

Increased rates of pay and allowances – HSU and ASMOF Awards

Summary To inform NSW Health staff of the increases to rates of pay and allowances under HSU and ASMOF classifications for 2023

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Audience Administration

Increased rates of pay and allowances – HSU and ASMOF Awards

PURPOSE

To advise of increases in rates of pay and allowances from the first full pay period on or after 1 July 2023 for classifications in the NSW Health Service covered by the Health Services Union NSW (HSU), excluding Ambulance Officers and Ambulance Managers, and the Australian Salaried Medical Officers Federation (ASMOF), Career Medical Officers, Medical Officers, and Medical Superintendents only.

KEY INFORMATION

Index and Schedule of Rates of Pay and Allowances

Details on the new rates of pay and allowances are outlined in a separate attachment via the following [link](#).

Increase in rates of pay

New Awards for classifications covered by the HSU and the ASMOF have been made by the NSW Industrial Relations Commission to incorporate increases in wages and wage related allowances. The pay rates include a \$3,502 flat rate increase to base rates for HSU covered classifications, and a 4% increase to remuneration for ASMOF covered classifications.

The new Awards can be accessed via the *NSW public health system awards and determinations* [website](#).

Increase in Laundry, Uniform and Climatic/Isolation Allowances

Laundry, uniform and climatic/isolation allowances have been increased by 7 per cent from the first full pay period on or after 1 July 2023, in line with the percentage change in the 'All Groups CPI Weighted Average' for the eight Capital Cities from March Quarter 2022 to March Quarter 2023.

Accommodation and Board

The amounts that may be deducted for accommodation and board under the *Health Employees Conditions of Employment (State) Award* have been adjusted in line with the \$3,502 flat rate increase to remuneration are as follows:

Board and Lodging	Rate from first full pay period on or after 1 July 2023
Breakfast	\$4.60
Other meals	\$8.70
Maximum one week	\$141.10
Accommodation – Separate Rooms	\$65.60
Accommodation – Share Rooms	\$41.10

ATTACHMENT

1. [Index and Schedule of Rates of Pay and Allowances](#)

Attachment 1 – Index and Schedule of Rates of Pay and Allowances

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Classification	Frequency	First Full Pay Period on or after 01-Jul-2023 \$
Health Employees Administrative Staff (State) Award		
Telephonist		
Level 1		
1st Year	Weekly	1,053.29
2nd Year	Weekly	1,072.68
3rd Year	Weekly	1,115.90
4th Year	Weekly	1,141.71
5th Year	Weekly	1,188.68
Level 2		
1st Year	Weekly	1,213.49
2nd Year	Weekly	1,238.71
3rd Year	Weekly	1,262.88
Level 3		
1st Year	Weekly	1,288.45
2nd Year	Weekly	1,314.25
Administration Officer		
Level 1		
1st Year	Weekly	1,017.12
2nd Year	Weekly	1,057.14
3rd Year	Weekly	1,095.84
4th Year	Weekly	1,121.30
5th Year	Weekly	1,147.67
Level 2		
1st Year	Weekly	1,185.93
2nd Year	Weekly	1,225.27
Level 2A		
1st Year	Weekly	1,247.54
2nd Year	Weekly	1,265.42
Level 3		
1st Year	Weekly	1,265.42
2nd Year	Weekly	1,304.86
Clinical Support Officer		
Level 3		
1st Year	Weekly	1,265.42
2nd Year	Weekly	1,304.86
Level 4		
1st Year	Weekly	1,338.50
2nd Year	Weekly	1,369.14

Classification	Frequency	First Full Pay Period on or after 01-Jul-2023 \$
Level 5		
1st Year	Weekly	1,409.61
2nd Year	Weekly	1,441.58
Level 6		
1st Year	Weekly	1,487.66
2nd Year	Weekly	1,522.83
Transferred Department of Health Clerk		
Year 4	Annual	131,563
Allowance Description	Frequency	FFPP on or after 03-Jul-2023
Telephonist - Level 1 - In-Charge		
Telephonist In Charge - 3-5	Per Shift	9.53
Telephonist In Charge - 6-10	Per Shift	11.80
Telephonist In Charge - >10	Per Shift	20.40
Higher Skills		
Higher Skills Allowance	Per Week	18.80
Allied Health Assistants (State) Award		
Allied Health Assistants		
Level 1		
Entry	Weekly	1,124.85
Level 2		
1st Year	Weekly	1,150.25
2nd Year	Weekly	1,170.48
3rd Year	Weekly	1,184.77
Level 3		
1st Year	Weekly	1,219.61
2nd Year	Weekly	1,242.74
3rd Year	Weekly	1,271.78
Transitional Rate		
One Salary Rate	Weekly	1,275.76
Allied Health Assistants Determination No. 21 Of 2018		
Technical Assistant (Orthotic)		
Level 1		
1st Year of Service	Weekly	1,124.83
2nd Year of Service	Weekly	1,146.00
3rd Year of Service and thereafter	Weekly	1,170.48
Level 2		

Classification	Frequency	First Full Pay Period on or after 01-Jul-2023 \$
1st Year of Service	Weekly	1,221.31
2nd Year of Service	Weekly	1,249.21
3rd Year of Service and thereafter	Weekly	1,275.76
Diversional Therapist - Without Diploma		
1st Year	Weekly	1,124.83
2nd Year	Weekly	1,146.00
3rd Year and thereafter	Weekly	1,170.48
Technical Assistant		
Grade 1		
1st Year	Weekly	1,124.83
2nd Year	Weekly	1,146.00
Thereafter	Weekly	1,170.48
Public Hospitals Professional Engineers (Biomedical Engineers) (State) Award		
Allowance Description	Frequency	FFPP on or after 03-Jul-2023
On-Call Allowance	Per Day	9.92
Per on-call period per week	Per Week	49.54
Health Employees Computer Staff (State) Award		
Computer Manager		
Grade 1		
1st Year	Annual	109,802
2nd Year	Annual	112,998
3rd Year	Annual	116,734
4th Year	Annual	119,914
5th Year	Annual	124,152
6th Year and Thereafter	Annual	127,349
Grade 2		
1st Year	Annual	124,152
2nd Year	Annual	127,349
3rd Year	Annual	133,773
4th Year and Thereafter	Annual	140,163
Analyst		
1st Year	Annual	90,582
2nd Year	Annual	93,305
3rd Year	Annual	96,932
4th Year	Annual	99,635
5th Year	Annual	102,945

Classification	Frequency	First Full Pay Period on or after 01-Jul-2023 \$
6th Year and Thereafter	Annual	105,637
Senior Analyst		
1st Year	Annual	109,802
2nd Year	Annual	112,998
3rd Year	Annual	116,734
4th Year	Annual	119,914
5th Year	Annual	124,152
6th Year and Thereafter	Annual	127,349
Programmers		
Trainee		
1st Year	Annual	53,703
2nd Year	Annual	55,155
3rd Year	Annual	57,177
4th Year	Annual	58,535
5th Year	Annual	59,902
6th Year	Annual	61,850
7th Year	Annual	63,894
8th Year	Annual	65,988
9th Year and Thereafter	Annual	69,810
Programmer		
1st Year	Annual	73,518
2nd Year	Annual	77,620
3rd Year	Annual	82,251
4th Year	Annual	90,582
5th Year	Annual	96,932
6th Year and Thereafter	Annual	99,635
Supervisor		
1st Year	Annual	102,945
2nd Year	Annual	105,638
3rd Year	Annual	109,802
4th Year and Thereafter	Annual	112,998
Computer Operator		
Grade 1		
1st Year	Annual	55,155
2nd Year	Annual	57,177
3rd Year	Annual	58,535
4th Year and Thereafter	Annual	59,902
Grade 2		

Classification	Frequency	First Full Pay Period on or after 01-Jul-2023 \$
1st Year	Annual	61,850
2nd Year	Annual	63,894
3rd Year and Thereafter	Annual	65,988
Senior		
Grade 1		
1st Year	Annual	69,810
2nd Year	Annual	71,446
3rd Year	Annual	73,518
4th Year and Thereafter	Annual	75,251
Grade 2		
1st Year	Annual	77,620
2nd Year	Annual	79,441
3rd Year	Annual	82,251
4th Year and Thereafter	Annual	84,431
Field Implementation Officer		
1st Year	Annual	77,620
2nd Year	Annual	79,441
3rd Year	Annual	82,251
4th Year and Thereafter	Annual	84,431
Network Analyst		
1st Year	Annual	80,811
2nd Year and Thereafter	Annual	83,205
Health Employees Engineers (State) Award		
Engineer		
Assistant		
Grade 1	Weekly	1,573.87
Grade 2	Weekly	1,682.59
Grade 3	Weekly	1,789.96
Grade 4	Weekly	1,898.21
Grade 5	Weekly	2,059.96
Grade 6	Weekly	2,221.59
Engineer		
Grade 1	Weekly	1,573.87
Grade 2	Weekly	1,682.59
Grade 3	Weekly	1,789.96
Grade 4	Weekly	1,898.21
Grade 5	Weekly	2,059.96
Grade 6	Weekly	2,221.59

Classification	Frequency	First Full Pay Period on or after 01-Jul-2023 \$
Grade 7	Weekly	2,570.85
Maintenance Supervisor (Tradesperson)		
Grade 1	Weekly	1,417.01
Grade 2	Weekly	1,520.96
Group Engineers Determination No. 16 Of 2015		
Group		
Grade 1	Weekly	1,841.12
Grade 2	Weekly	1,949.49
Grade 3	Weekly	2,057.33
Grade 4	Weekly	2,165.69
Grade 5	Weekly	2,327.20
Grade 6	Weekly	2,488.49
Health Employees General Administrative Staff (State) Award		
General Administrative		
Grade 1	Weekly	1,188.34
Grade 2	Weekly	1,233.63
Grade 3	Weekly	1,274.55
Grade 4	Weekly	1,315.46
Grade 5	Weekly	1,336.83
Grade 6	Weekly	1,378.18
Grade 7	Weekly	1,423.07
Grade 8	Weekly	1,500.67
Grade 9	Weekly	1,630.87
Grade 10	Weekly	1,680.82
Grade 11	Weekly	1,761.74
Grade 12	Weekly	1,880.24
Grade 13	Weekly	2,011.00
Grade 14 and Thereafter	Weekly	2,134.71
Special Grade		
Special Grade - R.P.A. - Services Manager	Weekly	2,202.40
Special Grade - R.P.A. - Supply Manager	Weekly	2,649.25
Hairdressers Determination No. 8 Of 2015		
Hairdresser		
Hairdresser <4 Hrs	Hourly	32.09
Hairdresser >4 Hrs	Hourly	28.46
Hairdresser	Weekly	989.03

