
4th Year	Per annum	139,187
<b>Senior Registrar</b>		
For the purposes of calculation of payments to officers pursuant to the provisions of this Award, one hour's pay shall be calculated in accordance with the following formula: Per annum Salary x 1/ 52.17857 x 38 and one day's pay shall be calculated by multiplying one hour's pay (as calculated in accordance with the above formula) by 7.6		
Senior Registrar	Per annum	156,494
<b>Allowances (Medical Officers)</b>		
Higher Medical Qualification Allowance (Medical Officers)	Per Week	65.70
The above allowance is paid to officers who obtain an appropriate higher medical qualification subsequent to graduation. It does not apply to an officer appointed as a Senior Registrar. The salary prescribed for a Senior Registrar has taken into account that a higher medical qualification is a prerequisite for appointment.		
Higher Medical Qualification Allowance - After 5 Years	Per Week	32.90
The qualification allowance is paid when an officer in his/her fifth and subsequent years of registrar-ship is expected to meet the formal requirements of a higher medical qualification in that year.		
<b>Part-Time Medical Officers</b>		
(These rates are from Agreement No. 1 of 1975 and are applicable to part-time medical officers employed as at 1 June 1993 who did not elect to convert to permanent part-time employment)		
Less than 3 years post-graduate experience (per hour)	Per hour	64.33
More than 3 years post-graduate experience (per hour)	Per hour	75.40
More than 6 years post-graduate experience (per hour)	Per hour	90.72
Provided that no officer may be employed for more than 24 hours in any period of 7 consecutive days. Formula: Part-time Medical Officer with less than 3 years post-graduate experience = 1st year Registrar divided by 52.17857 divided by 38 plus 15%. Part-time Medical Officer with more than 3 years post-graduate experience = 3rd year Registrar divided by 52.17857 divided by 38 plus 15%. Part-time Medical Officer with more than 6 years post-graduate experience = Senior Registrar divided by 52.17857 divided by 38 plus 15%.		
<b>Transferred Medical Officers</b>		
Less than 6 years post graduate experience (per hour)	Per hour	73.03
6 to less than ten years post graduate experience (per hour)	Per hour	90.72
10 years or more post-graduate experience (per hour)	Per hour	115.00
Possess Dip. of Psychological Medical (per hour)	Per hour	107.99
Dip. of Psychological Medical more than 2 years (per hour)	Per hour	115.00
Medical Officer - 5th Schedule - 10th year (per annum)	Per annum	164,607
<b>Community Physician</b>		
Community Physician	Per annum	206,836
<b>Medical Records Administrator</b>		
1st Year	Per annum	68,293
2nd Year	Per annum	70,927
3rd Year	Per annum	74,478
4th Year	Per annum	77,745
5th Year	Per annum	81,109
6th Year	Per annum	84,896
7th Year and Thereafter	Per annum	88,334
<b>Medical Records Manager</b>		
Grade 1	Per annum	96,709
Grade 2	Per annum	99,961
Grade 3	Per annum	103,712
Grade 4	Per annum	111,669
Grade 5	Per annum	115,442
Grade 6	Per annum	119,444

