

## Increased Rates of Pay and Allowances for Staff in the NSW Health Service - HSU and ASMOF Awards

**Summary** Advises of increases in rates of pay and allowances from the beginning of the first pay period to commence or after 1 July 2021 to classifications in the NSW Health Service covered by the Health Services Union (HSU) NSW (excluding Ambulance Officers and Ambulance Managers) and the Australian Salaried Medical Officers Federation (ASMOF) (Career Medical Officers, Medical Officers, and Medical Superintendents only).

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## INCREASED RATES OF PAY AND ALLOWANCES FOR STAFF IN THE NSW HEALTH SERVICE – HSU AND ASM OF AWARDS

### PURPOSE

To advise of increases in rates of pay and allowances from the first full pay period on or after 1 July 2021 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 (ASM OF) - Career Medical Officers, Medical Officers, and Medical Superintendents only.

Advise of changes to the Health Employee Conditions of Employment (State) Award and the rescission of the Public Hospital Residential Services Assistants (State) Award which has now been incorporated into the Health Employees State Award.

### KEY INFORMATION

New Awards for classifications covered by HSU and ASM OF have been made by the NSW Industrial Relations Commission to incorporate increases in wages and wage related allowances of 2.04 per cent per year effective from the first full pay period on or after 1 July 2021.

#### Increases in Laundry, Uniform and Climatic/Isolation Allowances

Laundry, uniform and climatic/isolation allowances have been increased by 1.1 per cent from the first full pay period on or after 1 July 2021 in line with the percentage change in the 'All Groups CPI Weighted Average' for the eight Capital Cities March Quarter 2020 to March Quarter 2021.

Details on the new rates of pay and allowances are in Attachment 1. The new Awards can be accessed at: <https://www.health.nsw.gov.au/careers/conditions/Pages/awards.aspx>

#### 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 2.04 per cent increase as follows:

BOARD AND LODGING	RATE ffppoa 1 JULY 2021
Breakfast	\$4.40
Other Meals	\$8.40
Maximum one week	\$135.00
Accommodation – Separate Rooms	\$62.80
Accommodation – Share Rooms	\$39.30

#### Changes to the Conditions of Employment (State) Award

Following a section 19 review process and the Full Bench decision handed down on 30 June 2021 [IRC2019/280470], the Health Employees' Conditions of Employment (State) Award has been updated.

## The key changes include:

### *Clause 4 Roster of Hours*

Clarifies when rosters can be provided electronically to staff - refer sub clause (ii).

### *Clause 6, Part 3 Casual Employees*

Clarifies the conditions and rates of pay, including penalty rates, that apply to casual employees.

### *Clause 12 Allowances and Special working conditions*

Clarifies classifications not eligible for the post-mortem allowance- refer sub clause (ii).

### *Clause 15 Public Holidays*

Clarifies the application of this clause to 'Old Part Time Employees' - refer sub clauses (iii) (a) and (b).

### *Clause 17 Long Service Leave*

Clarifies the application of this clause to 'Old Part Time Employees', temporary employees, casual employees and exempt employees as defined in the Health Industry Status of Employment Award - refer sub clauses (i) (a) and (b), and sub clause (iii) 3 (c), or sub clauses (iv), (v), (ix).

### *Clause 24 Promotions and Appointments*

Clarifies the circumstances around conversion from part time to full time employment - refer sub clause (ix).

### *Clause 28 Family and Community Services Leave and Personal/Carers' Leave*

Clarifies entitlements for casual employees – refer sub clause C.

### *Clause 28A Family Violence*

Clarifies entitlements for casual employees - refer sub clauses (i), (ii), (xi), (xii) and (xii).

### *Clause 32 Infectious Cleaning*

The changes clarify who can claim the infectious cleaning allowance and the circumstances under which it is payable.

### *Clause 39 Removal expenses*

This clause has been moved into the Health Managers (State) Award.

## **Rescission of the Public Hospital Residential Services Assistants (State) Award**

A new consolidated Health Employees (State) Award 2021 has been made which incorporates the provisions of the Public Hospital Residential Services Assistants (State) Award 2018 (now rescinded), including rates of pay. There has been no change to the substantive provisions of the relevant terms and conditions of employment.

## **ATTACHMENTS**

1. Index and Schedule of Rates of Pay and Allowances

## Attachment 1 – Increased Wage Rates for Staff in the NSW Health Service – HSU and ASMOF Awards

Classification	Frequency	First Full Pay Period on or after 01/07/2021 2.04% increase \$
<b>HEALTH EMPLOYEES ADMINISTRATIVE STAFF (STATE) AWARD</b>		
<b>Telephonist</b>		
<b>Level 1</b>		
1st Year	Weekly	961.84
2nd Year	Weekly	980.75
3rd Year	Weekly	1,022.90
4th Year	Weekly	1,048.07
5th Year	Weekly	1,093.88
<b>Level 2</b>		
1st Year	Weekly	1,118.08
2nd Year	Weekly	1,142.68
3rd Year	Weekly	1,166.25
<b>Level 3</b>		
1st Year	Weekly	1,191.19
2nd Year	Weekly	1,216.36
<b>Administration Officer</b>		
<b>Level 1</b>		
1st Year	Weekly	926.56
2nd Year	Weekly	965.59
3rd Year	Weekly	1,003.34

4th Year	Weekly	1,028.17
5th Year	Weekly	1,053.89
<b>Level 2</b>		
1st Year	Weekly	1,091.20
2nd Year	Weekly	1,129.57
<b>Level 2A</b>		
1st Year	Weekly	1,151.29
2nd Year	Weekly	1,168.73
<b>Level 3</b>		
1st Year	Weekly	1,168.73
2nd Year	Weekly	1,207.20
<b>Clinical Support Officer</b>		
<b>Level 3</b>		
1st Year	Weekly	1,168.73
2nd Year	Weekly	1,207.20
<b>Level 4</b>		
1st Year	Weekly	1,240.01
2nd Year	Weekly	1,269.89
<b>Level 5</b>		
1st Year	Weekly	1,309.36
2nd Year	Weekly	1,340.54
<b>Level 6</b>		
1st Year	Weekly	1,385.49
2nd Year	Weekly	1,419.79
<b>Allowance Description</b>	<b>Frequency</b>	<b>FFPP on or after 01/07/2021 2.04% increase \$</b>
<b>Telephonist - Level 1 - In-Charge</b>		
Telephonist In Charge - 3-5	Per Shift	8.93

Telephonist In Charge - 6-10	Per Shift	11.07
Telephonist In Charge - >10	Per Shift	19.14
<b>Higher Skills</b>		
Higher Skills Allowance	Per Week	17.63
<b>ALLIED HEALTH ASSISTANTS (STATE) AWARD</b>		
<b>Allied Health Assistants</b>		
<b>Level 1</b>		
Entry	Weekly	1,031.63
<b>Level 2</b>		
1st Year	Weekly	1,056.40
2nd Year	Weekly	1,076.13
3rd Year	Weekly	1,090.07
<b>Level 3</b>		
1st Year	Weekly	1,124.05
2nd Year	Weekly	1,146.61
3rd Year	Weekly	1,174.93
<b>Transitional Rate</b>		
One Salary Rate	Weekly	1,178.82
<b>PUBLIC HOSPITALS PROFESSIONAL ENGINEERS (BIOMEDICAL ENGINEERS) (STATE) AWARD</b>		
<b>Allowance Description</b>	<b>Frequency</b>	<b>FFPP on or after 01/07/2021 2.04% increase \$</b>
On-Call Allowance	Per Day	9.30
Per on-call period per week	Per Week	46.45
<b>HEALTH EMPLOYEES COMPUTER STAFF (STATE) AWARD</b>		
<b>Computer Manager</b>		
<b>Grade 1</b>		
1st Year	Annual	103,677

2nd Year	Annual	106,794
3rd Year	Annual	110,438
4th Year	Annual	113,539
5th Year	Annual	117,673
6th Year and Thereafter	Annual	120,791
<b>Grade 2</b>		
1st Year	Annual	117,673
2nd Year	Annual	120,791
3rd Year	Annual	127,056
4th Year and Thereafter	Annual	133,289
<b>Analyst</b>		
1st Year	Annual	84,931
2nd Year	Annual	87,587
3rd Year	Annual	91,125
4th Year	Annual	93,761
5th Year	Annual	96,989
6th Year and Thereafter	Annual	99,615
<b>Senior Analyst</b>		
1st Year	Annual	103,677
2nd Year	Annual	106,794
3rd Year	Annual	110,438
4th Year	Annual	113,539
5th Year	Annual	117,673
6th Year and Thereafter	Annual	120,791
<b>Programmers</b>		
<b>Trainee</b>		
1st Year	Annual	48,962
2nd Year	Annual	50,378
3rd Year	Annual	52,351

4th Year	Annual	53,675
5th Year	Annual	55,008
6th Year	Annual	56,908
7th Year	Annual	58,902
8th Year	Annual	60,944
9th Year and Thereafter	Annual	64,672
<b>Programmer</b>		
1st Year	Annual	68,288
2nd Year	Annual	72,289
3rd Year	Annual	76,806
4th Year	Annual	84,931
5th Year	Annual	91,125
6th Year and Thereafter	Annual	93,761
<b>Supervisor</b>		
1st Year	Annual	96,989
2nd Year	Annual	99,616
3rd Year	Annual	103,677
4th Year and Thereafter	Annual	106,794
<b>Computer Operator</b>		
<b>Grade 1</b>		
1st Year	Annual	50,378
2nd Year	Annual	52,351
3rd Year	Annual	53,675
4th Year and Thereafter	Annual	55,008
<b>Grade 2</b>		
1st Year	Annual	56,908
2nd Year	Annual	58,902
3rd Year and Thereafter	Annual	60,944
<b>Senior</b>		



<b>Grade 1</b>		
1st Year	Annual	64,672
2nd Year	Annual	66,267
3rd Year	Annual	68,288
4th Year and Thereafter	Annual	69,979
<b>Grade 2</b>		
1st Year	Annual	72,289
2nd Year	Annual	74,065
3rd Year	Annual	76,806
4th Year and Thereafter	Annual	78,932
<b>Field Implementation Officer</b>		
1st Year	Annual	72,289
2nd Year	Annual	74,065
3rd Year	Annual	76,806
4th Year and Thereafter	Annual	78,932
<b>Network Analyst</b>		
1st Year	Annual	75,401
2nd Year and Thereafter	Annual	77,736
<b>HEALTH EMPLOYEES ENGINEERS (STATE) AWARD</b>		
<b>Engineer</b>		
<b>Assistant</b>		
Grade 1	Weekly	1,469.57
Grade 2	Weekly	1,575.61
Grade 3	Weekly	1,680.33
Grade 4	Weekly	1,785.91
Grade 5	Weekly	1,943.67
Grade 6	Weekly	2,101.31
<b>Engineer</b>		
Grade 1	Weekly	1,469.57