Classification	Frequency	First Full Pay Period on or after 01-Jul-2023 \$
Allowance Description	Frequency	FFPP on or after 03-Jul-2023
Laundry Allowance	Per Week	8.55
In Charge Allowance	Per Week	56.62
Special Allowance	Per Hour	1.75
Health Employees (State) Award		
Medical / Technical Group		
Aides		
1st Year	Weekly	1,105.00
2nd Year	Weekly	1,124.83
Thereafter	Weekly	1,146.00
Technical Assistant Grade 1		
1st Year	Weekly	1,124.83
2nd Year	Weekly	1,146.00
Thereafter	Weekly	1,170.48
Technical Assistant Grade 2		
1st Year	Weekly	1,146.00
2nd Year	Weekly	1,170.48
Thereafter	Weekly	1,189.89
Cytology Scanner		
Trainee Cytology Scanner		
1st Year	Weekly	1,044.33
On completion of 12 months' satisfactory service and the issue of a certificate by the hospital that the Trainee is competent to carry out the full range of duties of a scanner, a Trainee shall be entitled to be classified as Cytology Scanner, 1st year.		
Cytology Scanner		
1st Year	Weekly	1,146.00
2nd Year	Weekly	1,170.48
Thereafter	Weekly	1,189.89
Pharmacy		
Pharmacy Assistant		
Grade 1		
1st Year	Weekly	1,146.00
2nd Year	Weekly	1,170.48
3rd Year	Weekly	1,189.89
4th Year and Thereafter	Weekly	1,221.31
Grade 2		
1st Year	Weekly	1,221.31

Classification	Frequency	First Full Pay Period on or after 01-Jul-2023 \$
2nd Year and Thereafter	Weekly	1,249.21
Pharmacy Technician		
Grade 1		
1st Year	Weekly	1,221.31
2nd Year	Weekly	1,249.21
3rd Year	Weekly	1,275.76
4th Year and Thereafter	Weekly	1,304.66
Grade 2		
1st Year	Weekly	1,331.43
2nd Year	Weekly	1,379.30
3rd Year	Weekly	1,421.85
4th Year and Thereafter	Weekly	1,459.45
Grade 3		
1st Year	Weekly	1,555.13
2nd Year and Thereafter	Weekly	1,606.83
Grade 4		
1st Year	Weekly	1,658.89
2nd Year and Thereafter	Weekly	1,759.09
Sterilisation Technician		
Grade 1		
1st Year	Weekly	1,146.00
2nd Year	Weekly	1,170.48
3rd Year and Thereafter	Weekly	1,221.31
Grade 2		
1st Year	Weekly	1,249.21
2nd Year	Weekly	1,275.76
3rd Year and Thereafter	Weekly	1,304.66
Grade 3		
1st Year	Weekly	1,331.43
2nd Year and Thereafter	Weekly	1,379.30
Post Mortem Assistant 200 Post Mortems p.a.		
200 Post Mortems p.a.		
1st Year	Weekly	1,379.50
2nd Year	Weekly	1,422.40
3rd Year and Thereafter	Weekly	1,460.75
Senior - Westmead		
Senior Post Mortem Assistant (Westmead)	Weekly	1,607.84
NSW Health Pathology Employment Division within Forensic Mortuaries only		

Classification	Frequency	First Full Pay Period on or after 01-Jul-2023 \$
Forensic Mortuary Technician		
1st Year	Weekly	1,502.56
2nd Year	Weekly	1,545.63
3rd Year	Weekly	1,589.98
4th Year and Thereafter	Weekly	1,635.66
Senior Forensic Mortuary Technician		
1st Year	Weekly	1,682.73
2nd Year	Weekly	1,731.20
3rd Year and Thereafter	Weekly	1,781.11
Museum Technician		
1st Year	Weekly	1,134.76
2nd Year	Weekly	1,154.82
3rd Year	Weekly	1,175.43
4th Year and Thereafter	Weekly	1,197.72
Animal Technician		
1st Year	Weekly	1,134.76
2nd Year	Weekly	1,154.82
3rd Year	Weekly	1,175.43
4th Year	Weekly	1,197.72
Animal Attendant		
One Salary Rate	Weekly	1,126.50
Research Mechanic		
One Salary Rate	Weekly	1,156.48
Operations Assistants		
Trainee		
On completion of three years' training, a Trainee shall be classified as Assistant.		
Trainee	Weekly	1,014.38
Operations Assistant		
Others - First 3 Years	Weekly	1,148.66
Other Subsequent years	Weekly	1,178.65
Provided that an assistant who has served five (5) years in the classification and is certified by the hospital as competent to assist in any type of surgical operation, shall be entitled to be classified as Senior.		
Senior	Weekly	1,200.35
Chief	Weekly	1,238.83
Anaesthetic and Operating Theatre Technician		
Without Diploma	Weekly	1,189.89
With Diploma	Weekly	1,250.53
Senior Anaesthetic Technician	Weekly	1,288.01

Classification	Frequency	First Full Pay Period on or after 01-Jul-2023 \$
Senior Anaesthetic Technician (Royal Prince Alfred Hospital)	Weekly	1,320.86
Institute of Tropical Medicine-Prince Henry		
Attendant	Weekly	1,138.38
Attendant In Charge	Weekly	1,179.97
Surgical Instrument Repairer		
One Salary Rate	Weekly	1,155.80
Patient Support Assistant		
Central Coast Area Health Service		
1st Year	Weekly	1,103.22
Thereafter	Weekly	1,110.95
Patient Services Assistant		
Western Sydney Area Health Service		
Grade 1	Weekly	1,082.51
Grade 2 and Thereafter	Weekly	1,103.22
Support Services Officer		
Northern Sydney and Western Sydney Area Health Service		
One Salary Rate	Weekly	1,124.83
Wardsperson		
1st Year	Weekly	1,103.22
Thereafter	Weekly	1,110.95
Chief Wardsperson		
1st Year	Weekly	1,157.91
Thereafter	Weekly	1,167.06
Senior Chief Wardsperson		
1st Year	Weekly	1,189.22
Thereafter	Weekly	1,197.27
Surgical Dresser		
1st Year	Weekly	1,116.23
2nd Year	Weekly	1,125.05
Thereafter	Weekly	1,138.38
Surgical Dresser S.T.D. Clinic		
1st Year	Weekly	1,125.05
Thereafter	Weekly	1,150.86
Surgical Dresser Royal North Shore Hospital		
1st Year	Weekly	1,144.14
2nd Year	Weekly	1,154.29
Thereafter	Weekly	1,167.29
Chief Surgical Dresser		

Classification	Frequency	First Full Pay Period on or after 01-Jul-2023 \$
1st Year	Weekly	1,171.25
2nd Year	Weekly	1,181.06
Thereafter	Weekly	1,194.19
Chief Surgical Dresser Royal North Shore Hospital		
1st Year	Weekly	1,221.85
2nd Year	Weekly	1,231.11
Thereafter	Weekly	1,245.13
Senior Chief Surgical Dresser		
1st Year	Weekly	1,201.90
2nd Year	Weekly	1,212.03
Thereafter	Weekly	1,225.27
Senior Chief Surgical Dresser Royal North Shore Hospital		
1st Year	Weekly	1,253.17
2nd Year	Weekly	1,263.74
Thereafter	Weekly	1,277.76
Heart / Lung		
Assistant		
Assistant	Weekly	1,212.03
Technician		
Technician	Weekly	1,281.05
Cardiac Technician		
Year 1	Weekly	1,331.43
Year 2	Weekly	1,379.30
Year 3	Weekly	1,421.85
Year 4 and Thereafter	Weekly	1,459.45
Cardiac Technologists		
Grade 1		
Year 1	Weekly	1,359.89
Year 2	Weekly	1,408.17
Year 3	Weekly	1,490.86
Year 4	Weekly	1,588.33
Year 5	Weekly	1,693.39
Year 6	Weekly	1,797.14
Year 7	Weekly	1,881.14
Year 8 and Thereafter	Weekly	1,939.67
Grade 2 - (Sonographer or EPS)		
Year 1	Weekly	1,881.14
Year 2	Weekly	1,939.67

Classification	Frequency	First Full Pay Period on or after 01-Jul-2023 \$
Year 3 and Thereafter	Weekly	2,081.47
Senior		
Year 1	Weekly	2,081.47
Year 2 and Thereafter	Weekly	2,148.70
Chief		
Year 1	Weekly	2,206.72
Year 2 and Thereafter	Weekly	2,441.09
Neurophysiological Technician		
Trainee		
Trainee Neurophysiological Technician	Weekly	1,101.35
Provided that promotion to Electro-Cardiograph Recorder/Technician is conditional upon the employee having completed 12 months satisfactory service and the hospital having issued a certificate to the effect that the employee is competent to perform the du		
Provided that promotion to Neurophysiological/Technician is conditional upon the employee satisfying the requirements of the course in Neurophysiology conducted by the New South Wales Institute of Psychiatry or such other qualifications deemed by the Mini		
Technician		
1st Year	Weekly	1,250.53
2nd Year	Weekly	1,250.53
3rd Year and Thereafter	Weekly	1,288.01
Senior		
In Charge of 2 or more employees	Weekly	1,320.86
St George, New Childrens, RNSH, Royal Newcastle	Weekly	1,421.85
RPAH, POW, PHH, Westmead	Weekly	1,555.13
Surgical Bootmaker		
In-Charge of Other Bootmakers/Repairers	Weekly	1,285.89
Otherwise	Weekly	1,261.33
Surgical Boot Repairer		
One Salary Rate	Weekly	1,239.27
Care Service Employee		
New Entrant	Weekly	811.73
Grade 1	Weekly	936.54
Grade 2 and Thereafter	Weekly	990.87
Hospital Assistant		
Grade 1	Weekly	1,044.33
Grade 2	Weekly	1,066.84
Grade 3 and Thereafter	Weekly	1,082.51
Housekeeper / Domestic Supervisor - Not including Food Services		
Under 100 beds	Weekly	1,123.29