Grade 7	Per annum	123,734
Grade 8	Per annum	132,955
Country Regions	Per annum	115,442
<b>Research/Analyst/Specialist Dept. or Section</b>		
Research/Analyst/Specialist Dept. Or Section	Per annum	93,936
<b>Medical Superintendents</b>		
<b>Chief Executive Officer</b>		
Level 1	Per annum	260,556
- 16% Clinical Loading (CEO L1)	Per annum	41,689
Level 2	Per annum	248,293
- 16% Clinical Loading (CEO L2)	Per annum	39,727
Level 3	Per annum	236,027
- 16% Clinical Loading (CEO L3)	Per annum	37,764
Level 4	Per annum	191,108
- 16% Clinical Loading (CEO L4)	Per annum	30,577
Level 5	Per annum	174,767
- 16% Clinical Loading (CEO L5)	Per annum	27,963
<b>Medical Super / Deputy Chief Executive Officer</b>		
Level 1	Per annum	248,293
- 16% Clinical Loading (MSDCEO L1)	Per annum	39,727
Level 2	Per annum	236,027
- 16% Clinical Loading (MSDCEO L2)	Per annum	37,764
Level 3	Per annum	219,693
- 16% Clinical Loading (MSDCEO L3)	Per annum	35,151
Level 4	Per annum	174,767
- 16% Clinical Loading (MSDCEO L4)	Per annum	27,963
Level 5	Per annum	166,591
- 16% Clinical Loading (MSDCEO L5)	Per annum	26,655
<b>Deputy Medical Superintendent</b>		
Level 1	Per annum	219,693
- 16% Clinical Loading (DMS L1)	Per annum	35,151
Level 2	Per annum	191,108
- 16% Clinical Loading (DMS L2)	Per annum	30,577
Level 3	Per annum	174,767
- 16% Clinical Loading (DMS L3)	Per annum	27,963
<b>Assistant Medical Superintendent</b>		
<b>Level 1</b>		
1st Year	Per annum	182,947
- 16% Clinical Loading (AMS L1)	Per annum	29,272
2nd Year	Per annum	191,108
- 16% Clinical Loading (AMS L1Y2)	Per annum	30,577
<b>Level 2</b>		
1st Year	Per annum	166,591
- 16% Clinical Loading (AMS L2)	Per annum	26,655
2nd Year	Per annum	174,767
- 16% Clinical Loading (AMS L2Y2)	Per annum	27,963
<b>Level 3</b>		
1st Year	Per annum	158,443
- 16% Clinical Loading (AMS L3)	Per annum	25,351
2nd Year	Per annum	166,591
- 16% Clinical Loading (AMS L3Y2)	Per annum	26,655
<b>Level 4</b>		
1st Year	Per annum	142,093



- 16% Clinical Loading (AMS L4)	Per annum	22,735
2nd Year	Per annum	150,268
- 16% Clinical Loading (AMS L4Y2)	Per annum	24,043
<b>Clinical Superintendent</b>		
<b>Level 1</b>		
1st Year	Per annum	166,591
- 16% Clinical Loading (CS L1)	Per annum	26,655
2nd Year	Per annum	174,767
- 16% Clinical Loading (CS L1Y2)	Per annum	27,963
<b>Level 2</b>		
1st Year	Per annum	158,443
- 16% Clinical Loading (CS L1)	Per annum	25,351
2nd Year	Per annum	166,591
- 16% Clinical Loading (CS L2Y2)	Per annum	26,655
<b>Allowances (Medical Superintendents)</b>		
16% Clinical Loading - Medical Superintendents are paid a salary supplement of 16% of the appropriate base Award salary as varied from time to time with respect to their clinical work performed as part of their function. The qualification allowance shall only apply to those officers who were receiving this allowance as of April 1986 and have continued to remain in the position held by them as of that date		
Higher Medical Qualification Allowance (Medical Superintendents)	Per Week	59.00
Diploma Hospital Administration issued AIHA	Per Week	34.68
Where an officer holds a higher medical qualification relevant to his/her hospital work		
Diploma or Degree Hospital Administration from a University- where the officer has no higher medical qualification, but holds a diploma or degree in Hospital Administration	Per Week	34.68
<b>Hospitals are graded at level indicated below:</b>		
Level 1 - Royal Prince Alfred Hospital, Prince Henry/Prince of Wales Hospital Group, Royal North Shore Hospital, The Parramatta Hospitals, Royal Newcastle Hospital		
Level 2 - St. Vincents Hospital, Darlinghurst, St. George Hospital, Royal Alexandra Hospital for Children		
Level 3 - Sydney Hospital, Hornsby & Ku-Ring-Gai Hospital, Wollongong Hospital, Bankstown Hospital, Blacktown District Hospital, Gosford Hospital, Liverpool Hospital, Mater Misericordiae Hospital - Waratah, Sutherland Hospital, Royal Hospital for Women, Tamworth Group, Moree Group, Armidale Group, Maitland Group.		
Level 4 - Albury Base Hospital, Auburn District Hospital, Balmain District Hospital, Broken Hill & District Hospital, Canterbury Hospital, Cessnock District Hospital, Dubbo Base Hospital, Fairfield District Hospital, Grafton Base Hospital, Lewisham Hospital, Lismore Base Hospital, Mater Misericordiae Hospital - North Sydney, Manning River District Hospital, Mount Druitt Hospital, Nepean District Hospital, Orange Base Hospital, Ryde Hospital, Wagga Wagga Base Hospital, Port Kembla District Hospital, Manly District Hospital, St. Margaret's Hospital for Women, Mona Vale District Hospital, Wallsend Hospital, Goulburn Group, Queanbeyan Group, Bega Group, Young Group, Hastings Valley, Group, Macleay Valley Group.		
Level 5 - Langton Clinic, Royal Ryde Homes, Griffith Base Hospital, Western Suburbs Hospital, Bathurst District Hospital, Blue Mountains District Anzac Memorial Hospital, Camden Hospital, Lithgow District Hospital, Marrickville District Hospital, Royal South Sydney Hospital, St. Joseph's Hospital - Auburn, St. Luke's Hospital, Hawkesbury District Hospital, Harbour District Hospital, Campbelltown District Hospital, Rachel Forster Hospital.		
<b>Music Therapist Unqualified</b>		
1st Year (Per Hour)	Per hour	33.19
2nd Year (Per Hour)	Per hour	33.86
3rd Year (Per Hour)	Per hour	34.41
<b>Nurse Counsellor Non-Graduate</b>		
1st year of service	Per annum	62,856
2nd year of service	Per annum	65,657
3rd year of service	Per annum	69,228
4th year of service	Per annum	72,528