Grade 2	Weekly	1,575.61
Grade 3	Weekly	1,680.33
Grade 4	Weekly	1,785.91
Grade 5	Weekly	1,943.67
Grade 6	Weekly	2,101.31
Grade 7	Weekly	2,441.95
<b>Maintenance Supervisor (Tradesperson)</b>		
Grade 1	Weekly	1,316.58
Grade 2	Weekly	1,417.97
<b>GROUP ENGINEERS DETERMINATION No. 16 of 2015</b>		
<b>Group</b>		
Grade 1	Weekly	1,730.23
Grade 2	Weekly	1,835.92
Grade 3	Weekly	1,941.10
Grade 4	Weekly	2,046.79
Grade 5	Weekly	2,204.31
Grade 6	Weekly	2,361.62
<b>HEALTH EMPLOYEES GENERAL ADMINISTRATIVE STAFF (STATE) AWARD</b>		
<b>General Administrative</b>		
Grade 1	Weekly	1,093.55
Grade 2	Weekly	1,137.73
Grade 3	Weekly	1,177.64
Grade 4	Weekly	1,217.54
Grade 5	Weekly	1,238.38
Grade 6	Weekly	1,278.71
Grade 7	Weekly	1,322.49
Grade 8	Weekly	1,398.18
Grade 9	Weekly	1,525.16
Grade 10	Weekly	1,573.88

Grade 11	Weekly	1,652.80
Grade 12	Weekly	1,768.38
Grade 13	Weekly	1,895.91
Grade 14	Weekly	2,016.57
<b>Special Grade</b>		
Special Grade - R.P.A. - Services Manager	Weekly	2,082.59
Special Grade - R.P.A. - Supply Manager	Weekly	2,518.41
<b>HAIRDRESSERS DETERMINATION No. 8 of 2015</b>		
<b>Hairdresser</b>		
Hairdresser <4 Hrs	Hourly	29.57
Hairdresser >4 Hrs	Hourly	26.03
Hairdresser	Weekly	899.16
<b>Allowance Description</b>	<b>Frequency</b>	<b>First Full Pay Period on or after 01/07/2021 2.04% increase \$</b>
Laundry Allowance	Per Week	7.60
In Charge Allowance	Per Week	53.10
Special Allowance	Per Hour	1.64
<b>HEALTH EMPLOYEES (STATE) AWARD</b>		
<b>Medical / Technical Group</b>		
<b>Aides</b>		
1st Year	Weekly	1,012.27
2nd Year	Weekly	1,031.61
Thereafter	Weekly	1,052.26
<b>Technical Assistant Grade 1</b>		
1st Year	Weekly	1,031.61
2nd Year	Weekly	1,052.26
Thereafter	Weekly	1,076.13
<b>Technical Assistant Grade 2</b>		

1st Year	Weekly	1,052.26
2nd Year	Weekly	1,076.13
Thereafter	Weekly	1,095.06
<b>Cytology Scanner</b>		
<b>Trainee Cytology Scanner</b>		
1st Year	Weekly	953.10
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.		
<b>Cytology Scanner</b>		
1st Year	Weekly	1,052.26
2nd Year	Weekly	1,076.13
Thereafter	Weekly	1,095.06
<b>Pharmacy</b>		
<b>Pharmacy Assistant</b>		
<b>Grade 1</b>		
1st Year	Weekly	1,052.26
2nd Year	Weekly	1,076.13
3rd Year	Weekly	1,095.06
4th Year and Thereafter	Weekly	1,125.71
<b>Grade 2</b>		
1st Year	Weekly	1,125.71
2nd Year and Thereafter	Weekly	1,152.92
<b>Pharmacy Technician</b>		
<b>Grade 1</b>		
1st Year	Weekly	1,125.71
2nd Year	Weekly	1,152.92
3rd Year	Weekly	1,178.82
4th Year and Thereafter	Weekly	1,207.00
<b>Grade 2</b>		

1st Year	Weekly	1,233.11
2nd Year	Weekly	1,279.80
3rd Year	Weekly	1,321.30
4th Year and Thereafter	Weekly	1,357.97
<b>Grade 3</b>		
1st Year	Weekly	1,451.29
2nd Year and Thereafter	Weekly	1,501.72
<b>Grade 4</b>		
1st Year	Weekly	1,552.49
2nd Year and Thereafter	Weekly	1,650.22
<b>Sterilisation Technician</b>		
<b>Grade 1</b>		
1st Year	Weekly	1,052.26
2nd Year	Weekly	1,076.13
3rd Year and Thereafter	Weekly	1,125.71
<b>Grade 2</b>		
1st Year	Weekly	1,152.92
2nd Year	Weekly	1,178.82
3rd Year and Thereafter	Weekly	1,207.00
<b>Grade 3</b>		
1st Year	Weekly	1,233.11
2nd Year and Thereafter	Weekly	1,279.80
<b>Post Mortem Assistant 200 Post Mortems p.a.</b>		
<b>200 Post Mortems p.a.</b>		
1st Year	Weekly	1,280.00
2nd Year	Weekly	1,321.84
3rd Year and Thereafter	Weekly	1,359.24
<b>Senior - Westmead</b>		
Senior Post Mortem Assistant (Westmead)	Weekly	1,502.70

<b>NSW Health Pathology Employment Division within Forensic Mortuaries only</b>		
<b>Forensic Mortuary Technician</b>		
1st Year	Weekly	1,400.02
2nd Year	Weekly	1,442.03
3rd Year	Weekly	1,485.28
4th Year and Thereafter	Weekly	1,529.84
<b>Senior Forensic Mortuary Technician</b>		
1st Year	Weekly	1,575.74
2nd Year	Weekly	1,623.02
3rd Year and Thereafter	Weekly	1,671.70
<b>Museum Technician</b>		
1st Year	Weekly	1,041.30
2nd Year	Weekly	1,060.86
3rd Year	Weekly	1,080.96
4th Year and Thereafter	Weekly	1,102.70
<b>Animal Technician</b>		
1st Year	Weekly	1,041.30
2nd Year	Weekly	1,060.86
3rd Year	Weekly	1,080.96
4th Year	Weekly	1,102.70
<b>Animal Attendant</b>		
One Salary Rate	Weekly	1,033.24
<b>Research Mechanic</b>		
One Salary Rate	Weekly	1,062.48
<b>Operations Assistants</b>		
<b>Trainee</b>		
On completion of three years' training, a Trainee shall be classified as Assistant.		
Trainee	Weekly	923.89
<b>Operations Assistant</b>		

Others - First 3 Years	Weekly	1,054.85
Other Subsequent years	Weekly	1,084.10
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	1,105.27
Chief	Weekly	1,142.80
<b>Anaesthetic and Operating Theatre Technician</b>		
Without Diploma	Weekly	1,095.06
With Diploma	Weekly	1,154.21
Senior Anaesthetic Technician	Weekly	1,190.76
Senior Anaesthetic Technician (Royal Prince Alfred Hospital)	Weekly	1,222.80
<b>Institute of Tropical Medicine-Prince Henry</b>		
Attendant	Weekly	1,044.83
Attendant In Charge	Weekly	1,085.39
<b>Surgical Instrument Repairer</b>		
One Salary Rate	Weekly	1,061.82
<b>Patient Support Assistant</b>		
<b>Central Coast Area Health Service</b>		
1st Year	Weekly	1,010.53
Thereafter	Weekly	1,018.07
<b>Patient Services Assistant</b>		
<b>Western Sydney Area Health Service</b>		
Grade 1	Weekly	990.33
Grade 2 and Thereafter	Weekly	1,010.53
<b>Support Services Officer</b>		
<b>Northern Sydney and Western Sydney Area Health Service</b>		
One Salary Rate	Weekly	1,031.61
<b>Wardsperson</b>		
1st Year	Weekly	1,010.53

Thereafter	Weekly	1,018.07
<b>Chief Wardsperson</b>		
1st Year	Weekly	1,063.87
Thereafter	Weekly	1,072.80
<b>Senior Chief Wardsperson</b>		
1st Year	Weekly	1,094.41
Thereafter	Weekly	1,102.26
<b>Surgical Dresser</b>		
1st Year	Weekly	1,023.22
2nd Year	Weekly	1,031.82
Thereafter	Weekly	1,044.83
<b>Surgical Dresser S.T.D. Clinic</b>		
1st Year	Weekly	1,031.82
Thereafter	Weekly	1,057.00
<b>Surgical Dresser Royal North Shore Hospital</b>		
1st Year	Weekly	1,050.44
2nd Year	Weekly	1,060.34
Thereafter	Weekly	1,073.02
<b>Chief Surgical Dresser</b>		
1st Year	Weekly	1,076.88
2nd Year	Weekly	1,086.45
Thereafter	Weekly	1,099.26
<b>Chief Surgical Dresser Royal North Shore Hospital</b>		
1st Year	Weekly	1,126.24
2nd Year	Weekly	1,135.27
Thereafter	Weekly	1,148.94
<b>Senior Chief Surgical Dresser</b>		
1st Year	Weekly	1,106.78
2nd Year	Weekly	1,116.66



Thereafter	Weekly	1,129.57
<b>Senior Chief Surgical Dresser Royal North Shore Hospital</b>		
1st Year	Weekly	1,156.78
2nd Year	Weekly	1,167.09
Thereafter	Weekly	1,180.77
<b>Heart / Lung</b>		
<b>Assistant</b>		
Assistant	Weekly	1,116.66
<b>Technician</b>		
Technician	Weekly	1,183.98
<b>Cardiac Technician</b>		
Year 1	Weekly	1,233.11
Year 2	Weekly	1,279.80
Year 3	Weekly	1,321.30
Year 4 and Thereafter	Weekly	1,357.97
<b>Cardiac Technologists</b>		
<b>Grade 1</b>		
Year 1	Weekly	1,260.87
Year 2	Weekly	1,307.96
Year 3	Weekly	1,388.61
Year 4	Weekly	1,483.67
Year 5	Weekly	1,586.14
Year 6	Weekly	1,687.33
Year 7	Weekly	1,769.26
Year 8 and Thereafter	Weekly	1,826.34
<b>Grade 2 - (Sonographer or EPS)</b>		
Year 1	Weekly	1,769.26
Year 2	Weekly	1,826.34
Year 3 and Thereafter	Weekly	1,964.64

<b>Senior</b>		
Year 1	Weekly	1,964.64
Year 2 and Thereafter	Weekly	2,030.22
<b>Chief</b>		
Year 1	Weekly	2,086.80
Year 2 and Thereafter	Weekly	2,315.39
<b>Neurophysiological Technician</b>		
<b>Trainee</b>		
Trainee Neurophysiological Technician	Weekly	1,008.71
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		
<b>Technician</b>		
1st Year	Weekly	1,154.21
2nd Year	Weekly	1,154.21
3rd Year and Thereafter	Weekly	1,190.76
<b>Senior</b>		
In Charge of 2 or more employees	Weekly	1,222.80
St George, New Childrens, RNSH, Royal Newcastle	Weekly	1,321.30
RPAH, POW, PHH, Westmead	Weekly	1,451.29
<b>Surgical Bootmaker</b>		
In-Charge of Other Bootmakers/Repairers	Weekly	1,188.70
Otherwise	Weekly	1,164.74
<b>Surgical Boot Repairer</b>		
One Salary Rate	Weekly	1,143.23
<b>Care Service Employee</b>		
New Entrant	Weekly	726.24
Grade 1	Weekly	847.97