Classification	Frequency	First Full Pay Period on or after 01-Jul-2023 \$
100 beds but less than 200 beds	Weekly	1,130.78
200 beds but less than 300 beds	Weekly	1,140.39
300 beds but less than 400 beds	Weekly	1,150.86
400 beds but less than 500 beds	Weekly	1,173.01
500 beds and over	Weekly	1,194.19
Home Supervisor		
100 beds but less than 200 beds	Weekly	1,082.60
200 beds but less than 300 beds	Weekly	1,113.16
300 beds but less than 400 beds	Weekly	1,123.29
400 beds but less than 500 beds	Weekly	1,137.52
500 beds and over	Weekly	1,147.34
Linen		
Assistant Foreperson		
One Salary Rate	Weekly	1,099.60
Supply Officer		
Linen Supply Officer <300 Bed	Weekly	1,117.89
Linen Supply Officer 300-499 Bed	Weekly	1,147.67
Linen Supply Officer 500+ Bed	Weekly	1,178.85
Team Leader - Central Linen Service		
Team Leader Central Linen	Weekly	1,188.34
Sewing Room Supervisor		
Sewing Room Supervisor in charge of 2-6 Dressmakers/Seamstresses	Weekly	1,107.09
Sewing Room Supervisor in charge of 7-11 Dressmakers/Seamstresses	Weekly	1,119.98
Sewing Room Supervisor in charge of 12 or more Dressmakers/Seamstresses	Weekly	1,132.55
Trainee Catering Officer		
1st Year	Weekly	1,125.95
2nd Year	Weekly	1,148.66
Thereafter	Weekly	1,175.00
Cook		
Apprentice		
1st Six Months	Weekly	598.40
2nd Six Months	Weekly	810.40
3rd Six Months	Weekly	916.58
4th Six Months	Weekly	969.82
5th Six Months	Weekly	1,024.40
6th Six Months	Weekly	1,075.78
Cook		

Classification	Frequency	First Full Pay Period on or after 01-Jul-2023 \$
Cook - Grade A	Weekly	1,154.48
Cook - Grade B	Weekly	1,128.23
Centralised Food Production Unit		
CFPU Cook - Level 1	Weekly	1,188.34
CFPU Cook - Level 2	Weekly	1,233.63
Chef		
Chef - Grade A	Weekly	1,226.35
Chef - Grade B	Weekly	1,200.58
Chef - Grade C	Weekly	1,175.43
Centralised Food Production Unit		
CFPU Chef - Level 1	Weekly	1,233.63
CFPU Chef - Level 2	Weekly	1,274.55
CFPU Chef - Level 3	Weekly	1,315.46
Maintenance/General Group		
Maintenance Supervisor		
Maintenance Supervisor (Non Trades) In charge of staff	Weekly	1,321.85
Maintenance Supervisor (Non Trades) Otherwise	Weekly	1,290.99
Boiler Attendant		
Boiler Attendant Maintenance of Plant	Weekly	1,128.37
Boiler Attendant Other	Weekly	1,116.79
Fireman		
Fireman	Weekly	1,066.84
Fire Safety Officers		
Fire Safety Officer - Level 1 - Over 700 beds	Weekly	1,880.24
Fire Safety Officer - Level 2 - 300-700 beds	Weekly	1,680.82
Fire Safety Officer - Level 3 - Less than 300 beds	Weekly	1,500.67
Motor Vehicle		
Motor Vehicle Driver <2950 Kilograms	Weekly	1,123.82
Motor Vehicle Driver 2951 Kg and up to 4650 Kg	Weekly	1,131.45
Motor Vehicle Driver 4651 Kg and up to 6250 Kg	Weekly	1,138.94
Motor Vehicle Driver 6251 Kg and up to 7700 Kg	Weekly	1,145.56
Motor Vehicle Driver 7701 Kg and up to 9200 Kg	Weekly	1,152.50
Motor Vehicle Driver 9201 Kg and up to 10800 Kg	Weekly	1,157.68
Motor Vehicle Driver 10801 Kg and up to 12350 Kg	Weekly	1,164.10
Motor Vehicle Driver 12351 Kg and up to 13950 Kg	Weekly	1,169.71
Motor Vehicle Driver 13951 Kg and up to 15500 Kg	Weekly	1,175.43
Motor Vehicle Driver 15501 Kg and up to 16950 Kg	Weekly	1,178.65
Motor Vehicle Driver 16951 Kg and up to 18400 Kg	Weekly	1,181.72

Classification	Frequency	First Full Pay Period on or after 01-Jul-2023 \$
Motor Vehicle Driver 18401 Kg and up to 19750 Kg	Weekly	1,183.06
Motor Vehicle Driver 19751 Kg and up to 21100 Kg	Weekly	1,185.93
Motor Vehicle Driver 21101 Kg and up to 22450 Kg	Weekly	1,190.77
Motor Vehicle Driver 22450 Kg and up to 23850 Kg	Weekly	1,190.77
Motor Vehicle Driver 23850 Kg and up to 25200 Kg	Weekly	1,190.77
Motor Vehicle Driver 25200 Kg and up to 26550 Kg	Weekly	1,200.94
Motor Vehicle Driver 26550 Kg and up to 27900 Kg	Weekly	1,200.94
Motor Vehicle Driver 27900 Kg and up to 29300 Kg	Weekly	1,200.94
Motor Vehicle Driver 29300 Kg and up to 30650 Kg	Weekly	1,200.94
Motor Vehicle Driver 30650 Kg and up to 32000 Kg	Weekly	1,210.58
Motor Vehicle Driver 32000 Kg and up to 33350 Kg	Weekly	1,210.58
Motor Vehicle Driver 33350 Kg and up to 34750 Kg	Weekly	1,220.19
Motor Vehicle Driver 34750 Kg and up to 36100 Kg	Weekly	1,220.19
Motor Vehicle Driver 36100 Kg and up to 37450 Kg	Weekly	1,220.19
Motor Vehicle Driver 37450 Kg and up to 38800 Kg	Weekly	1,220.19
Motor Vehicle Driver 38800 Kg and up to 40200 Kg	Weekly	1,231.17
Motor Vehicle Driver 40200 Kg and up to 41550 Kg	Weekly	1,231.17
Motor Vehicle Driver 41550 Kg and up to 42900 Kg	Weekly	1,231.17
Motor Vehicle Driver 42900 Kg and up to 44250 Kg	Weekly	1,240.31
Motor Vehicle Driver 44250 Kg and up to 45650 Kg	Weekly	1,240.31
Tyre Fitter		
One Salary Rate	Weekly	1,105.55
Ambulance Support Officer		
One Salary Rate	Weekly	1,064.20
Patient Transport Officer (Non HealthShare)		
Trainee Patient Transport Officer	Weekly	1,123.82
Patient Transport Officer	Weekly	1,170.93
Gardening		
Apprentice		
1st Year	Weekly	612.95
2nd Year	Weekly	716.48
3rd Year	Weekly	924.53
4th Year	Weekly	1,028.61
Gardeners		
Gardener Without Certificate	Weekly	1,101.25
Gardener With Certificate	Weekly	1,131.79
Head Gardener Without Certificate	Weekly	1,163.43
Head Gardener With Certificate	Weekly	1,233.97

Classification	Frequency	First Full Pay Period on or after 01-Jul-2023 \$
Vocational		
Instructor - Rehabilitation (Tradesman)		
1st Year	Weekly	1,371.58
2nd Year	Weekly	1,388.89
3rd Year and Thereafter	Weekly	1,405.85
Training Officer (Non-Trade)		
1st Year	Weekly	1,249.87
2nd Year	Weekly	1,267.28
3rd Year and Thereafter	Weekly	1,285.03
Health and Security Assistant		
One Salary Rate	Weekly	1,178.85
Security Officer		
One Salary Rate	Weekly	1,124.83
Senior		
1st Year	Weekly	1,221.31
2nd Year and Thereafter	Weekly	1,249.21
Printing Operators		
1st Year	Weekly	1,220.20
2nd Year	Weekly	1,228.90
3rd Year and Thereafter	Weekly	1,235.63
Child Care Worker		
1st Year	Weekly	1,051.30
2nd Year	Weekly	1,069.04
3rd Year	Weekly	1,106.87
4th year	Weekly	1,124.95
5th Year	Weekly	1,146.00
6th Year	Weekly	1,170.48
7th Year and Thereafter	Weekly	1,189.89
Diversional Therapist with Diploma		
1st Year	Weekly	1,133.87
2nd Year	Weekly	1,197.27
3rd Year	Weekly	1,259.56
4th year	Weekly	1,322.42
5th Year and Thereafter	Weekly	1,382.04
Community Aide		
1st Year	Weekly	1,133.87
2nd Year	Weekly	1,147.34

Classification	Frequency	First Full Pay Period on or after 01-Jul-2023 \$
3rd Year	Weekly	1,167.50
4th year	Weekly	1,181.61
5th Year and Thereafter	Weekly	1,201.67
Driver/General Assistant (current employees only - no new appointees without HAC approval)		
One salary rate	Weekly	1,194.72
Redbank House Therapy Care Worker		
1st Year of Service	Weekly	1,265.07
2nd Year of Service	Weekly	1,304.86
3rd Year of Service	Weekly	1,338.50
4th Year of Service	Weekly	1,368.81
5th Year of Service	Weekly	1,409.49
MAMMOGRAPHERS DETERMINATION No. 2 of 2016		
Mammographer		
1st Year	Weekly	1,881.14
2nd Year	Weekly	1,939.67
3rd Year and Thereafter	Weekly	2,081.47
Senior		
1st Year	Weekly	2,081.47
2nd Year and Thereafter	Weekly	2,148.70
Laboratory Attendant (Old Scale)		
Laboratory Attendant - Adult (Transferred employees as at 01/10/86 only)	Weekly	1,145.66
Public Hospital Residential Services Assistant (State) Award		
Residential Services Assistant		
1st Year of Service	Weekly	1,165.02
2nd Year of Service	Weekly	1,186.92
3rd Year of Service	Weekly	1,208.72
4th Year of Service	Weekly	1,235.62
5th Year of Service	Weekly	1,256.92
Health Employees State Award - Allowances		
Allowance Description	Frequency	FFPP on or after 03-Jul-2023
Special Allowance Post Mortem Assistants and Senior Post Mortem Assistants	Per Week	110.57
Senior Laundry Staff - Technical Certificate	Per Week	14.34
Leading Hand		
Leading Hand in charge of 2 to 5 employees	Per Week	37.84
Leading Hand in charge of 6 to 10 employees	Per Week	53.66