5th year of service	Per annum	76,068
<b>Nurse Counsellor Graduate</b>		
1st year of service	Per annum	69,663
2nd year of service	Per annum	72,838
3rd year of service	Per annum	77,186
4th year of service	Per annum	81,106
5th year of service	Per annum	85,723
6th year of service	Per annum	89,436
7th year of service	Per annum	92,951
8th year of service	Per annum	96,081
9th year of service	Per annum	100,571
<b>Remedial Gymnast (Qualified)</b>		
1st Year	Per annum	60,943
2nd Year	Per annum	62,692
3rd Year	Per annum	66,204
4th Year	Per annum	69,477
5th Year	Per annum	72,848
6th Year and Thereafter	Per annum	76,197
<b>Sessional Rates</b>		
Sessional Music Therapist (per session*)	Session	250.50
Sessional Occupational Therapist (per session*)	Session	250.50
Sessional Orthoptist (per session*)	Session	250.50
Sessional Physiotherapist (per session*)	Session	250.50
Sessional Podiatrist (per session*)	Session	250.50
Sessional Speech Pathologist (per session*)	Session	250.50
*Session = 3½ hours		
<b>Sexual Assault Workers - Non-Graduate</b>		
<b>Grade 1</b>		
1st Year	Per annum	60,367
2nd Year	Per annum	63,750
3rd Year	Per annum	67,055
4th Year	Per annum	70,410
5th Year	Per annum	73,594
<b>Grade 2</b>		
1st Year	Per annum	76,938
2nd Year	Per annum	80,211
<b>Social Educators</b>		
1st Year	Per annum	72,201
2nd Year	Per annum	76,463
3rd Year	Per annum	80,570
4th Year	Per annum	85,114
5th Year	Per annum	89,342
6th Year	Per annum	92,932
7th Year	Per annum	96,510
8th Year and Thereafter	Per annum	100,547
<b>Program Director</b>		
1st Year	Per annum	127,096
2nd Year	Per annum	129,959
<b>Welfare Officers - Non-Graduate</b>		
<b>Grade 1</b>		
1st Year	Per annum	60,367
2nd Year	Per annum	63,750
3rd Year	Per annum	67,055

4th Year	Per annum	70,410
5th Year	Per annum	73,594
<b>Grade 2</b>		
1st Year	Per annum	76,938
2nd Year	Per annum	80,211
<b>Allowance (Welfare Officer)</b>		
Welfare Officer - Non-Graduate 2 years on maximum	Per Week	74.50

## PART C

### LIST OF AWARDS

Awards as varied or replaced from time to time.

Public Hospitals Medical Superintendents (State) Award 2022

Public Hospital Career Medical Officers (State) Award 2022

Public Hospital Medical Officers (State) Award 2022

Hospital Scientists (State) Award 2022

Public Hospitals Professional Engineers (Biomedical Engineers) (State) Award 2022

Public Hospitals Librarians (State) Award 2022

Public Hospitals Medical Record Librarians Award 2022

Public Hospitals Dental Assistants (State) Award 2022

Health Employees Oral Health Therapists (State) Award 2022

Health Employees Dental Officers (State) Award 2022

Health Employees Dental Prosthetists and Dental Technicians (State) Award 2022

N. CONSTANT, *Chief Commissioner*

---

Printed by the authority of the Industrial Registrar.