Grade 2 and Thereafter	Weekly	900.96
<b>Hospital Assistant</b>		
Grade 1	Weekly	953.10
Grade 2	Weekly	975.05
Grade 3 and Thereafter	Weekly	990.33
<b>Housekeeper / Domestic Supervisor - Not including Food Services</b>		
Under 100 beds	Weekly	1,030.11
100 beds but less than 200 beds	Weekly	1,037.41
200 beds but less than 300 beds	Weekly	1,046.79
300 beds but less than 400 beds	Weekly	1,057.00
400 beds but less than 500 beds	Weekly	1,078.60
500 beds and over	Weekly	1,099.26
<b>Home Supervisor</b>		
100 beds but less than 200 beds	Weekly	990.42
200 beds but less than 300 beds	Weekly	1,020.23
300 beds but less than 400 beds	Weekly	1,030.11
400 beds but less than 500 beds	Weekly	1,043.99
500 beds and over	Weekly	1,053.56
<b>Linen</b>		
<b>Assistant Foreperson</b>		
One Salary Rate	Weekly	1,007.00
<b>Supply Officer</b>		
Linen Supply Officer <300 Bed	Weekly	1,024.84
Linen Supply Officer 300-499 Bed	Weekly	1,053.89
Linen Supply Officer 500+ Bed	Weekly	1,084.30
<b>Team Leader - Central Linen Service</b>		
Team Leader Central Linen	Weekly	1,093.55
<b>Sewing Room Supervisor</b>		
Sewing Room Supervisor in charge of 2-6 Dressmakers/Seamstresses	Weekly	1,014.31

Sewing Room Supervisor in charge of 7-11 Dressmakers/Seamstresses	Weekly	1,026.88
Sewing Room Supervisor in charge of 12 or more Dressmakers/Seamstresses	Weekly	1,039.14
<b>Trainee Catering Officer</b>		
1st Year	Weekly	1,032.70
2nd Year	Weekly	1,054.85
Thereafter	Weekly	1,080.54
<b>Cook</b>		
<b>Apprentice</b>		
1st Six Months	Weekly	518.17
2nd Six Months	Weekly	724.94
3rd Six Months	Weekly	828.50
4th Six Months	Weekly	880.43
5th Six Months	Weekly	933.66
6th Six Months	Weekly	983.77
<b>Cook</b>		
Cook - Grade A	Weekly	1,060.53
Cook - Grade B	Weekly	1,034.93
<b>Centralised Food Production Unit</b>		
CFPU Cook - Level 1	Weekly	1,093.55
CFPU Cook - Level 2	Weekly	1,137.73
<b>Chef</b>		
Chef - Grade A	Weekly	1,130.63
Chef - Grade B	Weekly	1,105.49
Chef - Grade C	Weekly	1,080.96
<b>Centralised Food Production Unit</b>		
CFPU Chef - Level 1	Weekly	1,137.73
CFPU Chef - Level 2	Weekly	1,177.64
CFPU Chef - Level 3	Weekly	1,217.54
<b>Maintenance/General Group</b>		

<b>Maintenance Supervisor</b>		
Maintenance Supervisor (Non Trades) In charge of staff	Weekly	1,223.77
Maintenance Supervisor (Non Trades) Otherwise	Weekly	1,193.67
<b>Boiler Attendant</b>		
Boiler Attendant Maintenance of Plant	Weekly	1,035.06
Boiler Attendant Other	Weekly	1,023.77
<b>Fireman</b>		
Fireman	Weekly	975.05
<b>Fire Safety Officers</b>		
Fire Safety Officer - Level 1 - Over 700 beds	Weekly	1,768.38
Fire Safety Officer - Level 2 - 300-700 beds	Weekly	1,573.88
Fire Safety Officer - Level 3 - Less than 300 beds	Weekly	1,398.18
<b>Motor Vehicle</b>		
Motor Vehicle Driver <2950 Kilograms	Weekly	1,030.63
Motor Vehicle Driver 2951 Kg and up to 4650 Kg	Weekly	1,038.07
Motor Vehicle Driver 4651 Kg and up to 6250 Kg	Weekly	1,045.37
Motor Vehicle Driver 6251 Kg and up to 7700 Kg	Weekly	1,051.83
Motor Vehicle Driver 7701 Kg and up to 9200 Kg	Weekly	1,058.60
Motor Vehicle Driver 9201 Kg and up to 10800 Kg	Weekly	1,063.65
Motor Vehicle Driver 10801 Kg and up to 12350 Kg	Weekly	1,069.91
Motor Vehicle Driver 12351 Kg and up to 13950 Kg	Weekly	1,075.38
Motor Vehicle Driver 13951 Kg and up to 15500 Kg	Weekly	1,080.96
Motor Vehicle Driver 15501 Kg and up to 16950 Kg	Weekly	1,084.10
Motor Vehicle Driver 16951 Kg and up to 18400 Kg	Weekly	1,087.10
Motor Vehicle Driver 18401 Kg and up to 19750 Kg	Weekly	1,088.40
Motor Vehicle Driver 19751 Kg and up to 21100 Kg	Weekly	1,091.20
Motor Vehicle Driver 21101 Kg and up to 22450 Kg	Weekly	1,095.92
<b>Tyre Fitter</b>		
One Salary Rate	Weekly	1,012.81

<b>Ambulance Support Officer</b>		
One Salary Rate	Weekly	972.48
<b>Patient Transport Officer (Non HealthShare)</b>		
Trainee Patient Transport Officer	Weekly	1,030.63
Patient Transport Officer	Weekly	1,076.57
<b>Gardening</b>		
<b>Apprentice</b>		
1st Year	Weekly	532.36
2nd Year	Weekly	633.34
3rd Year	Weekly	836.25
4th Year	Weekly	937.76
<b>Gardeners</b>		
Gardener Without Certificate	Weekly	1,008.61
Gardener With Certificate	Weekly	1,038.40
Head Gardener Without Certificate	Weekly	1,069.26
Head Gardener With Certificate	Weekly	1,138.06
<b>Vocational</b>		
<b>Instructor - Rehabilitation (Tradesman)</b>		
1st Year	Weekly	1,272.27
2nd Year	Weekly	1,289.15
3rd Year and Thereafter	Weekly	1,305.70
<b>Training Officer (Non-Trade)</b>		
1st Year	Weekly	1,153.56
2nd Year	Weekly	1,170.55
3rd Year and Thereafter	Weekly	1,187.86
<b>Health and Security Assistant</b>		
One Salary Rate	Weekly	1,084.30
<b>Security</b>		
One Salary Rate	Weekly	1,031.61

<b>Senior</b>		
1st Year	Weekly	1,125.71
2nd Year and Thereafter	Weekly	1,152.92
<b>Printing Operators</b>		
1st Year	Weekly	1,124.63
2nd Year	Weekly	1,133.11
3rd Year and Thereafter	Weekly	1,139.68
<b>Child Care Worker</b>		
1st Year	Weekly	959.89
2nd Year	Weekly	977.20
3rd Year	Weekly	1,014.09
4th year	Weekly	1,031.73
5th Year	Weekly	1,052.26
6th Year	Weekly	1,076.13
7th Year and Thereafter	Weekly	1,095.06
<b>Diversional Therapist with Diploma</b>		
1st Year	Weekly	1,040.43
2nd Year	Weekly	1,102.26
3rd Year	Weekly	1,163.02
4th year	Weekly	1,224.32
5th Year and Thereafter	Weekly	1,282.47
<b>Residential Services Assistant</b>		
1st Year of Service	Weekly	1,070.8
2nd Year of Service	Weekly	1,092.2
3rd Year of Service	Weekly	1,113.4
4th Year of Service	Weekly	1,139.7
5th Year of Service and Thereafter	Weekly	1,160.4
<b>MAMMOGRAPHERS DETERMINATION No. 2 of 2016</b>		
<b>Mammographer</b>		

1st Year	Weekly	1,769.26
2nd Year	Weekly	1,826.34
3rd Year and Thereafter	Weekly	1,964.64
<b>Senior</b>		
1st Year	Weekly	1,964.64
2nd Year and Thereafter	Weekly	2,030.22
<b>Laboratory Attendant (Old Scale)</b>		
Laboratory Attendant - Adult (Transferred employees as at 01/10/86 only)	Weekly	1,051.93
<b>Health Employees State Award - Allowances</b>		
<b>Allowance Description</b>	<b>Frequency</b>	<b>FFPP on or after 01/07/2021 2.04% increase \$</b>
Special Allowance Post Mortem Assistants and Senior Post Mortem Assistants	Per Week	103.70
Senior Laundry Staff - Technical Certificate	Per Week	13.45
<b>Leading Hand</b>		
Leading Hand in charge of 2 to 5 employees	Per Week	35.48
Leading Hand in charge of 6 to 10 employees	Per Week	50.33
Leading Hand in charge of 11 to 15 employees	Per Week	64.19
Leading Hand in charge of 16 to 19 employees	Per Week	78.39
Automatic Rotary Press operation	Per Hour	0.71
Housekeeper/Domestic Supervisor Nurse Home	Per Week	9.68
<b>Boiler Attendant</b>		
Boiler Attendant's Certificate - other employees	Per Week	8.93
Boiler Attendant's Certificate and Flash Type Generator	Per Week	21.05
<b>Fireman</b>		
Boiler Attendant/Fireman - Specified Hospitals	Per Week	54.02
Boiler Attendant/Fireman - Additional duties	Per Week	24.91
<b>Fire Safety Duties</b>		
Ancillary Fire Safety Duties - Less than 100 beds	Per Week	20.07