Classification	Frequency	First Full Pay Period on or after 01-Jul-2023 \$
Leading Hand in charge of 11 to 15 employees	Per Week	68.44
Leading Hand in charge of 16 to 19 employees	Per Week	83.58
Automatic Rotary Press operation	Per Hour	0.76
Housekeeper/Domestic Supervisor Nurse Home	Per Week	10.33
Boiler Attendant		
Boiler Attendant's Certificate - other employees	Per Week	9.53
Boiler Attendant's Certificate and Flash Type Generator	Per Week	22.44
Fireman		
Boiler Attendant/Fireman - Specified Hospitals	Per Week	57.61
Boiler Attendant/Fireman - Additional duties	Per Week	26.56
Fire Safety Duties		
Ancillary Fire Safety Duties - Less than 100 beds	Per Week	21.40
Ancillary Fire Safety Duties - 100 beds or more	Per Week	47.72
Gardener		
Gardener without certificate in charge of 2 or more employees	Per Week	37.86
Apprentice		
Apprentice Cook/Gardener - 1st year exam	Per Week	2.82
Apprentice Cook/Gardener - 2nd year exam	Per Week	6.10
Apprentice Cook/Gardener - 3rd year exam	Per Week	8.23
Health Employees Conditions of Employment (State) Award - Allowances		
Allowance Description	Frequency	FFPP on or after 03-Jul-2023
Climatic and Isolation		
Climatic and Isolation Allowance - Time and Half Zone	Per Week	5.41
Climatic and Isolation Allowance - Double Zone	Per Week	10.80
On Call		
On Call - Rostered on Duty (Health Emp. Cond.)	Per 24 Hours	28.10
On Call - Rostered off Duty (Health Emp. Cond.)	Per 24 Hours	55.38
Broken Shift	Per Shift	13.80
Post-Mortem		
Post-mortem (Other than post-mortem assistants)	Per Exam	13.40
Assistants		
Post-mortem Assist at each Internal exam	Per Exam	119.60
Post-mortem Assist at each External exam	Per Exam	74.40
Excluding Assistants		
Excluding PM Assistants - Assist at each Internal exam	Per Exam	44.20
Excluding PM Assistants - Assist at each External exam	Per Exam	27.70

Classification	Frequency	First Full Pay Period on or after 01-Jul-2023 \$
Post-mortem (partly decomposed/vermin infested)	Per Exam	7.16
Maintenance		
Handling linen-nauseous nature	Per Shift	5.15
Refuse Disposal/Sorting of Incinerators	Per Hour	0.46
Additional Duties (Maintenance/Supervision)	Per Week	13.87
Offensive work	Per Week	3.71
Wearing of lead apron	Per Hour	2.27
Handling of money	Per Week	22.50
Tool Allowance	Per Week	10.18
Meals		
Meals	Each	33.25
Uniform and Laundry		
Uniform	Per Week	5.28
Uniform-with cardigan & shoes	Per Week	2.00
Laundry (Health Emp. Cond.)	Per Week	5.96
Infectious Cleaning		
Infectious Cleaning	Per Shift	6.54
Certificate		
Sterilising Certificate	Per Week	10.29
Sterilising Certificate (Per Day)	Per Day	2.03
Excess Fares Cap		
Excess Fares Cap		5.90
Health Managers (State) Award		
Classification	Minimum	Maximum
Level 1	81,581	108,532
Level 2	106,142	125,241
Level 3	122,850	139,559
Level 4	137,173	163,431
Level 5	161,042	180,143
Level 6	176,401	192,662
Level 6 - Special Grade	189,691	206,059
(This grade payable on a personal basis only to designated employees under the 1994 Health Managers Enterprise Agreement)		
Health Professional And Medical Salaries (State) Award		
Aboriginal Health Worker		
1st Year	Annual	60,398
2nd Year	Annual	63,759
3rd Year	Annual	67,063

Classification	Frequency	First Full Pay Period on or after 01-Jul-2023 \$
4th Year	Annual	70,448
5th Year	Annual	73,627
6th Year	Annual	76,958
7th Year	Annual	80,218
8th Year	Annual	83,957
9th Year	Annual	87,301
Senior Aboriginal Health Worker		
1st Year	Annual	90,593
2nd Year	Annual	93,972
Principal Aboriginal Health Worker		
1st Year	Annual	96,522
2nd Year	Annual	100,539
Aboriginal Health Practitioner		
1st Year	Annual	67,063
2nd Year	Annual	70,448
3rd Year	Annual	73,627
4th Year	Annual	76,958
5th Year	Annual	80,253
6th Year	Annual	83,957
7th Year	Annual	87,301
Aboriginal Health Education Officer Graduate		
** 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	Weekly	1,323.06
2nd Year	Weekly	1,383.92
3rd Year	Weekly	1,466.17
4th Year	Weekly	1,544.33
5th Year	Weekly	1,631.33
6th Year	Weekly	1,712.23
7th Year	Weekly	1,781.69
8th Year	Weekly	1,849.83
9th Year	Weekly	1,926.78
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	Weekly	2,020.48
11th Year	Weekly	2,114.43

Classification	Frequency	First Full Pay Period on or after 01-Jul-2023 \$
Senior Aboriginal Health Education Officer Graduate		
** 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	Weekly	2,113.86
2nd Year	Weekly	2,198.64
3rd Year	Weekly	2,283.77
Analyst, Chemist, Microbiologist, & Scientific Officer (Transferred Staff of Division of Analytical Laboratories)		
Grade 1		
1st Year	Annual	71,280
2nd Year	Annual	73,951
3rd Year	Annual	77,880
4th Year	Annual	83,225
5th Year	Annual	88,874
6th Year	Annual	93,936
Grade 2		
1st Year	Annual	98,362
2nd Year	Annual	101,176
3rd Year	Annual	104,154
4th Year	Annual	108,193
Grade 3		
1st Year	Annual	112,559
2nd Year	Annual	116,024
3rd Year	Annual	118,265
Grade 4		
1st Year	Annual	123,852
2nd Year	Annual	127,500
3rd Year	Annual	129,959
Grade 5		
1st Year	Annual	134,919
2nd Year	Annual	138,856
Part-Time Graduate Analyst (Per Hour)	Hourly	46.53
Biomedical Engineer		
Grade 1		
1st Year of service	Annual	73,444
2nd Year of service	Annual	77,700
3rd Year of service	Annual	82,815
4th Year of service	Annual	88,259

Classification	Frequency	First Full Pay Period on or after 01-Jul-2023 \$
5th Year of service and thereafter	Annual	93,740
Grade 2		
1st Year of service	Annual	99,336
2nd Year of service	Annual	102,427
3rd Year of service	Annual	105,527
4th Year of service and thereafter	Annual	108,607
Grade 3		
1st Year of service	Annual	114,469
2nd Year of service	Annual	118,107
3rd Year of service	Annual	121,764
4th Year of service and thereafter	Annual	125,913
Grade 4		
1st Year of service	Annual	131,362
2nd Year of service	Annual	135,093
3rd Year of service and thereafter	Annual	138,793
Grade 5		
1st Year of service	Annual	144,403
2nd Year of service and thereafter	Annual	147,051
Grade 6		
1st Year of service	Annual	149,726
2nd Year of service and thereafter	Annual	152,430
Career Medical Officers		
Grade 1		
1st Year	Annual	139,187
2nd Year	Annual	149,930
3rd Year	Annual	156,494
4th Year	Annual	161,777
5th Year	Annual	168,166
Grade 2		
1st Year	Annual	174,634
2nd Year	Annual	180,061
3rd Year	Annual	190,617
4th Year	Annual	207,388
Senior		
1st Year	Annual	223,306
Thereafter	Annual	239,659
Transitional Grades - only applicable to eligible employees employed on 20/04/2005		
Grade 1	Annual	190,617

Classification	Frequency	First Full Pay Period on or after 01-Jul-2023 \$
Grade 2	Annual	207,388
Grade 3	Annual	223,306
Public Hospitals Career Medical Officers (State) Award		
Allowance Description	Frequency	FFPP on or after 03-Jul-2023
In-Charge		
In-charge allowance	Per 12 hours of duty or part thereof	39.20
On Call		
On-call Allowance per on-call period which coincides with a day rostered on duty	Per Day	43.00
On-call Allowance per on-call period which coincides with a day rostered off duty	Per Day	85.90
On Call Per Week (Career Med. Officers)	Per Week	300.90
Uniform		
Full uniform including special shoes if required	Per Week	2.89
Other cases	Per Week	2.13
CLERK OF WORKS DETERMINATION		
Clerk Of Works		
Clerk Of Works	Annual	94,068
Co-Ordinators		
Group 1 - Cooma, Young, Ballina, Byron, Brunswick, Casino, Kyogle	Annual	92,512
Group 3 - Moree, Tweed Heads, SW Zone - Zone 1, 2 and 5; Grafton, Armidale, Port Macquarie	Annual	99,012
Group 5 - Tamworth	Annual	107,907
Group 6 - Dubbo	Annual	112,163
Allowances-Co-Ordinators		
Allowance Description	Frequency	FFPP on or after 03-Jul-2023
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		
Co-Ordinators		
Future occupants, other than those in AHS, receive the salary for the positions listed above		
Team Leaders Allowance		
In charge of 5-10 staff	Per Week	48.30
In charge of 11-25 staff	Per Week	80.50

Classification	Frequency	First Full Pay Period on or after 01-Jul-2023 \$
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
Drug Alcohol Counsellor Graduate		
1st Year	Annual	67,452
2nd Year	Annual	70,526
3rd Year	Annual	74,682
4th Year	Annual	78,690
5th Year	Annual	85,114
DRUG AND ALCOHOL COUNSELLORS (NON-GRADUATE) DETERMINATION No. 19 of 2007		
Drug Alcohol Counsellor Non Graduate		
Grade 1		
1st Year	Annual	60,373
2nd Year	Annual	63,750
3rd Year	Annual	67,056
4th Year	Annual	70,411
5th Year	Annual	73,598
Grade 2		
1st Year	Annual	76,946
2nd Year	Annual	80,218
Allowances - Drug And Alcohol Counsellors - Non-Graduate		
Drug and Alcohol Counsellor - 2 years on maximum	Per Week	70.00
Dental Assistants		
Grade 1		
1st Year	Annual	63,723
2nd Year	Annual	65,182
3rd Year	Annual	66,562
4th Year	Annual	68,073
Grade 2		
1st Year	Annual	69,477
2nd Year	Annual	71,977
3rd Year	Annual	74,189
4th Year	Annual	76,145
Grade 3		
1st Year	Annual	83,271
2nd Year	Annual	86,196
Dental Assistants – Sydney Dental Hospital (Existing Staff Working 35 hpw)		
Grade 1		

Classification	Frequency	First Full Pay Period on or after 01-Jul-2023 \$
4th Year	Annual	68,073
Grade 2		
4th Year	Annual	76,145
Dental Assistant Supervision Allowance		
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
Dental Officers		
Level 1		
1st Year	Annual	99,565
2nd Year	Annual	114,185
3rd Year	Annual	121,492
4th Year	Annual	128,797
Level 2		
1st Year	Annual	136,108
2nd Year	Annual	143,416
Level 3		
1st Year	Annual	151,384
2nd Year	Annual	155,832
3rd Year	Annual	158,698
Level 4		
1st Year	Annual	180,689
2nd Year	Annual	185,790
Dental Management Allowance		
Level 1 (Per Annum)	Annual	7,612
Level 2 (Per Annum)	Annual	15,368
Area Director Oral Health Clinical Services		
Level 1	Annual	198,223
Level 2	Annual	217,692
Level 3	Annual	250,242
Dental Specialist		
1st Year of service	Annual	170,917
2nd Year of service	Annual	177,390
3rd Year of service	Annual	183,819
4th Year of service	Annual	190,622
5th Year of service	Annual	197,430

Classification	Frequency	First Full Pay Period on or after 01-Jul-2023 \$
* For supplementary payment in lieu of private Practice or On-call/Recall Allowance refer to Determination - Dental Staff Specialists Part A, B and C		
DENTAL SPECIALISTS – WESTMEAD DETERMINATION		
Dental Specialist (Westmead Determination)		
Dental Specialist - Westmead Right of Private Practice Scheme		
1st Year of service	Annual	231,604
2nd Year of service	Annual	244,950
3rd Year of service	Annual	258,274
4th Year of service	Annual	271,649
5th Year of service	Annual	284,989
Senior Clinical Specialist		
Senior Clinical Specialist	Annual	206,900
Dental Specialist Management Allowance		
Dental Specialist Management Allowance	Annual	11,415
Dental Technicians		
Trainee		
Stage 1 - (first 6 months)	Annual	46,146
Stage 2 - (6 months to 1 year)	Annual	47,595
Stage 3 - (1 year to 18 months)	Annual	52,230
Stage 4 - (18 months to 2 years)	Annual	54,034
Level 1		
1st Year	Annual	69,477
2nd Year	Annual	71,977
3rd Year	Annual	74,189
4th Year	Annual	76,145
5th Year	Annual	81,153
Level 2		
1st Year	Annual	81,153
2nd Year	Annual	83,857
Level 3		
1st Year	Annual	86,548
2nd Year	Annual	91,795
Level 4		
1st Year	Annual	96,090
2nd Year	Annual	97,594
Level 5		
1st Year	Annual	106,957
2nd Year	Annual	111,788

Classification	Frequency	First Full Pay Period on or after 01-Jul-2023 \$
Deputy Chief Dental Technician (Sydney Dental Hospital - 2008 current occupant only)		
2nd year	Annual	108,204
Dental Prosthetists		
Level 1		
1st Year	Annual	86,548
2nd Year	Annual	91,795
Level 2		
1st Year	Annual	96,090
2nd Year	Annual	97,594
Level 3		
1st Year	Annual	106,957
2nd Year	Annual	111,788
Oral Health Therapists		
Level 1		
1st Year	Annual	70,944
2nd Year	Annual	73,484
3rd Year	Annual	77,796
4th Year	Annual	82,899
Level 2		
1st Year	Annual	88,379
2nd Year	Annual	93,763
3rd Year	Annual	98,156
4th Year	Annual	101,211
Level 3		
1st Year	Annual	108,595
2nd Year	Annual	112,114
Level 4		
1st Year	Annual	117,543
2nd Year	Annual	120,393
Sole Practitioner Allowance (Oral Health Therapist)		
Sole Practitioner Allowance (Oral Health Therapist)	Annual	7,679
Director Of Animal Care Westmead		
Director Of Animal Care Westmead	Annual	133,651
Trainee Environmental Health Officer		
1st Year	Annual	57,146
2nd Year	Annual	59,121
3rd Year	Annual	61,113
4th Year	Annual	63,091

Classification	Frequency	First Full Pay Period on or after 01-Jul-2023 \$
Environmental Health Officer		
1st Year	Annual	69,050
2nd Year	Annual	72,201
3rd Year	Annual	76,463
4th Year	Annual	80,570
5th Year	Annual	85,116
6th Year	Annual	89,342
7th Year	Annual	92,932
8th Year	Annual	96,507
9th Year	Annual	100,547
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. Under no circumstances can Environmental Health Officers receive Year 10 or Year 11 rates unless they fulfil these criteria.		
10th Year - Performance Barrier	Annual	105,430
11th Year - Performance Barrier	Annual	110,312
Senior Environmental Health Officer		
1st Year	Annual	114,716
2nd Year	Annual	119,164
Transferred Environmental Health Officer - 35hrs per week		
11th Year - Performance Barrier	Annual	110,312
Transferred Senior Environmental Health Officer - 35hrs per week		
1st Year	Annual	114,716
2nd Year	Annual	119,164
HEALTH EDUCATION OFFICERS - TRANSFERRED		
Health Education Officer Non-Graduate		
1st Year of service	Annual	60,373
2nd Year of service	Annual	63,747
3rd Year of service	Annual	67,055
4th Year of service	Annual	70,411
5th Year of service	Annual	73,596
6th Year of service	Annual	76,938
7th Year of service	Annual	80,216
8th Year of service	Annual	83,950
9th Year of service & thereafter	Annual	87,304
Health Education Officer Graduate		

Classification	Frequency	First Full Pay Period on or after 01-Jul-2023 \$
1st Year of service	Annual	69,050
2nd Year of service	Annual	72,201
3rd Year of service	Annual	76,463
4th Year of service	Annual	80,570
5th Year of service	Annual	85,116
6th Year of service	Annual	89,342
7th Year of service	Annual	92,932
8th Year of service	Annual	96,507
9th Year of service	Annual	100,547
A Graduate Health Education Officer who:-		
(i) has completed 12 months service at the salary prescribed on the maximum of the scale;		
(ii) has demonstrated to the satisfaction of the employer (or Delegate via Grading Committee) by the work performed and the results achieved, the aptitude, abilities and qualities of mind warranting such payment, may progress to the following rate:		
On Maximum for 12 months	Annual	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	Annual	110,326
Senior Health Education Officer Non-Graduate		
1st Year of service	Annual	90,603
2nd Year of service	Annual	94,025
Senior Health Education Officer Graduate		
1st Year of service	Annual	110,312
2nd Year of service	Annual	114,716
3rd Year of service	Annual	119,164
Part Time Health Education Officer		
Non-Graduate (Per Hour)	Hourly	43.81
Graduate (Per Hour)	Hourly	50.98
Transferred Health Education Officer - Graduate (As at 01/10/1986)		
9th Year of service	Annual	100,547
On Maximum for 12 months	Annual	105,430
On Maximum for further 12 months	Annual	110,326
Ethnic Health Worker		
Part-time Ethnic Health Worker (Per Hour)	Hourly	44.03
Part-time Ethnic Day Care Co-ordinator (Per Hour)	Hourly	44.46
Hospital Scientists / Medical Technologists		
Chief Hospital Scientist		
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:		

Classification	Frequency	First Full Pay Period on or after 01-Jul-2023 \$
Chief Hospital Scientist <200 ADA		
1st Year	Weekly	2,441.09
2nd Year	Weekly	2,507.14
3rd Year	Weekly	2,589.91
If in-charge of other Hospital Scientists or trainees at hospitals having an A.D.A. of occupied beds of:		
Chief Hospital Scientist >200 ADA		
1st Year	Weekly	2,589.91
2nd Year	Weekly	2,666.66
3rd Year	Weekly	2,732.03
Allowances (Hospital Scientist)		
Fellowship of A.I.M.T. Allowance		
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
Chief Hospital Scientist (Old Scale Medical Technologist)		
Chief Hospital Scientist <200 ADA (Old Scale Med Tech)		
1st Year	Weekly	2,441.09
2nd Year	Weekly	2,507.14
3rd Year	Weekly	2,589.91
Chief Hospital Scientist >200 ADA (Old Scale Med Tech)		
1st Year	Weekly	2,589.91
2nd Year	Weekly	2,666.66
3rd Year	Weekly	2,732.03
Senior Hospital Scientist (Senior Medical Technologist in-charge of section)		
1st Year	Weekly	2,081.47
2nd Year	Weekly	2,148.70
3rd Year	Weekly	2,206.72
Hospital Scientist (Medical technologist)		
1st Year	Weekly	1,359.89
2nd Year	Weekly	1,408.17
3rd Year	Weekly	1,490.86
4th Year	Weekly	1,588.33
5th Year	Weekly	1,693.28
6th Year	Weekly	1,797.02
7th Year	Weekly	1,881.14
8th Year	Weekly	1,939.67
Hospital Scientist (Medical Technologist) - United Dental Hospital		
1st Year	Weekly	1,359.89

Classification	Frequency	First Full Pay Period on or after 01-Jul-2023 \$
2nd Year	Weekly	1,408.17
3rd Year	Weekly	1,490.86
4th Year	Weekly	1,588.33
5th Year	Weekly	1,693.28
6th Year	Weekly	1,797.02
7th Year	Weekly	1,881.14
8th Year	Weekly	1,939.67
Hospital Scientist (Scientific Officer)		
1st Year	Weekly	1,359.89
2nd Year	Weekly	1,408.17
3rd Year	Weekly	1,490.86
4th Year	Weekly	1,588.33
5th Year	Weekly	1,693.28
6th Year	Weekly	1,797.02
7th Year	Weekly	1,881.14
8th Year	Weekly	1,939.67
Senior or Chief Hospital Scientist (Senior Scientific Officer)		
1st Year	Weekly	2,081.47
2nd Year	Weekly	2,148.70
3rd Year	Weekly	2,206.72
4th Year	Weekly	2,441.09
5th Year	Weekly	2,507.14
6th Year	Weekly	2,589.91
7th Year	Weekly	2,666.66
8th Year	Weekly	2,732.03
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
Principal Hospital Scientist (Principal Scientific Officer)		
1st Year	Weekly	2,922.20
2nd Year	Weekly	2,993.44
3rd Year	Weekly	3,072.25
4th Year	Weekly	3,143.81

Classification	Frequency	First Full Pay Period on or after 01-Jul-2023 \$
5th Year	Weekly	3,218.45
6th Year	Weekly	3,292.10
7th Year	Weekly	3,366.50
8th Year	Weekly	3,442.02
9th Year	Weekly	3,515.24
10th Year	Weekly	3,591.54
<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>		
Trainee Hospital Scientist		
1st Year	Weekly	766.42
2nd Year	Weekly	823.63
3rd Year	Weekly	937.43
4th Year	Weekly	1,064.53
5th Year	Weekly	1,189.22
6th Year	Weekly	1,303.00
<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.</p>		
<p>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>		
Senior Hospital Scientist In-Charge of Section		
1st Year	Weekly	2,081.47
2nd Year	Weekly	2,148.70
3rd Year	Weekly	2,206.72
Senior Or Chief Hospital Scientist In-Charge Of Lab		
Less than 200 ADA		
1st Year	Weekly	2,441.09
2nd Year	Weekly	2,507.14
3rd Year	Weekly	2,589.91
More than 200 ADA		
1st Year	Weekly	2,589.91
2nd Year	Weekly	2,666.66
3rd Year	Weekly	2,732.03
Transferred Hospital Scientist (Scientific Officer) - Oliver Lathan Laboratory		
5th Year	Weekly	1,693.28