Ancillary Fire Safety Duties - 100 beds or more	Per Week	44.75
<b>Gardener</b>		
Gardener without certificate in charge of 2 or more employees	Per Week	35.50
<b>Apprentice</b>		
Apprentice Cook/Gardener - 1st year exam	Per Week	2.64
Apprentice Cook/Gardener - 2nd year exam	Per Week	5.73
Apprentice Cook/Gardener - 3rd year exam	Per Week	7.71
<b>HEALTH EMPLOYEES CONDITIONS OF EMPLOYMENT (STATE) AWARD - Allowances</b>		
<b>Allowance Description</b>	<b>Frequency</b>	<b>FFPP on or after 01/07/2021 2.04% increase \$</b>
<b>Climatic and Isolation</b>		
Climatic and Isolation Allowance - Time and Half Zone	Per Week	4.81
Climatic and Isolation Allowance - Double Zone	Per Week	9.60
<b>On Call</b>		
On Call - Rostered on Duty (Health Emp. Cond.)	Per 24 Hours	26.35
On Call - Rostered off Duty (Health Emp. Cond.)	Per 24 Hours	51.94
Broken Shift	Per Shift	13.00
<b>Post-Mortem</b>		
Post-mortem (Other than post-mortem assistants)	Per Exam	12.60
<b>Assistants</b>		
Post-mortem Assist at each Internal exam	Per Exam	112.20
Post-mortem Assist at each External exam	Per Exam	69.70
<b>Excluding Assistants</b>		
Excluding PM Assistants - Assist at each Internal exam	Per Exam	41.50
Excluding PM Assistants - Assist at each External exam	Per Exam	25.90
Post-mortem (partly decomposed/vermin infested)	Per Exam	6.71
<b>Maintenance</b>		
Handling linen-nauseous nature	Per Shift	4.83

Refuse Disposal/Sorting of Incinerators	Per Hour	0.43
Additional Duties (Maintenance/Supervision)	Per Week	13.01
Offensive work	Per Week	3.48
Wearing of lead apron	Per Hour	2.13
Handling of money	Per Week	21.10
Tool Allowance	Per Week	9.55
<b>Meals</b>		
Meals	Each	31.95
<b>Uniform and Laundry</b>		
Uniform	Per Week	4.69
Uniform-with cardigan & shoes	Per Week	1.78
Laundry (Health Emp. Cond.)	Per Week	5.30
<b>Infectious Cleaning</b>		
Infectious Cleaning	Per Shift	6.13
<b>Certificate</b>		
Sterilising Certificate	Per Week	9.65
Sterilising Certificate (Per Day)	Per Day	1.90
<b>Excess Fares Cap</b>		
Excess Fares Cap		5.24
<b>HEALTH MANAGERS (STATE) AWARD</b>		
Health Manager	<b>Minimum</b>	<b>Maximum</b>
Level 1	76,152	102,438
Level 2	100,107	118,735
Level 3	116,403	132,700
Level 4	130,373	155,983
Level 5	153,653	172,282
Level 6	168,633	184,492
Level 6 - Special Grade	181,595	197,559
(This grade payable on a personal basis only to designated employees under the 1994 Health Managers Enterprise Agreement)		

<b>HEALTH PROFESSIONAL AND MEDICAL SALARIES (STATE) AWARD</b>		
<b>Aboriginal Health Worker</b>		
1st Year	Annual	55,492
2nd Year	Annual	58,770
3rd Year	Annual	61,993
4th Year	Annual	65,294
5th Year	Annual	68,395
6th Year	Annual	71,643
7th Year	Annual	74,823
8th Year	Annual	78,470
9th Year	Annual	81,731
<b>Senior Aboriginal Health Worker</b>		
1st Year	Annual	84,942
2nd Year	Annual	88,238
<b>Principal Aboriginal Health Worker</b>		
1st Year	Annual	90,725
2nd Year	Annual	94,643
<b>Aboriginal Health Practitioner</b>		
1st Year	Annual	61,993
2nd Year	Annual	65,294
3rd Year	Annual	68,395
4th Year	Annual	71,643
5th Year	Annual	74,857
6th Year	Annual	78,470
7th Year	Annual	81,731
<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	Weekly	1,224.95

2nd Year	Weekly	1,284.31
3rd Year	Weekly	1,364.53
4th Year	Weekly	1,440.76
5th Year	Weekly	1,525.61
6th Year	Weekly	1,604.52
7th Year	Weekly	1,672.26
8th Year	Weekly	1,738.72
9th Year	Weekly	1,813.77
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	1,905.16
11th Year	Weekly	1,996.79
<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	Weekly	1,996.24
2nd Year	Weekly	2,078.92
3rd Year	Weekly	2,161.95
<b>Analyst, Chemist, Microbiologist, &amp; Scientific Officer (Transferred Staff of Division of Analytical Laboratories)</b>		
<b>Grade 1</b>		
1st Year	Annual	66,106
2nd Year	Annual	68,711
3rd Year	Annual	72,543
4th Year	Annual	77,756
5th Year	Annual	83,265
6th Year	Annual	88,202
<b>Grade 2</b>		

1st Year	Annual	92,519
2nd Year	Annual	95,264
3rd Year	Annual	98,168
4th Year	Annual	102,108
<b>Grade 3</b>		
1st Year	Annual	106,366
2nd Year	Annual	109,745
3rd Year	Annual	111,931
<b>Grade 4</b>		
1st Year	Annual	117,380
2nd Year	Annual	120,938
3rd Year	Annual	123,337
<b>Grade 5</b>		
1st Year	Annual	128,174
2nd Year	Annual	132,014
Part-Time Graduate Analyst (Per Hour)	Hourly	43.66
<b>Biomedical Engineer</b>		
<b>Grade 1</b>		
1st Year of service	Annual	68,216
2nd Year of service	Annual	72,367
3rd Year of service	Annual	77,356
4th Year of service	Annual	82,666
5th Year of service and thereafter	Annual	88,011
<b>Grade 2</b>		
1st Year of service	Annual	93,469
2nd Year of service	Annual	96,484
3rd Year of service	Annual	99,507
4th Year of service and thereafter	Annual	102,511
<b>Grade 3</b>		

1st Year of service	Annual	108,229
2nd Year of service	Annual	111,777
3rd Year of service	Annual	115,344
4th Year of service and thereafter	Annual	119,390
<b>Grade 4</b>		
1st Year of service	Annual	124,705
2nd Year of service	Annual	128,344
3rd Year of service and thereafter	Annual	131,953
<b>Grade 5</b>		
1st Year of service	Annual	137,424
2nd Year of service and thereafter	Annual	140,007
<b>Grade 6</b>		
1st Year of service	Annual	142,616
2nd Year of service and thereafter	Annual	145,253
<b>Career Medical Officers</b>		
<b>Grade 1</b>		
1st Year	Annual	130,532
2nd Year	Annual	140,606
3rd Year	Annual	146,762
4th Year	Annual	151,717
5th Year	Annual	157,708
<b>Grade 2</b>		
1st Year	Annual	163,774
2nd Year	Annual	168,864
3rd Year	Annual	178,763
4th Year	Annual	194,491
<b>Senior</b>		
1st Year	Annual	209,419
Thereafter	Annual	224,755

<b>Transitional Grades - only applicable to eligible employees employed on 20/04/2005</b>		
Grade 1	Annual	178,763
Grade 2	Annual	194,491
Grade 3	Annual	209,419
<b>PUBLIC HOSPITALS CAREER MEDICAL OFFICERS (STATE) AWARD</b>		
<b>Allowance Description</b>	<b>Frequency</b>	<b>FFPP on or after 01/07/2021 2.04% increase \$</b>
<b>In-Charge</b>		
In-charge allowance	Per 12 hours of duty or part thereof	36.80
<b>On Call</b>		
On-call Allowance per on-call period which coincides with a day rostered on duty	Per Day	40.30
On-call allowance per on-call period which coincides with a day rostered off duty	Per Day	80.60
On Call Per Week (Career Med. Officers)	Per Week	282.20
<b>Uniform</b>		
Full uniform including special shoes if required	Per Week	2.57
Other cases	Per Week	1.89
<b>CLERK OF WORKS DETERMINATION</b>		
<b>Clerk Of Works</b>		
Clerk Of Works	Annual	88,331
<b>Co-Ordinators</b>		
Group 1 - Cooma, Young, Ballina, Byron, Brunswick, Casino, Kyogle	Annual	86,814
Group 3 - Moree, Tweed Heads, SW Zone - Zone 1, 2 and 5; Grafton, Armidale, Port Macquarie	Annual	93,153
Group 5 - Tamworth	Annual	101,829
Group 6 - Dubbo	Annual	105,980

<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		
<b>Allowance Description</b>	<b>Frequency</b>	<b>FFPP on or after 01/07/2021 2.04% increase \$</b>
<b>Co-Ordinators</b>		
Future occupants, other than those in AHS, receive the salary for the positions listed above		
<b>Team Leaders Allowance</b>		
In charge of 5-10 staff	Per Week	45.30
In charge of 11-25 staff	Per Week	75.50
In charge of 26-40 staff	Per Week	105.90
In charge of more than 40 staff	Per Week	121.10
Area Co-ordinators Allowance	Per Week	166.70
<b>Drug Alcohol Counsellor Graduate</b>		
1st Year	Annual	62,372
2nd Year	Annual	65,370
3rd Year	Annual	69,424
4th Year	Annual	73,333
5th Year	Annual	79,598
<b>DRUG AND ALCOHOL COUNSELLORS (NON-GRADUATE) DETERMINATION No. 19 of 2007</b>		
<b>Drug Alcohol Counsellor Non Graduate</b>		
<b>Grade 1</b>		
1st Year	Annual	55,468
2nd Year	Annual	58,761
3rd Year	Annual	61,986
4th Year	Annual	65,258
5th Year	Annual	68,366



<b>Grade 2</b>		
1st Year	Annual	71,632
2nd Year	Annual	74,823
<b>Allowances - Drug And Alcohol Counsellors - Non-Graduate</b>		
Drug and Alcohol Counsellor - 2 years on maximum	Per Week	65.60
<b>Dental Assistants</b>		
<b>Grade 1</b>		
1st Year	Annual	58,735
2nd Year	Annual	60,158
3rd Year	Annual	61,504
4th Year	Annual	62,978
<b>Grade 2</b>		
1st Year	Annual	64,347
2nd Year	Annual	66,785
3rd Year	Annual	68,943
4th Year	Annual	70,850
<b>Grade 3</b>		
1st Year	Annual	77,801
2nd Year	Annual	80,653
<b>Dental Assistants – Sydney Dental Hospital (Existing Staff Working 35 hpw)</b>		
<b>Grade 1</b>		
4th Year	Annual	62,978
<b>Grade 2</b>		
4th Year	Annual	70,850
<b>Dental Assistant Supervision Allowance</b>		
2-5 Staff Year	Per Week	35.50
6-10 Staff Year	Per Week	50.30
11-15 Staff Year	Per Week	64.20
16-19 Staff Year	Per Week	78.40

<b>Dental Officers</b>		
<b>Level 1</b>		
1st Year	Annual	93,693
2nd Year	Annual	107,952
3rd Year	Annual	115,079
4th Year	Annual	122,203
<b>Level 2</b>		
1st Year	Annual	129,334
2nd Year	Annual	136,462
<b>Level 3</b>		
1st Year	Annual	144,233
2nd Year	Annual	148,571
3rd Year	Annual	151,366
<b>Level 4</b>		
1st Year	Annual	172,815
2nd Year	Annual	177,790
<b>Dental Management Allowance</b>		
Level 1 (Per Annum)	Annual	7,138
Level 2 (Per Annum)	Annual	14,412
<b>Area Director Oral Health Clinical Services</b>		
Level 1	Annual	189,916
Level 2	Annual	208,905
Level 3	Annual	240,652
<b>Dental Specialist</b>		
1st Year of service	Annual	163,284
2nd Year of service	Annual	169,597
3rd Year of service	Annual	175,868
4th Year of service	Annual	182,503
5th Year of service	Annual	189,143

\* 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	222,473
2nd Year of service	Annual	235,490
3rd Year of service	Annual	248,485
4th Year of service	Annual	261,530
5th Year of service	Annual	274,541

**Senior Clinical Specialist**

Senior Clinical Specialist	Annual	198,379
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**Dental Specialist Management Allowance**

Dental Specialist Management Allowance	Annual	10,705
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**Dental Technicians**

**Trainee**

Stage 1 - (first 6 months)	Annual	41,592
Stage 2 - (6 months to 1 year)	Annual	43,005
Stage 3 - (1 year to 18 months)	Annual	47,526
Stage 4 - (18 months to 2 years)	Annual	49,285

**Level 1**

1st Year	Annual	64,347
2nd Year	Annual	66,785
3rd Year	Annual	68,943
4th Year	Annual	70,850
5th Year	Annual	75,735

**Level 2**

1st Year	Annual	75,735
2nd Year	Annual	78,372

**Level 3**

1st Year	Annual	80,997
2nd Year	Annual	86,114
<b>Level 4</b>		
1st Year	Annual	90,303
2nd Year	Annual	91,770
<b>Level 5</b>		
1st Year	Annual	100,902
2nd Year	Annual	105,614
<b>Deputy Chief Dental Technician (Sydney Dental Hospital - 2008 current occupant only)</b>		
2nd year	Annual	102,118
<b>Dental Prosthetists</b>		
<b>Level 1</b>		
1st Year	Annual	80,997
2nd Year	Annual	86,114
<b>Level 2</b>		
1st Year	Annual	90,303
2nd Year	Annual	91,770
<b>Level 3</b>		
1st Year	Annual	100,902
2nd Year	Annual	105,614
<b>Oral Health Therapists</b>		
<b>Level 1</b>		
1st Year	Annual	65,778
2nd Year	Annual	68,255
3rd Year	Annual	72,461
4th Year	Annual	77,438
<b>Level 2</b>		
1st Year	Annual	82,783
2nd Year	Annual	88,034

3rd Year	Annual	92,318
4th Year	Annual	95,298
<b>Level 3</b>		
1st Year	Annual	102,500
2nd Year	Annual	105,932
<b>Level 4</b>		
1st Year	Annual	111,227
2nd Year	Annual	114,007
<b>Sole Practitioner Allowance (Oral Health Therapist)</b>		
Sole Practitioner Allowance (Oral Health Therapist)	Annual	7,202
<b>Director Of Animal Care Westmead</b>		
Director Of Animal Care Westmead	Annual	126,937
<b>Trainee Environmental Health Officer</b>		
1st Year	Annual	52,320
2nd Year	Annual	54,247
3rd Year	Annual	56,189
4th Year	Annual	58,119
<b>Environmental Health Officer</b>		
1st Year	Annual	63,931
2nd Year	Annual	67,004
3rd Year	Annual	71,161
4th Year	Annual	75,166
5th Year	Annual	79,600
6th Year	Annual	83,722
7th Year	Annual	87,223
8th Year	Annual	90,710
9th Year	Annual	94,650
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	99,413
11th Year - Performance Barrier	Annual	104,174
<b>Senior Environmental Health Officer</b>		
1st Year	Annual	108,470
2nd Year	Annual	112,808
<b>Transferred Environmental Health Officer - 35hrs per week</b>		
11th Year - Performance Barrier	Annual	104,174
<b>Transferred Senior Environmental Health Officer - 35hrs per week</b>		
1st Year	Annual	108,470
2nd Year	Annual	112,808
<b>HEALTH EDUCATION OFFICERS - TRANSFERRED</b>		
<b>Health Education Officer Non-Graduate</b>		
1st Year of service	Annual	55,468
2nd Year of service	Annual	58,758
3rd Year of service	Annual	61,985
4th Year of service	Annual	65,258
5th Year of service	Annual	68,364
6th Year of service	Annual	71,624
7th Year of service	Annual	74,821
8th Year of service	Annual	78,463
9th Year of service & thereafter	Annual	81,734
<b>Health Education Officer Graduate</b>		
1st Year of service	Annual	63,931
2nd Year of service	Annual	67,004
3rd Year of service	Annual	71,161

4th Year of service	Annual	75,166
5th Year of service	Annual	79,600
6th Year of service	Annual	83,722
7th Year of service	Annual	87,223
8th Year of service	Annual	90,710
9th Year of service	Annual	94,650
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	99,413
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	104,188
<b>Senior Health Education Officer Non-Graduate</b>		
1st Year of service	Annual	84,952
2nd Year of service	Annual	88,289
<b>Senior Health Education Officer Graduate</b>		
1st Year of service	Annual	104,174
2nd Year of service	Annual	108,470
3rd Year of service	Annual	112,808
<b>Part Time Health Education Officer</b>		
Non-Graduate (Per Hour)	Hourly	41.00
Graduate (Per Hour)	Hourly	48.00
<b>Transferred Health Education Officer - Graduate (As at 01/10/1986)</b>		
9th Year of service	Annual	94,650
On Maximum for 12 months	Annual	99,413
On Maximum for further 12 months	Annual	104,188
<b>Ethnic Health Worker</b>		
Part-time Ethnic Health Worker (Per Hour)	Hourly	41.22

Part-time Ethnic Day Care Co-ordinator (Per Hour)	Hourly	41.64
<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	Weekly	2,315.39
2nd Year	Weekly	2,379.81
3rd Year	Weekly	2,460.54
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	Weekly	2,460.54
2nd Year	Weekly	2,535.39
3rd Year	Weekly	2,599.15
<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	63.30
<b>Chief Hospital Scientist (Old Scale Medical Technologist)</b>		
<b>Chief Hospital Scientist &lt;200 ADA (Old Scale Med Tech)</b>		
1st Year	Weekly	2,315.39
2nd Year	Weekly	2,379.81
3rd Year	Weekly	2,460.54
<b>Chief Hospital Scientist &gt;200 ADA (Old Scale Med Tech)</b>		
1st Year	Weekly	2,460.54
2nd Year	Weekly	2,535.39
3rd Year	Weekly	2,599.15
<b>Senior Hospital Scientist (Senior Medical Technologist in-charge of section)</b>		
1st Year	Weekly	1,964.64
2nd Year	Weekly	2,030.22



3rd Year	Weekly	2,086.80
<b>Hospital Scientist (Medical technologist)</b>		
1st Year	Weekly	1,260.87
2nd Year	Weekly	1,307.96
3rd Year	Weekly	1,388.61
4th Year	Weekly	1,483.67
5th Year	Weekly	1,586.03
6th Year	Weekly	1,687.21
7th Year	Weekly	1,769.26
8th Year	Weekly	1,826.34
<b>Hospital Scientist (Medical Technologist) - United Dental Hospital</b>		
1st Year	Weekly	1,260.87
2nd Year	Weekly	1,307.96
3rd Year	Weekly	1,388.61
4th Year	Weekly	1,483.67
5th Year	Weekly	1,586.03
6th Year	Weekly	1,687.21
7th Year	Weekly	1,769.26
8th Year	Weekly	1,826.34
<b>Hospital Scientist (Scientific Officer)</b>		
1st Year	Weekly	1,260.87
2nd Year	Weekly	1,307.96
3rd Year	Weekly	1,388.61
4th Year	Weekly	1,483.67
5th Year	Weekly	1,586.03
6th Year	Weekly	1,687.21
7th Year	Weekly	1,769.26
8th Year	Weekly	1,826.34
<b>Senior or Chief Hospital Scientist (Senior Scientific Officer)</b>		

1st Year	Weekly	1,964.64
2nd Year	Weekly	2,030.22
3rd Year	Weekly	2,086.80
4th Year	Weekly	2,315.39
5th Year	Weekly	2,379.81
6th Year	Weekly	2,460.54
7th Year	Weekly	2,535.39
8th Year	Weekly	2,599.15
<p>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</p> <p>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.</p> <p>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</p> <p>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:</p>		
Senior/Principal H.S. Master of Science	Per Week	67.30
<b>Principal Hospital Scientist (Principal Scientific Officer)</b>		
1st Year	Weekly	2,784.63
2nd Year	Weekly	2,854.11
3rd Year	Weekly	2,930.98
4th Year	Weekly	3,000.77
5th Year	Weekly	3,073.57
6th Year	Weekly	3,145.40
7th Year	Weekly	3,217.97
8th Year	Weekly	3,291.62
9th Year	Weekly	3,363.04
10th Year	Weekly	3,437.45
<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</p>		

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

<b>Trainee Hospital Scientist</b>		
1st Year	Weekly	682.04
2nd Year	Weekly	737.84
3rd Year	Weekly	848.83
4th Year	Weekly	972.80
5th Year	Weekly	1,094.41
6th Year	Weekly	1,205.38
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.		
<b>Senior Hospital Scientist In-Charge of Section</b>		
1st Year	Weekly	1,964.64
2nd Year	Weekly	2,030.22
3rd Year	Weekly	2,086.80
<b>Senior Or Chief Hospital Scientist In-Charge Of Lab</b>		
<b>Less than 200 ADA</b>		
1st Year	Weekly	2,315.39
2nd Year	Weekly	2,379.81
3rd Year	Weekly	2,460.54
<b>More than 200 ADA</b>		
1st Year	Weekly	2,460.54
2nd Year	Weekly	2,535.39
3rd Year	Weekly	2,599.15
<b>Transferred Hospital Scientist (Scientific Officer) - Oliver Lathan Laboratory</b>		
5th Year	Weekly	1,586.03
6th Year	Weekly	1,687.21

7th Year	Weekly	1,769.26
8th Year and Thereafter	Weekly	1,826.34
<b>Transferred Senior or Chief Hospital Scientist (Senior Scientific Officer) - Oliver Latham Laboratory</b>		
1st Year	Annual	102,512
2nd Year	Annual	105,934
3rd Year	Annual	108,886
4th Year	Annual	120,814
5th Year	Annual	124,175
6th Year	Annual	128,388
7th Year	Annual	132,293
8th Year and Thereafter	Annual	135,620
<b>Transferred Principal Hospital Scientist (Principal Scientific Officer) - Oliver Latham Laboratory</b>		
1st Year	Weekly	2,784.63
2nd Year	Weekly	2,854.11
3rd Year	Weekly	2,930.98
4th Year	Weekly	3,000.77
5th Year	Weekly	3,073.57
6th Year	Weekly	3,145.40
7th Year	Weekly	3,217.97
8th Year	Weekly	3,291.62
9th Year	Weekly	3,363.04
10th Year and Thereafter	Weekly	3,437.45
<b>Transferred Hospital Scientist (Scientific Officer) - I.C.P.M.R.</b>		
8th Year	Weekly	1,826.34
<b>Transferred Senior Hospital Scientist (Senior Scientific Officer) - I.C.P.M.R.</b>		
1st Year	Weekly	1,964.64
2nd Year	Weekly	2,030.22
3rd Year	Weekly	2,086.80
4th Year	Weekly	2,315.39