Classification	Frequency	First Full Pay Period on or after 01-Jul-2023 \$
6th Year	Weekly	1,797.02
7th Year	Weekly	1,881.14
8th Year and Thereafter	Weekly	1,939.67
Transferred Senior or Chief Hospital Scientist (Senior Scientific Officer) - Oliver Latham Laboratory		
1st Year	Annual	108,608
2nd Year	Annual	112,116
3rd Year	Annual	115,143
4th Year	Annual	127,372
5th Year	Annual	130,819
6th Year	Annual	135,138
7th Year	Annual	139,142
8th Year and Thereafter	Annual	142,553
Transferred Principal Hospital Scientist (Principal Scientific Officer) - Oliver Latham Laboratory		
1st Year	Weekly	2,922.20
2nd Year	Weekly	2,993.44
3rd Year	Weekly	3,072.25
4th Year	Weekly	3,143.81
5th Year	Weekly	3,218.45
6th Year	Weekly	3,292.10
7th Year	Weekly	3,366.50
8th Year	Weekly	3,442.02
9th Year	Weekly	3,515.24
10th Year and Thereafter	Weekly	3,591.54
Transferred Hospital Scientist (Scientific Officer) - I.C.P.M.R.		
8th Year	Weekly	1,939.67
Transferred Senior Hospital Scientist (Senior Scientific Officer) - I.C.P.M.R.		
1st Year	Weekly	2,081.47
2nd Year	Weekly	2,148.70
3rd Year	Weekly	2,206.72
4th Year	Weekly	2,441.09
5th Year	Weekly	2,507.14
6th Year	Weekly	2,589.91
7th Year	Weekly	2,666.66
8th Year and Thereafter	Weekly	2,732.03
Medical Technologists (Old Scale Med Tech)		
Hospital Scientists (Old Scale Med Tech)		
Year 1	Annual	70,956
Year 2	Annual	73,476

Classification	Frequency	First Full Pay Period on or after 01-Jul-2023 \$
Year 3	Annual	77,791
Year 4	Annual	82,877
Year 5	Annual	88,352
Year 6	Annual	93,765
Year 7	Annual	98,156
Year 8	Annual	101,209
Senior Hospital Scientists (Old Scale Med Tech)		
Year 1	Annual	108,607
Year 2	Annual	112,117
Year 3	Annual	115,143
Library Staff		
Library Assistant		
Year 1	Annual	56,515
Year 2	Annual	59,763
Year 3	Annual	63,289
Year 4	Annual	67,745
Year 5	Annual	70,118
Librarian Grade 1		
Year 1	Annual	71,280
Year 2	Annual	75,220
Year 3	Annual	79,278
Year 4	Annual	83,998
Year 5	Annual	88,038
Year 6	Annual	92,057
Librarian Grade 2		
Year 1	Annual	95,772
Year 2	Annual	99,388
Year 3	Annual	104,154
Year 4	Annual	108,193
Librarian Grade 3		
Year 1	Annual	113,703
Year 2	Annual	117,104
Year 3	Annual	121,564
Year 4	Annual	126,281
Librarian Grade 4		
Year 1	Annual	129,959
Year 2	Annual	133,681
Year 3	Annual	137,523

Classification	Frequency	First Full Pay Period on or after 01-Jul-2023 \$
Year 4	Annual	141,699
Library Technician - Grade 1		
Year 1	Annual	71,280
Year 2	Annual	75,220
Year 3	Annual	79,278
Year 4	Annual	83,998
Medical Officers		
Intern		
Intern	Annual	76,009
Resident		
1st Year	Annual	89,095
2nd Year	Annual	97,993
3rd Year	Annual	110,986
4th Year	Annual	120,489
Registrar		
1st Year	Annual	110,986
2nd Year	Annual	120,489
3rd Year	Annual	130,027
4th Year	Annual	139,187
Senior Registrar		
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:		
Annual 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	Annual	156,494
Allowances (Medical Officers)		
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.		
Part-Time Medical Officers		
(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)	Hourly	64.33

Classification	Frequency	First Full Pay Period on or after 01-Jul-2023 \$
More than 3 years post-graduate experience (per hour)	Hourly	75.40
More than 6 years post-graduate experience (per hour)	Hourly	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%		
Transferred Medical Officers		
Less than 6 years post graduate experience (per hour)	Hourly	73.03
6 to less than ten years post graduate experience (per hour)	Hourly	90.72
10 years or more post-graduate experience (per hour)	Hourly	115.00
Possess Dip. of Psychological Medical (per hour)	Hourly	107.99
Dip. of Psychological Medical more than 2 years (per hour)	Hourly	115.00
Medical Officer - 5th Schedule - 10th year (per annum)	Annual	164,607
Community Physician		
Community Physician	Annual	206,836
Public Hospitals Medical Officers (State) Award - Allowances		
Allowance Description	Frequency	FFPP on or after 03-Jul-2023
In Charge		
In charge Allowance	Per 12 hours of duty or part thereof	22.80
On-call		
On-call allowance per on-call period which coincides with a day rostered on duty	Per Day	17.70
On-call allowance per on-call period which coincides with a day rostered off duty	Per Day	35.50
On Call Per Week (Medical Officers)	Per Week	124.10
Uniform		
Full uniform including special shoes if required	Per Week	2.89
Other Cases	Per Week	2.13
Medical Records Administrator		
1st Year	Annual	68,293
2nd Year	Annual	70,927

Classification	Frequency	First Full Pay Period on or after 01-Jul-2023 \$
3rd Year	Annual	74,478
4th Year	Annual	77,745
5th Year	Annual	81,109
6th Year	Annual	84,896
7th Year and Thereafter	Annual	88,334
Medical Records Manager		
Grade 1	Annual	96,709
Grade 2	Annual	99,961
Grade 3	Annual	103,712
Grade 4	Annual	111,669
Grade 5	Annual	115,442
Grade 6	Annual	119,444
Grade 7	Annual	123,734
Grade 8	Annual	132,955
Country Regions	Annual	115,442
Research/Analyst/Specialist Dept. Or Section		
Research/Analyst/Specialist Dept. Or Section	Annual	93,936
Medical Superintendents		
Chief Executive Officer		
Level 1	Annual	260,556
- 16% Clinical Loading (CEO L1)	Annual	41,689
Level 2	Annual	248,293
- 16% Clinical Loading (CEO L2)	Annual	39,727
Level 3	Annual	236,027
- 16% Clinical Loading (CEO L3)	Annual	37,764
Level 4	Annual	191,108
- 16% Clinical Loading (CEO L4)	Annual	30,577
Level 5	Annual	174,767
- 16% Clinical Loading (CEO L5)	Annual	27,963
Medical Super / Deputy Chief Executive Officer		
Level 1	Annual	248,293
- 16% Clinical Loading (MSDCEO L1)	Annual	39,727
Level 2	Annual	236,027
- 16% Clinical Loading (MSDCEO L2)	Annual	37,764
Level 3	Annual	219,693
- 16% Clinical Loading (MSDCEO L3)	Annual	35,151
Level 4	Annual	174,767
- 16% Clinical Loading (MSDCEO L4)	Annual	27,963

Classification	Frequency	First Full Pay Period on or after 01-Jul-2023 \$
Level 5	Annual	166,591
- 16% Clinical Loading (MSDCEO L5)	Annual	26,655
Deputy Medical Superintendent		
Level 1	Annual	219,693
- 16% Clinical Loading (DMS L1)	Annual	35,151
Level 2	Annual	191,108
- 16% Clinical Loading (DMS L2)	Annual	30,577
Level 3	Annual	174,767
- 16% Clinical Loading (DMS L3)	Annual	27,963
Assistant Medical Superintendent		
Level 1		
1st Year	Annual	182,947
- 16% Clinical Loading (AMS L1)	Annual	29,272
2nd Year	Annual	191,108
- 16% Clinical Loading (AMS L1Y2)	Annual	30,577
Level 2		
1st Year	Annual	166,591
- 16% Clinical Loading (AMS L2)	Annual	26,655
2nd Year	Annual	174,767
- 16% Clinical Loading (AMS L2Y2)	Annual	27,963
Level 3		
1st Year	Annual	158,443
- 16% Clinical Loading (AMS L3)	Annual	25,351
2nd Year	Annual	166,591
- 16% Clinical Loading (AMS L3Y2)	Annual	26,655
Level 4		
1st Year	Annual	142,093
- 16% Clinical Loading (AMS L4)	Annual	22,735
2nd Year	Annual	150,268
- 16% Clinical Loading (AMS L4Y2)	Annual	24,043
Clinical Superintendent		
Level 1		
1st Year	Annual	166,591
- 16% Clinical Loading (CS L1)	Annual	26,655
2nd Year	Annual	174,767
- 16% Clinical Loading (CS L1Y2)	Annual	27,963
Level 2		
1st Year	Annual	158,443

Classification	Frequency	First Full Pay Period on or after 01-Jul-2023 \$
- 16% Clinical Loading (CS L1)	Annual	25,351
2nd Year	Annual	166,591
- 16% Clinical Loading (CS L2Y2)	Annual	26,655
Allowances (Medical Superintendents)		
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
Where an officer holds a higher medical qualification relevant to his/her hospital work		
Diploma Hospital Administration issued AIHA	Per Week	34.68
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
Hospitals are graded at level indicated below:		
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.		
MUSIC THERAPISTS (UNQUALIFIED) DETERMINATION No. 20 of 2007		
Music Therapist Unqualified		
1st Year (Per Hour)	Hourly	33.19
2nd Year (Per Hour)	Hourly	33.86

Classification	Frequency	First Full Pay Period on or after 01-Jul-2023 \$
3rd Year (Per Hour)	Hourly	34.41
NURSE COUNSELLORS DETERMINATION		
Nurse Counsellor Non-Graduate		
1st year of service	Annual	62,856
2nd year of service	Annual	65,657
3rd year of service	Annual	69,228
4th year of service	Annual	72,528
5th year of service	Annual	76,068
Nurse Counsellor Graduate		
1st year of service	Annual	69,663
2nd year of service	Annual	72,838
3rd year of service	Annual	77,186
4th year of service	Annual	81,106
5th year of service	Annual	85,723
6th year of service	Annual	89,436
7th year of service	Annual	92,951
8th year of service	Annual	96,081
9th year of service	Annual	100,571
REMEDIAL GYMNAST DETERMINATION		
Remedial Gymnast (Qualified)		
1st Year	Annual	60,943
2nd Year	Annual	62,692
3rd Year	Annual	66,204
4th Year	Annual	69,477
5th Year	Annual	72,848
6th Year and Thereafter	Annual	76,197
Sessional Rates		
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		
SEXUAL ASSAULT WORKERS (NON GRADUATE) DETERMINATION No. 18 of 2007		
Sexual Assault Workers - Non-Graduate		
Grade 1		
1st Year	Annual	60,367