5th Year	Weekly	2,379.81
6th Year	Weekly	2,460.54
7th Year	Weekly	2,535.39
8th Year and Thereafter	Weekly	2,599.15
<b>Medical Technologists (Old Scale Med Tech)</b>		
<b>Hospital Scientists (Old Scale Med Tech)</b>		
Year 1	Annual	65,790
Year 2	Annual	68,247
Year 3	Annual	72,456
Year 4	Annual	77,416
Year 5	Annual	82,756
Year 6	Annual	88,036
Year 7	Annual	92,318
Year 8	Annual	95,296
<b>Senior Hospital Scientists (Old Scale Med Tech)</b>		
Year 1	Annual	102,511
Year 2	Annual	105,935
Year 3	Annual	108,886
<b>Library Staff</b>		
<b>Library Assistant</b>		
Year 1	Annual	51,705
Year 2	Annual	54,873
Year 3	Annual	58,312
Year 4	Annual	62,658
Year 5	Annual	64,972
<b>Librarian Grade 1</b>		
Year 1	Annual	66,106
Year 2	Annual	69,948
Year 3	Annual	73,906

Year 4	Annual	78,510
Year 5	Annual	82,450
Year 6	Annual	86,370
<b>Librarian Grade 2</b>		
Year 1	Annual	89,993
Year 2	Annual	93,520
Year 3	Annual	98,168
Year 4	Annual	102,108
<b>Librarian Grade 3</b>		
Year 1	Annual	107,482
Year 2	Annual	110,799
Year 3	Annual	115,149
Year 4	Annual	119,749
<b>Librarian Grade 4</b>		
Year 1	Annual	123,337
Year 2	Annual	126,967
Year 3	Annual	130,714
Year 4	Annual	134,787
<b>Library Technician - Grade 1</b>		
Year 1	Annual	66,106
Year 2	Annual	69,948
Year 3	Annual	73,906
Year 4	Annual	78,510
<b>Medical Officers</b>		
<b>Intern</b>		
Intern	Annual	71,283
<b>Resident</b>		
1st Year	Annual	83,554
2nd Year	Annual	91,899

3rd Year	Annual	104,084
4th Year	Annual	112,996
<b>Registrar</b>		
1st Year	Annual	104,084
2nd Year	Annual	112,996
3rd Year	Annual	121,941
4th Year	Annual	130,532
<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:		
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	146,762
<b>Allowances (Medical Officers)</b>		
Higher Medical Qualification Allowance (Medical Officers)	Per Week	61.60
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	30.80
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)	Hourly	60.33
More than 3 years post-graduate experience (per hour)	Hourly	70.71
More than 6 years post-graduate experience (per hour)	Hourly	85.08
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)	Hourly	68.49
6 to less than ten years post graduate experience (per hour)	Hourly	85.08
10 years or more post-graduate experience (per hour)	Hourly	107.85
Possess Dip. of Psychological Medical (per hour)	Hourly	101.28
Dip. of Psychological Medical more than 2 years (per hour)	Hourly	107.85
Medical Officer - 5th Schedule - 10th year (per annum)	Annual	154,370
<b>Community Physician</b>		
Community Physician	Annual	193,973
<b>PUBLIC HOSPITALS MEDICAL OFFICERS (STATE) AWARD - Allowances</b>		
<b>Allowance Description</b>	<b>Frequency</b>	<b>FFPP on or after 01/07/2021 2.04% increase \$</b>
<b>In Charge</b>		
In charge Allowance	Per 12 hours of duty or part thereof	21.40
<b>On-call</b>		
On-call allowance per on-call period which coincides with a day rostered on duty	Per Day	16.60
On-call allowance per on-call period which coincides with a day rostered off duty	Per Day	33.30
On Call Per Week (Medical Officers)	Per Week	116.40
<b>Uniform</b>		



Full uniform including special shoes if required	Per Week	2.57
Other Cases	Per Week	1.89
<b>Medical Records Administrator</b>		
1st Year	Annual	63,192
2nd Year	Annual	65,761
3rd Year	Annual	69,225
4th Year	Annual	72,411
5th Year	Annual	75,692
6th Year	Annual	79,386
7th Year and Thereafter	Annual	82,739
<b>Medical Records Manager</b>		
Grade 1	Annual	90,907
Grade 2	Annual	94,079
Grade 3	Annual	97,737
Grade 4	Annual	105,498
Grade 5	Annual	109,178
Grade 6	Annual	113,081
Grade 7	Annual	117,265
Grade 8	Annual	126,259
Country Regions	Annual	109,178
<b>Research/Analyst/Specialist Dept. Or Section</b>		
Research/Analyst/Specialist Dept. Or Section	Annual	88,202
<b>Medical Superintendents</b>		
<b>Chief Executive Officer</b>		
Level 1	Annual	244,353
- 16% Clinical Loading (CEO L1)	Annual	39,096
Level 2	Annual	232,852
- 16% Clinical Loading (CEO L2)	Annual	37,256
Level 3	Annual	221,349

- 16% Clinical Loading (CEO L3)	Annual	35,416
Level 4	Annual	179,224
- 16% Clinical Loading (CEO L4)	Annual	28,676
Level 5	Annual	163,898
- 16% Clinical Loading (CEO L5)	Annual	26,224
<b>Medical Super / Deputy Chief Executive Officer</b>		
Level 1	Annual	232,852
- 16% Clinical Loading (MSDCEO L1)	Annual	37,256
Level 2	Annual	221,349
- 16% Clinical Loading (MSDCEO L2)	Annual	35,416
Level 3	Annual	206,030
- 16% Clinical Loading (MSDCEO L3)	Annual	32,965
Level 4	Annual	163,898
- 16% Clinical Loading (MSDCEO L4)	Annual	26,224
Level 5	Annual	156,231
- 16% Clinical Loading (MSDCEO L5)	Annual	24,997
<b>Deputy Medical Superintendent</b>		
Level 1	Annual	206,030
- 16% Clinical Loading (DMS L1)	Annual	32,965
Level 2	Annual	179,224
- 16% Clinical Loading (DMS L2)	Annual	28,676
Level 3	Annual	163,898
- 16% Clinical Loading (DMS L3)	Annual	26,224
<b>Assistant Medical Superintendent</b>		
<b>Level 1</b>		
1st Year	Annual	171,570
- 16% Clinical Loading (AMS L1)	Annual	27,451
2nd Year	Annual	179,224
- 16% Clinical Loading (AMS L1Y2)	Annual	28,676

<b>Level 2</b>		
1st Year	Annual	156,231
- 16% Clinical Loading (AMS L2)	Annual	24,997
2nd Year	Annual	163,898
- 16% Clinical Loading (AMS L2Y2)	Annual	26,224
<b>Level 3</b>		
1st Year	Annual	148,590
- 16% Clinical Loading (AMS L3)	Annual	23,774
2nd Year	Annual	156,231
- 16% Clinical Loading (AMS L3Y2)	Annual	24,997
<b>Level 4</b>		
1st Year	Annual	133,257
- 16% Clinical Loading (AMS L4)	Annual	21,321
2nd Year	Annual	140,923
- 16% Clinical Loading (AMS L4Y2)	Annual	22,548
<b>Clinical Superintendent</b>		
<b>Level 1</b>		
1st Year	Annual	156,231
- 16% Clinical Loading (CS L1)	Annual	24,997
2nd Year	Annual	163,898
- 16% Clinical Loading (CS L1Y2)	Annual	26,224
<b>Level 2</b>		
1st Year	Annual	148,590
- 16% Clinical Loading (CS L1)	Annual	23,774
2nd Year	Annual	156,231
- 16% Clinical Loading (CS L2Y2)	Annual	24,997
<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	55.30
Where an officer holds a higher medical qualification relevant to his/her hospital work		
Diploma Hospital Administration issued AIHA	Per Week	32.53
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	32.53
<b>Hospitals are graded at level indicated below:</b>		
<b>Level 1</b> - Royal Prince Alfred Hospital, Prince Henry/Prince of Wales Hospital Group, Royal North Shore Hospital, The Parramatta Hospitals, Royal Newcastle Hospital		
<b>Level 2</b> - St. Vincents Hospital, Darlinghurst, St. George Hospital, Royal Alexandra Hospital for Children		
<b>Level 3</b> - 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.		
<b>Level 4</b> - 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.		
<b>Level 5</b> - 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>Medical Administration Training Scheme</b>		
1st Year	Annual	126,584
2nd Year	Annual	133,257
3rd Year	Annual	148,590
4th Year	Annual	156,231

5th Year	Annual	163,898
6th Year	Annual	171,570
7th Year	Annual	179,224
Exception of Annual Leave & Clinical Loading		
Annual Leave entitlement is 4 weeks		
No Clinical Loading is payable.		
<b>MUSIC THERAPISTS (UNQUALIFIED) DETERMINATION No. 20 of 2007</b>		
<b>Music Therapist Unqualified</b>		
1st Year (Per Hour)	Hourly	30.64
2nd Year (Per Hour)	Hourly	31.30
3rd Year (Per Hour)	Hourly	31.83
<b>NURSE COUNSELLORS DETERMINATION</b>		
<b>Nurse Counsellor Non-Graduate</b>		
1st year of service	Annual	57,889
2nd year of service	Annual	60,621
3rd year of service	Annual	64,104
4th year of service	Annual	67,323
5th year of service	Annual	70,775
<b>Nurse Counsellor Graduate</b>		
1st year of service	Annual	64,528
2nd year of service	Annual	67,625
3rd year of service	Annual	71,866
4th year of service	Annual	75,689
5th year of service	Annual	80,192
6th year of service	Annual	83,814
7th year of service	Annual	87,242
8th year of service	Annual	90,295
9th year of service	Annual	94,674
<b>REMEDIAL GYMNAST DETERMINATION</b>		

<b>Remedial Gymnast (Qualified)</b>		
1st Year	Annual	56,024
2nd Year	Annual	57,729
3rd Year	Annual	61,155
4th Year	Annual	64,347
5th Year	Annual	67,635
6th Year and Thereafter	Annual	70,901
<b>Sessional Rates</b>		
Sessional Music Therapist (per session*)	Session	235.00
Sessional Occupational Therapist (per session*)	Session	235.00
Sessional Orthoptist (per session*)	Session	235.00
Sessional Physiotherapist (per session*)	Session	235.00
Sessional Podiatrist (per session*)	Session	235.00
Sessional Speech Pathologist (per session*)	Session	235.00
*Session = 3½ hours		
<b>SEXUAL ASSAULT WORKERS (NON GRADUATE) DETERMINATION No. 18 of 2007</b>		
<b>Sexual Assault Workers - Non-Graduate</b>		
<b>Grade 1</b>		
1st Year	Annual	55,462
2nd Year	Annual	58,761
3rd Year	Annual	61,985
4th Year	Annual	65,257
5th Year	Annual	68,362
<b>Grade 2</b>		
1st Year	Annual	71,624
2nd Year	Annual	74,816
<b>Social Educators</b>		
1st Year	Annual	67,004
2nd Year	Annual	71,161

3rd Year	Annual	75,166
4th Year	Annual	79,598
5th Year	Annual	83,722
6th Year	Annual	87,223
7th Year	Annual	90,713
8th Year and Thereafter	Annual	94,650
<b>Program Director</b>		
1st Year	Annual	120,544
2nd Year	Annual	123,337
<b>WELFARE OFFICERS (NON GRADUATE) DETERMINATION No. 21 of 2007</b>		
<b>Welfare Officers - Non-Graduate</b>		
<b>Grade 1</b>		
1st Year	Annual	55,462
2nd Year	Annual	58,761
3rd Year	Annual	61,985
4th Year	Annual	65,257
5th Year	Annual	68,362
<b>Grade 2</b>		
1st Year	Annual	71,624
2nd Year	Annual	74,816
<b>Allowance (Welfare Officer)</b>		
Welfare Officer - Non-Graduate 2 years on maximum	Per Week	69.80
<b>HOSPITAL SCIENTISTS (STATE) AWARD</b>		
<b>Allowance Description</b>	<b>Frequency</b>	<b>FFPP on or after 01/07/2021 2.04% increase \$</b>
<b>On Call</b>		
On call - per 24 hours or any part thereof	Per 24 Hrs	12.80

<b>Uniform and Laundry</b>		
Uniform (Hospital Scientists)	Per Week	2.72
Laundry (Hospital Scientists)	Per Week	2.83
<b>Climatic and Isolation</b>		
For persons employed in hospitals upon or west of the line commencing at Tocumwal, etc.	Per Week	3.87
For persons employed in hospitals upon or west of the line commencing at Murray River etc.	Per Week	7.53
<b>NSW HEALTH SERVICE HEALTH PROFESSIONALS (STATE) AWARD</b>		
<b>Health Professional Classifications</b>		
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		
<b>Level 1</b>		
Year 1	Annual	65,778
Year 2	Annual	68,255
Year 3	Annual	72,461
Year 4	Annual	77,438
<b>Level 2</b>		
Year 1	Annual	82,783
Year 2	Annual	88,034
Year 3	Annual	92,318
Year 4	Annual	95,298
<b>Level 3</b>		
Year 1	Annual	102,500
Year 2	Annual	105,932
<b>Level 4</b>		
Year 1	Annual	111,228
Year 2	Annual	114,007



<b>Level 5</b>		
Year 1	Annual	119,709
Year 2	Annual	122,703
<b>Level 6</b>		
Year 1	Annual	128,784
Year 2	Annual	132,057
<b>Level 7</b>		
Grade 1	Annual	138,659
Grade 2	Annual	145,594
Grade 3	Annual	152,871
<b>Level 8</b>		
Grade 1	Annual	145,594
Grade 2	Annual	152,871
Grade 3	Annual	160,517
Grade 4	Annual	168,543
<b>Allowance Description</b>	<b>Frequency</b>	<b>FFPP or or after 01/07/2021 2.04% increase \$</b>
Sole Practitioner Allowance (Health Prof.)	Annual	7,202
<b>HEALTHSHARE NSW PATIENT TRANSPORT OFFICERS (STATE) AWARD</b>		
Trainee Patient Transport Officer	Weekly	1,067.99
Patient Transport Officer	Weekly	1,115.60
<b>Allowance Description</b>	<b>Frequency</b>	<b>FFPP on or after 01/07/2021 2.04% increase \$</b>
Crib Away Allowance (Single Crib)	Each	23.65
Crib Away Allowance (Two Cribs)	Each	11.83
<b>HEALTH EMPLOYEES INTERPRETERS (STATE) AWARD</b>		

<b>Interpreter</b>		
<b>Grade 1</b>		
1st Year	Annual	49,460
2nd Year	Annual	50,840
3rd Year	Annual	52,910
4th Year	Annual	54,280
<b>Grade 2</b>		
1st Year	Annual	59,435
2nd Year	Annual	61,232
3rd Year	Annual	62,791
4th Year	Annual	64,412
5th Year	Annual	66,012
<b>Grade 3</b>		
1st Year	Annual	68,958
2nd Year	Annual	70,740
3rd Year	Annual	73,032
4th Year	Annual	74,887
<b>Co-ordinator Interpreter Services</b>		
1st Year	Annual	81,989
2nd Year	Annual	85,346
3rd Year	Annual	88,336
4th Year	Annual	92,620
<b>PUBLIC HOSPITAL MEDICAL PHYSICISTS (STATE) AWARD</b>		
<b>Accredited Medical Physicists</b>		
<b>Medical Physics Registrar</b>		
Year 1	Annual	72,242
Year 2	Annual	80,269
Year 3	Annual	88,300
Year 4	Annual	96,332

Year 5	Annual	104,345
<b>Medical Physics Specialist</b>		
Year 1	Annual	120,406
Year 2	Annual	136,465
Year 3	Annual	152,508
Year 4	Annual	168,568
Year 5	Annual	184,615
<b>Senior Medical Physics Specialist</b>		
Year 1	Annual	192,646
Year 2	Annual	200,676
Year 3	Annual	208,706
Year 4	Annual	216,734
<b>Principal Medical Physics Specialist</b>		
Year 1	Annual	224,749
<b>Director Medical Physics Specialist</b>		
Level 1	Annual	224,749
Level 2	Annual	236,001
Level 3	Annual	248,838
<b>Non-Accredited Medical Physicists</b>		
<b>Medical Physics Registrar</b>		
Year 1	Annual	72,242
Year 2	Annual	80,269
Year 3	Annual	88,300
Year 4	Annual	96,332
Year 5	Annual	104,345
<b>Medical Physics Specialist (-10%) *</b>		
Year 1	Annual	108,365
Year 2	Annual	122,819
Year 3	Annual	137,257

Year 4	Annual	151,711
Year 5	Annual	166,154
<b>Senior Medical Physics Specialist (-4%) #</b>		
Year 1	Annual	184,940
Year 2	Annual	192,649
Year 3	Annual	200,358
Year 4	Annual	208,065
<b>Principal Medical Physics Specialist (-3%) ^</b>		
Year 1	Annual	218,007
<b>Director Medical Physics Specialist (-3%) ^</b>		
Level 1	Annual	218,007
Level 2	Annual	228,921
Level 3	Annual	241,373
Note:		
* Reduced by 10%		
# Reduced by 4%		
^ Reduced by 3%		
<b>HEALTH EMPLOYEES MEDICAL RADIATION SCIENTISTS (STATE) AWARD</b>		
<b>Radiographer</b>		
<b>Level 1 (35hrs)</b>		
Year 1	Weekly	1,260.80
<b>Level 2 (35hrs)</b>		
Year 1	Weekly	1,307.90
Year 2	Weekly	1,483.70
Year 3	Weekly	1,687.10
Year 4	Weekly	1,769.30
Year 5	Weekly	1,826.40
<b>Level 3 (35hrs)</b>		
Grade 1 - Year 1	Weekly	1,964.70

Grade 1 - Year 2	Weekly	2,030.30
Grade 2 - Year 1	Weekly	2,086.70
Grade 2 - Year 2	Weekly	2,315.40
Grade 3 - Year 1	Weekly	2,379.80
<b>Level 4 (35hrs)</b>		
Grade 1 - Year 1	Weekly	2,379.80
Grade 1 - Year 2	Weekly	2,460.50
Grade 2 - Year 1	Weekly	2,535.30
Grade 2 - Year 2	Weekly	2,599.10
<b>Level 5 (35hrs)</b>		
Year 1	Weekly	2,784.70
Year 2	Weekly	2,854.20
Year 3	Weekly	3,000.80
<b>Level 6 (35hrs)</b>		
Year 1	Weekly	3,073.50
Year 2	Weekly	3,145.40
Year 3	Weekly	3,217.90
<b>Nuclear Medicine Technologist</b>		
<b>Level 1 (38hrs)</b>		
Year 1	Weekly	1,260.80
<b>Level 2 (38hrs)</b>		
Year 1	Weekly	1,307.90
Year 2	Weekly	1,483.70
Year 3	Weekly	1,687.10
Year 4	Weekly	1,769.30
Year 5	Weekly	1,826.40
<b>Level 3 (38hrs)</b>		
Grade 1 - Year 1	Weekly	1,964.70
Grade 1 - Year 2	Weekly	2,030.30

Grade 2 - Year 1	Weekly	2,086.70
Grade 2 - Year 2	Weekly	2,315.40
Grade 3 - Year 1	Weekly	2,379.80
<b>Level 4 (38hrs)</b>		
Grade 1 - Year 1	Weekly	2,379.80
Grade 1 - Year 2	Weekly	2,460.50
Grade 2 - Year 1	Weekly	2,535.30
Grade 2 - Year 2	Weekly	2,599.10
<b>Level 5 (38hrs)</b>		
Year 1	Weekly	2,784.70
Year 2	Weekly	2,854.20
Year 3	Weekly	3,000.80
<b>Level 6 (38hrs)</b>		
Year 1	Weekly	3,073.50
Year 2	Weekly	3,145.40
Year 3	Weekly	3,217.90
<b>Radiation Therapist</b>		
<b>Level 1 (35hrs)</b>		
Year 1	Weekly	1,260.80
<b>Level 2 (35hrs)</b>		
Year 1	Weekly	1,307.90
Year 2	Weekly	1,483.70
Year 3	Weekly	1,687.10
Year 4	Weekly	1,769.30
Year 5	Weekly	1,826.40
<b>Level 3 (35hrs)</b>		
Grade 1 - Year 1	Weekly	1,964.70
Grade 1 - Year 2	Weekly	2,030.30
Grade 2 - Year 1	Weekly	2,086.70

Grade 2 - Year 2	Weekly	2,315.40
<b>Level 4 (35hrs)</b>		
Grade 1 - Year 1	Weekly	2,379.80
Grade 1 - Year 2	Weekly	2,460.50
Grade 2 - Year 1	Weekly	2,535.30
Grade 2 - Year 2	Weekly	2,599.10
<b>Level 5 (35hrs)</b>		
Year 1	Weekly	2,784.70
Year 2	Weekly	2,854.20
Year 3	Weekly	3,000.80
<b>Level 6 (35hrs)</b>		
Year 1	Weekly	3,073.50
Year 2	Weekly	3,145.40
Year 3	Weekly	3,217.90
<b>Allowance Description</b>	<b>Frequency</b>	<b>FFPP on or after 01/07/2020 2.04% increase \$</b>
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	56.50
<b>HEALTH EMPLOYEES PHARMACISTS (STATE) AWARD</b>		
<b>Graduate Pharmacist Unregistered</b>		
Graduate Pharmacist Unregistered	Weekly	1,307.96
<b>Pharmacist</b>		
<b>Grade 1</b>		
1st Year	Weekly	1,388.61
2nd Year	Weekly	1,483.67
3rd Year	Weekly	1,586.03