Classification	Frequency	First Full Pay Period on or after 01-Jul-2023 \$
2nd Year	Annual	63,750
3rd Year	Annual	67,055
4th Year	Annual	70,410
5th Year	Annual	73,594
Grade 2		
1st Year	Annual	76,938
2nd Year	Annual	80,211
Social Educators		
1st Year	Annual	72,201
2nd Year	Annual	76,463
3rd Year	Annual	80,570
4th Year	Annual	85,114
5th Year	Annual	89,342
6th Year	Annual	92,932
7th Year	Annual	96,510
8th Year and Thereafter	Annual	100,547
Program Director		
1st Year	Annual	127,096
2nd Year	Annual	129,959
WELFARE OFFICERS (NON GRADUATE) DETERMINATION No. 21 of 2007		
Welfare Officers - Non-Graduate		
Grade 1		
1st Year	Annual	60,367
2nd Year	Annual	63,750
3rd Year	Annual	67,055
4th Year	Annual	70,410
5th Year	Annual	73,594
Grade 2		
1st Year	Annual	76,938
2nd Year	Annual	80,211
Allowance (Welfare Officer)		
Welfare Officer - Non-Graduate 2 years on maximum	Per Week	74.50
Hospital Scientists (State) Award		
Allowance Description	Frequency	FFPP on or after 03-Jul-2023
On Call		
On call - per 24 hours or any part thereof	Per 24 Hrs	13.60

Classification	Frequency	First Full Pay Period on or after 01-Jul-2023 \$
Uniform and Laundry		
Uniform (Hospital Scientists)	Per Week	3.06
Laundry (Hospital Scientists)	Per Week	3.18
Climatic and Isolation		
For persons employed in hospitals upon or west of the line commencing at Tocumwal, etc.	Per Week	4.35
For persons employed in hospitals upon or west of the line commencing at Murray River etc.	Per Week	8.46
NSW Health Service Health Professionals (State) Award		
Health Professional Classifications		
Audiologist, Art Therapist, Counsellor, Dietitian, Diversional Therapist, Exercise Physiologist, Genetics Counsellor, Music Therapist, Occupational Therapist, Orthoptist,		
Orthotist /Prosthetist, Physiotherapist, Play Therapist, Podiatrist, Sexual Assault Worker, Social Worker, Speech Pathologist, Welfare Officer		
Level 1		
Year 1	Annual	70,944
Year 2	Annual	73,484
Year 3	Annual	77,796
Year 4	Annual	82,899
Level 2		
Year 1	Annual	88,379
Year 2	Annual	93,763
Year 3	Annual	98,156
Year 4	Annual	101,211
Level 3		
Year 1	Annual	108,595
Year 2	Annual	112,114
Level 4		
Year 1	Annual	117,544
Year 2	Annual	120,393
Level 5		
Year 1	Annual	126,240
Year 2	Annual	129,309
Level 6		
Year 1	Annual	135,544
Year 2	Annual	138,900
Level 7		
Grade 1	Annual	145,669
Grade 2	Annual	152,780

Classification	Frequency	First Full Pay Period on or after 01-Jul-2023 \$
Grade 3	Annual	160,241
Level 8		
Grade 1	Annual	152,780
Grade 2	Annual	160,241
Grade 3	Annual	168,080
Grade 4	Annual	176,309
Allowance Description	Frequency	FFPP on or after 03-Jul-2023
Sole Practitioner Allowance (Health Prof.)	Annual	7,679
HealthShare NSW Patient Transport Officers (State) Award		
Trainee Patient Transport Officer	Weekly	1162.13
Patient Transport Officer	Weekly	1,210.94
Allowance Description	Frequency	FFPP on or after 03-Jul-2023
Crib Away Allowance (Single Crib)	Each	25.22
Crib Away Allowance (Two Cribs)	Each	12.62
Health Employees Interpreters (State) Award		
Interpreter		
Grade 1		
1st Year	Annual	54,213
2nd Year	Annual	55,628
3rd Year	Annual	57,751
4th Year	Annual	59,155
Grade 2		
1st Year	Annual	64,441
2nd Year	Annual	66,283
3rd Year	Annual	67,882
4th Year	Annual	69,544
5th Year	Annual	71,184
Grade 3		
1st Year	Annual	74,205
2nd Year	Annual	76,032
3rd Year	Annual	78,382
4th Year	Annual	80,284
Co-ordinator Interpreter Services		
1st Year	Annual	87,565
2nd Year	Annual	91,007

Classification	Frequency	First Full Pay Period on or after 01-Jul-2023 \$
3rd Year	Annual	94,073
4th Year	Annual	98,465
Public Hospital Medical Physicists (State) Award		
Accredited Medical Physicists		
Medical Physics Registrar		
Year 1	Annual	77,572
Year 2	Annual	85,802
Year 3	Annual	94,036
Year 4	Annual	102,271
Year 5	Annual	110,487
Medical Physics Specialist		
Year 1	Annual	126,954
Year 2	Annual	143,420
Year 3	Annual	159,868
Year 4	Annual	176,335
Year 5	Annual	192,788
Senior Medical Physics Specialist		
Year 1	Annual	201,022
Year 2	Annual	209,255
Year 3	Annual	217,488
Year 4	Annual	225,719
Principal Medical Physics Specialist		
Year 1	Annual	233,937
Director Medical Physics Specialist		
Level 1	Annual	233,937
Level 2	Annual	245,474
Level 3	Annual	258,636
Non-Accredited Medical Physicists		
Medical Physics Registrar		
Year 1	Annual	77,572
Year 2	Annual	85,802
Year 3	Annual	94,036
Year 4	Annual	102,271
Year 5	Annual	110,487
Medical Physics Specialist (-10%) *		
Year 1	Annual	114,259
Year 2	Annual	129,078
Year 3	Annual	143,881

Classification	Frequency	First Full Pay Period on or after 01-Jul-2023 \$
Year 4	Annual	158,702
Year 5	Annual	173,509
Senior Medical Physics Specialist (-4%) #		
Year 1	Annual	192,981
Year 2	Annual	200,885
Year 3	Annual	208,788
Year 4	Annual	216,690
Principal Medical Physics Specialist (-3%) ^		
Year 1	Annual	226,919
Director Medical Physics Specialist (-3%) ^		
Level 1	Annual	226,919
Level 2	Annual	238,110
Level 3	Annual	250,877
Note:		
* Reduced by 10%		
# Reduced by 4%		
^ Reduced by 3%		
Health Employees Medical Radiation Scientists (State) Award		
Radiographer		
Level 1 (35hrs)		
Year 1	Weekly	1,359.82
Level 2 (35hrs)		
Year 1	Weekly	1,408.12
Year 2	Weekly	1,588.32
Year 3	Weekly	1,796.92
Year 4	Weekly	1,881.22
Year 5	Weekly	1,939.72
Level 3 (35hrs)		
Grade 1 - Year 1	Weekly	2,081.52
Grade 1 - Year 2	Weekly	2,148.82
Grade 2 - Year 1	Weekly	2,206.62
Grade 2 - Year 2	Weekly	2,441.12
Grade 3 - Year 1	Weekly	2,507.12
Level 4 (35hrs)		
Grade 1 - Year 1	Weekly	2,507.12
Grade 1 - Year 2	Weekly	2,589.92
Grade 2 - Year 1	Weekly	2,666.52
Grade 2 - Year 2	Weekly	2,732.02

Classification	Frequency	First Full Pay Period on or after 01-Jul-2023 \$
Level 5 (35hrs)		
Year 1	Weekly	2,922.32
Year 2	Weekly	2,993.52
Year 3	Weekly	3,143.82
Level 6 (35hrs)		
Year 1	Weekly	3,218.42
Year 2	Weekly	3,292.12
Year 3	Weekly	3,366.42
Nuclear Medicine Technologist		
Level 1 (38hrs)		
Year 1	Weekly	1,359.82
Level 2 (38hrs)		
Year 1	Weekly	1,408.12
Year 2	Weekly	1,588.32
Year 3	Weekly	1,796.92
Year 4	Weekly	1,881.22
Year 5	Weekly	1,939.72
Level 3 (38hrs)		
Grade 1 - Year 1	Weekly	2,081.52
Grade 1 - Year 2	Weekly	2,148.82
Grade 2 - Year 1	Weekly	2,206.62
Grade 2 - Year 2	Weekly	2,441.12
Grade 3 - Year 1	Weekly	2,507.12
Level 4 (38hrs)		
Grade 1 - Year 1	Weekly	2,507.12
Grade 1 - Year 2	Weekly	2,589.92
Grade 2 - Year 1	Weekly	2,666.52
Grade 2 - Year 2	Weekly	2,732.02
Level 5 (38hrs)		
Year 1	Weekly	2,922.32
Year 2	Weekly	2,993.52
Year 3	Weekly	3,143.82
Level 6 (38hrs)		
Year 1	Weekly	3,218.42
Year 2	Weekly	3,292.12
Year 3	Weekly	3,366.42
Radiation Therapist		
Level 1 (35hrs)		

Classification	Frequency	First Full Pay Period on or after 01-Jul-2023 \$
Year 1	Weekly	1,359.82
Level 2 (35hrs)		
Year 1	Weekly	1,408.12
Year 2	Weekly	1,588.32
Year 3	Weekly	1,796.92
Year 4	Weekly	1,881.22
Year 5	Weekly	1,939.72
Level 3 (35hrs)		
Grade 1 - Year 1	Weekly	2,081.52
Grade 1 - Year 2	Weekly	2,148.82
Grade 2 - Year 1	Weekly	2,206.62
Grade 2 - Year 2	Weekly	2,441.12
Level 4 (35hrs)		
Grade 1 - Year 1	Weekly	2,507.12
Grade 1 - Year 2	Weekly	2,589.92
Grade 2 - Year 1	Weekly	2,666.52
Grade 2 - Year 2	Weekly	2,732.02
Level 5 (35hrs)		
Year 1	Weekly	2,922.32
Year 2	Weekly	2,993.52
Year 3	Weekly	3,143.82
Level 6 (35hrs)		
Year 1	Weekly	3,218.42
Year 2	Weekly	3,292.12
Year 3	Weekly	3,366.42
Allowance Description	Frequency	FFPP on or after 03-Jul-2023
Where a Chief Radiographer provides a weekly service to another hospital or hospitals and is not entitled to an adjustment to a higher salary rate for this service, he/she shall be paid the following allowance:		
Chief Radiographer - Serving Other Hospitals	Per Week	60.20
Health Employees Pharmacists (State) Award		
Graduate Pharmacist Unregistered		
Graduate Pharmacist Unregistered	Weekly	1,408.17
Pharmacist		
Grade 1		
1st Year	Weekly	1,490.86
2nd Year	Weekly	1,588.33
3rd Year	Weekly	1,693.28

Classification	Frequency	First Full Pay Period on or after 01-Jul-2023 \$
4th Year	Weekly	1,881.14
5th Year	Weekly	1,939.67
Grade 2		
1st Year	Weekly	2,081.47
2nd Year	Weekly	2,148.70
3rd Year	Weekly	2,206.72
Grade 3		
Senior Pharmacist		
Director of Pharmacy-Group 5 Hospital		
Deputy Director of Pharmacy-Group 3 Hospital		
1st Year	Weekly	2,441.09
2nd Year	Weekly	2,507.14
Grade 4		
Director of Pharmacy - Group 4 Hospital		
Deputy Director of Pharmacy - Group 2 Hospital		
1st Year	Weekly	2,507.14
2nd Year	Weekly	2,589.91
Grade 5		
Director of Pharmacy - Group 3 Hospital		
Deputy Director of Pharmacy - Group 1 Hospital		
1st Year	Weekly	2,666.66
2nd Year	Weekly	2,732.03
Grade 6		
Director of Pharmacy - Group 2 Hospital		
1st Year	Weekly	2,922.20
2nd Year	Weekly	2,993.44
Grade 7		
Director of Pharmacy - Group 1 Hospital		
Group A - 1st Year	Weekly	3,143.81
Group A - 2nd Year	Weekly	3,218.45
Group B - 1st Year	Weekly	3,292.10
Group B - 2nd Year	Weekly	3,366.50
Transferred Pharmacists (Current Occupants Only - 35 hour week)		
Pharmacist Deputy Chief (Cumberland)	Weekly	2,441.09
Allowance Description	Frequency	FFPP on or after 03-Jul-2023
Fellowship Allowance (Pharmacists)	Weekly	47.54

Classification	Frequency	First Full Pay Period on or after 01-Jul-2023 \$
Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award		
Allowance Description	Frequency	FFPP on or after 03-Jul-2023
Climatic and Isolation Allowance for persons employed in hospitals upon or west of the line commencing at Tocumwal, etc.	Per Week	4.26
Climatic and Isolation Allowance for persons employed in hospitals upon or west of the line commencing at Murray River etc.	Per Week	8.55
Uniform Allowance (Prof. Asso. Staff)	Per Week	1.65
Laundering Allowance (Prof. Asso. Staff)	Per Week	3.26
On call – Physiotherapists, Occupational Therapists	Per Period	10.29
On call – Physiotherapists, Occupational Therapists	Per Week	50.86
Health And Community Employees Psychologists (State) Award		
Psychologists		
Psychologist		
1st year of service	Annual	74,742
2nd year of service	Annual	78,595
3rd year of service	Annual	82,444
4th year of service	Annual	87,257
5th year of service	Annual	92,072
6th year of service	Annual	96,885
7th year of service	Annual	101,699
8th year of service	Annual	105,552
9th year of service and thereafter	Annual	109,397
Senior		
1st year of service	Annual	115,175
2nd year of service	Annual	119,991
3rd year of service and thereafter	Annual	124,803
Clinical		
1st year of service	Annual	105,553
2nd year of service	Annual	111,323
3rd year of service	Annual	117,102
4th year of service	Annual	122,881
5th year of service and thereafter	Annual	128,653
Senior Clinical		
1st year of service	Annual	134,432
2nd year of service	Annual	138,281
3rd year of service and thereafter	Annual	142,133
Principal Clinical		

Classification	Frequency	First Full Pay Period on or after 01-Jul-2023 \$
1st year of service and thereafter	Annual	161,387
Part-time Psychologists		
(Applicable only to staff employed prior to 30 June 1993 (see DOH Circular 93/58))		
Psychologist		
Part-Time Psychologist (per hour)	Hourly	55.50
(Formula: 5th year rate ÷ 52.17857 ÷ 35 + 10%)		
Clinical Psychologist		
Part-Time Clinical Psychologist (per hour)	Hourly	70.50
(Formula: 3rd year rate ÷ 52.17857 ÷ 35 + 10%)		
Senior Clinical Psychologist		
Part-Time Senior Clinical Psychologist (per hour)	Hourly	83.30
(Formula: 2nd year rate ÷ 52.17857 ÷ 35 + 10%)		
Health Employees Technical (State) Award		
Electronics Technician		
Technician		
1st Year of Service	Weekly	1,555.13
2nd Year of Service	Weekly	1,606.95
3rd Year of Service	Weekly	1,658.89
4th Year of Service	Weekly	1,759.09
Sole		
1st Year of Service and Thereafter	Weekly	1,841.66
Senior		
1st Year of Service	Weekly	1,870.44
2nd Year of Service	Weekly	1,898.99
Perfusionist		
Grade 1		
1st Year	Weekly	1,881.14
2nd Year	Weekly	1,939.67
Grade 2		
1st Year	Weekly	2,081.47
2nd Year	Weekly	2,148.70
3rd Year	Weekly	2,206.72
4th Year	Weekly	2,441.09
5th Year	Weekly	2,507.14
6th Year	Weekly	2,589.91
7th Year	Weekly	2,666.66
8th Year	Weekly	2,732.03
Grade 3		

Classification	Frequency	First Full Pay Period on or after 01-Jul-2023 \$
1st Year	Weekly	2,922.20
2nd Year	Weekly	2,993.44
Grade 4		
1st Year	Weekly	3,072.25
2nd Year	Weekly	3,143.81
Visual Aids Officer		
Trainee		
1st Year of Training	Weekly	724.53
2nd Year of Training	Weekly	806.56
3rd Year of Training	Weekly	875.34
4th Year of Training	Weekly	953.06
5th Year of Training	Weekly	1,041.05
General Scale		
1st Year	Weekly	1,157.02
2nd Year	Weekly	1,213.92
3rd Year	Weekly	1,271.90
4th Year	Weekly	1,299.03
5th Year	Weekly	1,328.15
Grade 1		
Medical Artists, RPA, RNSH (I/C Westmead) (2-I/C POW)	Weekly	1,450.38
Grade 2		
Sole Medical Photographer (St. George & Gosford)	Weekly	1,508.17
Grade 3		
Chief Medical Photographer - specific hospitals	Weekly	1,675.20
Grade 4		
Co-ordinator, Audio Visual Services – Royal North Shore Hospital	Weekly	1,736.05
Director of Audio Visual Services		
Royal Prince Alfred and Westmead	Weekly	2,009.58
Technical Officer		
Trainee		
1st Year of Training	Weekly	720.55
2nd Year of Training	Weekly	799.17
3rd Year of Training	Weekly	895.08
4th Year of Training	Weekly	978.87
Grade 1		
1st Year	Weekly	1,221.31
2nd Year	Weekly	1,249.21
3rd Year	Weekly	1,275.76

Classification	Frequency	First Full Pay Period on or after 01-Jul-2023 \$
4th Year	Weekly	1,304.66
5th Year	Weekly	1,331.43
6th Year	Weekly	1,379.30
7th Year	Weekly	1,421.85
8th Year	Weekly	1,459.45
Grade 2		
1st Year	Weekly	1,555.13
2nd Year	Weekly	1,606.83
3rd Year	Weekly	1,658.89
4th Year	Weekly	1,759.09
Senior		
1st Year	Weekly	1,841.66
2nd Year	Weekly	1,870.44
3rd Year	Weekly	1,898.99
Dialysis Technician		
Technician		
1st Year	Weekly	1,449.95
Thereafter	Weekly	1,492.17
Senior		
Grade 1 (Sole Technician)	Weekly	1,536.06
Grade 2	Weekly	1,586.12
Mechanical Craftsman - RNS and POW Only		
5th Year	Weekly	1,495.60
Transferred Technical Officer - Scientific		
Grade 2		
4th Year	Weekly	1,759.52
Public Hospital (Training Wage) (State) Award		
Trainee - Skill/Industry Level A		
Completed Year 10		
School Leaver (50%)	Weekly	334.68
School Leaver (33%)	Weekly	382.19
Plus 1 year out of school	Weekly	445.93
Plus 2 years out of school	Weekly	523.54
Plus 3 years out of school	Weekly	597.63
Plus 4 years out of school	Weekly	683.29
Plus 5 years or more	Weekly	772.48
Completed Year 11		
School Leaver (33%)	Weekly	404.25

Classification	Frequency	First Full Pay Period on or after 01-Jul-2023 \$
School Leaver (25%)	Weekly	445.93
Plus 1 year out of school	Weekly	523.54
Plus 2 years out of school	Weekly	597.63
Plus 3 years out of school	Weekly	683.29
Plus 4 years out of school	Weekly	772.48
Plus 5 years or more	Weekly	772.48
Completed Year 12		
School Leaver (33%)	Weekly	523.54
Plus 1 year out of school	Weekly	597.63
Plus 2 years out of school	Weekly	683.29
Plus 3 years out of school	Weekly	772.48
Plus 4 years out of school	Weekly	772.48
Plus 5 years or more	Weekly	772.48
Trainee - Skill/Industry Level B		
Completed Year 10		
School Leaver (50%)	Weekly	334.68
School Leaver (33%)	Weekly	382.19
Plus 1 year out of school	Weekly	445.93
Plus 2 years out of school	Weekly	507.22
Plus 3 years out of school	Weekly	574.48
Plus 4 years out of school	Weekly	663.68
Plus 5 years or more	Weekly	745.93
Completed Year 11		
School Leaver (33%)	Weekly	404.25
School Leaver (25%)	Weekly	445.93
Plus 1 year out of school	Weekly	507.22
Plus 2 years out of school	Weekly	574.48
Plus 3 years out of school	Weekly	663.68
Plus 4 years out of school	Weekly	745.93
Plus 5 years or more	Weekly	745.93
Completed Year 12		
School Leaver (33%)	Weekly	507.22
Plus 1 year out of school	Weekly	574.48
Plus 2 years out of school	Weekly	663.68
Plus 3 years out of school	Weekly	745.93
Plus 4 years out of school	Weekly	745.93
Plus 5 years or more	Weekly	745.93
Trainee- School Based		

Classification	Frequency	First Full Pay Period on or after 01-Jul- 2023 \$
Year 11	Weekly	411.11
Year 12	Weekly	445.93