4th Year	Weekly	1,769.26
5th Year	Weekly	1,826.34
<b>Grade 2</b>		
1st Year	Weekly	1,964.64
2nd Year	Weekly	2,030.22
3rd Year	Weekly	2,086.80
<b>Grade 3</b>		
Senior Pharmacist		
Director of Pharmacy-Group 5 Hospital		
Deputy Director of Pharmacy-Group 3 Hospital		
1st Year	Weekly	2,315.39
2nd Year	Weekly	2,379.81
<b>Grade 4</b>		
Director of Pharmacy - Group 4 Hospital		
Deputy Director of Pharmacy - Group 2 Hospital		
1st Year	Weekly	2,379.81
2nd Year	Weekly	2,460.54
<b>Grade 5</b>		
Director of Pharmacy - Group 3 Hospital		
Deputy Director of Pharmacy - Group 1 Hospital		
1st Year	Weekly	2,535.39
2nd Year	Weekly	2,599.15
<b>Grade 6</b>		
Director of Pharmacy - Group 2 Hospital		
1st Year	Weekly	2,784.63
2nd Year	Weekly	2,854.11
<b>Grade 7</b>		
Director of Pharmacy - Group 1 Hospital		
Group A - 1st Year	Weekly	3,000.77



Group A - 2nd Year	Weekly	3,073.57
Group B - 1st Year	Weekly	3,145.40
Group B - 2nd Year	Weekly	3,217.97
<b>Transferred Pharmacists (Current Occupants Only - 35 hour week)</b>		
Pharmacist Deputy Chief (Cumberland)	Weekly	2,315.39
<b>Allowance Description</b>	<b>Frequency</b>	<b>FFPP on or after 01/07/2021 2.04% increase \$</b>
Fellowship Allowance (Pharmacists)	Weekly	44.58
<b>PUBLIC HOSPITALS (PROFESSIONAL AND ASSOCIATED STAFF) CONDITIONS OF EMPLOYEMENT (STATE) AWARD</b>		
<b>Allowance Description</b>	<b>Frequency</b>	<b>FFPP on after 01/07/2021 2.04% increase \$</b>
Climatic and Isolation Allowance for persons employed in hospitals upon or west of the line commencing at Tocumwal, etc.	Per Week	3.79
Climatic and Isolation Allowance for persons employed in hospitals upon or west of the line commencing at Murray River etc.	Per Week	7.60
Uniform Allowance (Prof. Asso. Staff)	Per Week	1.47
Laundering Allowance (Prof. Asso. Staff)	Per Week	2.90
On call – Physiotherapists, Occupational Therapists	Per Period	9.65
On call – Physiotherapists, Occupational Therapists	Per Week	47.73
<b>HEALTH AND COMMUNITY EMPLOYEES PSYCHOLOGISTS (STATE) AWARD</b>		
<b>Psychologists</b>		
<b>Psychologist</b>		
1st year of service	Annual	69,482
2nd year of service	Annual	73,240
3rd year of service	Annual	76,994
4th year of service	Annual	81,688

5th year of service	Annual	86,384
6th year of service	Annual	91,079
7th year of service	Annual	95,774
8th year of service	Annual	99,532
9th year of service and thereafter	Annual	103,282
<b>Senior</b>		
1st year of service	Annual	108,917
2nd year of service	Annual	113,615
3rd year of service and thereafter	Annual	118,308
<b>Clinical</b>		
1st year of service	Annual	99,533
2nd year of service	Annual	105,160
3rd year of service	Annual	110,797
4th year of service	Annual	116,433
5th year of service and thereafter	Annual	122,063
<b>Senior Clinical</b>		
1st year of service	Annual	127,699
2nd year of service	Annual	131,453
3rd year of service and thereafter	Annual	135,210
<b>Principal Clinical</b>		
1st year of service and thereafter	Annual	153,989
<b>Part-time Psychologists</b>		
(Applicable only to staff employed prior to 30 June 1993 (see DOH Circular 93/58))		
<b>Psychologist</b>		
Part-Time Psychologist (per hour)	Hourly	52.04
(Formula: 5th year rate ÷ 52.17857 ÷ 35 + 10%)		
<b>Clinical Psychologist</b>		
Part-Time Clinical Psychologist (per hour)	Hourly	66.73
(Formula: 3rd year rate ÷ 52.17857 ÷ 35 + 10%)		

<b>Senior Clinical Psychologist</b>		
Part-Time Senior Clinical Psychologist (per hour)	Hourly	79.18
(Formula: 2nd year rate ÷ 52.17857 ÷ 35 + 10%)		
<b>HEALTH EMPLOYEES TECHNICAL (STATE) AWARD</b>		
<b>Electronics Technician</b>		
<b>Technician</b>		
1st Year of Service	Weekly	1,451.29
2nd Year of Service	Weekly	1,501.83
3rd Year of Service	Weekly	1,552.49
4th Year of Service	Weekly	1,650.22
<b>Sole</b>		
1st Year of Service and Thereafter	Weekly	1,730.75
<b>Senior</b>		
1st Year of Service	Weekly	1,758.82
2nd Year of Service	Weekly	1,786.67
<b>Perfusionist</b>		
<b>Grade 1</b>		
1st Year	Weekly	1,769.26
2nd Year	Weekly	1,826.34
<b>Grade 2</b>		
1st Year	Weekly	1,964.64
2nd Year	Weekly	2,030.22
3rd Year	Weekly	2,086.80
4th Year	Weekly	2,315.39
5th Year	Weekly	2,379.81
6th Year	Weekly	2,460.54
7th Year	Weekly	2,535.39
8th Year	Weekly	2,599.15
<b>Grade 3</b>		

1st Year	Weekly	2,784.63
2nd Year	Weekly	2,854.11
<b>Grade 4</b>		
1st Year	Weekly	2,930.98
2nd Year	Weekly	3,000.77
<b>Visual Aids Officer</b>		
<b>Trainee</b>		
1st Year of Training	Weekly	641.19
2nd Year of Training	Weekly	721.19
3rd Year of Training	Weekly	788.28
4th Year of Training	Weekly	864.08
5th Year of Training	Weekly	949.90
<b>General Scale</b>		
1st Year	Weekly	1,063.01
2nd Year	Weekly	1,118.50
3rd Year	Weekly	1,175.05
4th Year	Weekly	1,201.51
5th Year	Weekly	1,229.91
<b>Grade 1</b>		
Medical Artists, RPA, RNSH (I/C Westmead) (2-I/C POW)	Weekly	1,349.13
<b>Grade 2</b>		
Sole Medical Photographer (St. George & Gosford)	Weekly	1,405.49
<b>Grade 3</b>		
Chief Medical Photographer - specific hospitals	Weekly	1,568.40
<b>Grade 4</b>		
Co-ordinator, Audio Visual Services – Royal North Shore Hospital	Weekly	1,627.75
<b>Director of Audio Visual Services</b>		
Royal Prince Alfred and Westmead	Weekly	1,894.53
<b>Technical Officer</b>		

<b>Trainee</b>		
1st Year of Training	Weekly	637.31
2nd Year of Training	Weekly	713.99
3rd Year of Training	Weekly	807.53
4th Year of Training	Weekly	889.25
<b>Grade 1</b>		
1st Year	Weekly	1,125.71
2nd Year	Weekly	1,152.92
3rd Year	Weekly	1,178.82
4th Year	Weekly	1,207.00
5th Year	Weekly	1,233.11
6th Year	Weekly	1,279.80
7th Year	Weekly	1,321.30
8th Year	Weekly	1,357.97
<b>Grade 2</b>		
1st Year	Weekly	1,451.29
2nd Year	Weekly	1,501.72
3rd Year	Weekly	1,552.49
4th Year	Weekly	1,650.22
<b>Senior</b>		
1st Year	Weekly	1,730.75
2nd Year	Weekly	1,758.82
3rd Year	Weekly	1,786.67
<b>Dialysis Technician</b>		
<b>Technician</b>		
1st Year	Weekly	1,348.71
Thereafter	Weekly	1,389.89
<b>Senior</b>		
Grade 1 (Sole Technician)	Weekly	1,432.69

Grade 2	Weekly	1,481.52
<b>PUBLIC HOSPITAL (TRAINING WAGE) (STATE) AWARD</b>		
<b>Trainee - Skill/Industry Level A</b>		
<b>Completed Year 10</b>		
School Leaver (50%)	Weekly	260.96
School Leaver (33%)	Weekly	307.30
Plus 1 year out of school	Weekly	369.46
Plus 2 years out of school	Weekly	445.16
Plus 3 years out of school	Weekly	517.42
Plus 4 years out of school	Weekly	600.97
Plus 5 years or more	Weekly	687.95
<b>Completed Year 11</b>		
School Leaver (33%)	Weekly	328.81
School Leaver (25%)	Weekly	369.46
Plus 1 year out of school	Weekly	445.16
Plus 2 years out of school	Weekly	517.42
Plus 3 years out of school	Weekly	600.97
Plus 4 years out of school	Weekly	687.95
Plus 5 years or more	Weekly	687.95
<b>Completed Year 12</b>		
School Leaver (33%)	Weekly	445.16
Plus 1 year out of school	Weekly	517.42
Plus 2 years out of school	Weekly	600.97
Plus 3 years out of school	Weekly	687.95
Plus 4 years out of school	Weekly	687.95
Plus 5 years or more	Weekly	687.95
<b>Trainee - Skill/Industry Level B</b>		
<b>Completed Year 10</b>		
School Leaver (50%)	Weekly	260.96

School Leaver (33%)	Weekly	307.30
Plus 1 year out of school	Weekly	369.46
Plus 2 years out of school	Weekly	429.24
Plus 3 years out of school	Weekly	494.84
Plus 4 years out of school	Weekly	581.84
Plus 5 years or more	Weekly	662.06
<b>Completed Year 11</b>		
School Leaver (33%)	Weekly	328.81
School Leaver (25%)	Weekly	369.46
Plus 1 year out of school	Weekly	429.24
Plus 2 years out of school	Weekly	494.84
Plus 3 years out of school	Weekly	581.84
Plus 4 years out of school	Weekly	662.06
Plus 5 years or more	Weekly	662.06
<b>Completed Year 12</b>		
School Leaver (33%)	Weekly	429.24
Plus 1 year out of school	Weekly	494.84
Plus 2 years out of school	Weekly	581.84
Plus 3 years out of school	Weekly	662.06
Plus 4 years out of school	Weekly	662.06
Plus 5 years or more	Weekly	662.06
<b>Trainee- School Based</b>		
Year 11	Weekly	335.50
Year 12	Weekly	369.46