
From: Liz Jones (Hunter New England LHD)
Sent: Friday, 2 July 2021 1:30 PM
To: Portfolio Committee 2
Subject: HPE CM: Requested documents post hearing Gunnedah Wed 16 Jun
Attachments: Liz_Jones_Submission496_Opening
Statement_Parliamentary_Enquiry_Gunnedah_Jun2021.docx;
Junior_Doctor_Pay_rates_NSW_he-profmed-salaries.pdf

Hi Emily

I've attached documents as requested following my appearance at the Inquiry Hearing at Gunnedah Wed 16 Jun. The documents are:

- my opening statement which was requested after my evidence; and
- salary document that was requested during my evidence. The salary document "Health Professionals and Medical Salaries (State) Award 2019 covers a wide range of Health Professionals. The section relevant to junior medical staff is on pages 16 and 17. Interns are not paid up a grade when they rotate but all other staff are.

Let me know if you have any questions.

regards

Liz

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IRC No. 2681 of 2006 – Grayson DP – Award Variation – effective 30 November 2007	(365 IG 277)
IRC No. 2097 of 2008 – McLeay C – New Award – effective 12 November 2008	(367 IG 1169)
IRC No. 1762 of 2008 – Bishop C – Award Variation – effective 17 September 2008	(368 IG 420)
IRC No. 1198 of 2011 – Full Bench – Award Variation – effective 1 July 2011	(371 IG 1165)
IRC No. 184 of 2012 – Staff J – Award Review Variation – effective 19 March 2012	(373 IG 186)
IRC No. 681 of 2012 – Staff J – Award Variation – effective 1 July 2012	(374 IG 628)
IRC No. 1202 of 2012 – Blackman J – Award Variation – effective 14 December 2012	(375 IG 423)
IRC No. 375 of 2013 – Boland P – Award Variation – effective 1 July 2013	(375 IG 859)
IRC No. 257 of 2014 – Full Bench – Award Variation – effective 1 July 2014	(377 IG 689)
IRC No. 438 of 2015 – Walton P – New Award – effective 1 July 2015	(377 IG 1592)
IRC No. 790 of 2015 – Tabbaa C – Award Variation – effective 2 September 2015	(378 IG 88)
Case No. 2016/00198869 – Murphy C – New Award – effective 1 July 2016	(380 IG 378)
Case No. 2017/00194577 – Kite C – New Award – effective 1 July 2017	(382 IG 305)
Case No. 2018/00198624 – Murphy C – New Award – effective 1 July 2018	(384 IG 647)
Case No. 2019/00205674 – Kite CC – New Award – effective 1 July 2019	(385 IG 805)
Case No. 163121 of 2020 – Constant CC – Award Variation – effective 1 July 2020	(389 IG 60)

SCHEDULE 1

**HEALTH PROFESSIONAL AND MEDICAL SALARIES (STATE)
AWARD 2019**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

AWARD

PART A

Arrangement

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

PART B - MONETARY RATES

Table 1 – Salaries and Allowances

PART C - LIST OF AWARDS

PART A

1. Definitions

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

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

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

Where:

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

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

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

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

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

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

2. Salaries

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

3. Salary Sacrifice to Superannuation

- (i) Notwithstanding the salaries prescribed in Clause 2, Salaries, as varied from time to time, an employee may elect, subject to the agreement of the employee's employer, to sacrifice a part or all of the salary payable under the salaries clause to additional employer superannuation contributions. Such election must be made prior to the commencement of the period of service to which the earnings relate. The amount sacrificed together with any salary packaging arrangements under Clause 7, Salary Packaging, of this Award may be made up to one hundred (100) per cent of the salary payable under the salaries clause, or up to one hundred (100) per cent of the currently applicable superannuable salary, whichever is the lesser.

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

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

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

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

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

4. Conditions of Service

- (i) The *Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2018*, as varied or replaced from time to time, shall apply to all persons covered by this Award.
- (ii) Conditions of employment relevant to a classification(s) identified within an Award listed in Part C, shall apply.
- (iii) Where inconsistency exists between the conditions provided by this clause, subclause (ii) shall apply.

5. Dispute Resolution

The dispute resolution procedures contained in the *Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2018*, as varied or replaced from time to time, shall apply.

6. Salary Packaging

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

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

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

7. No Extra Claims

Other than as provided for in the *Industrial Relations Act 1996* and the *Industrial Relations (Public Sector Conditions of Employment) Regulation 2014*, there shall be no further claims/demands or proceedings instituted before the Industrial Relations Commission of New South Wales for extra or reduced wages, salaries, rates of pay, allowances or conditions of employment with respect to the employees covered by the Award that take effect prior to 30 June 2020 by a party to this Award.

8. Area, Incidence and Duration

- (i) This Award takes effect from 1 July 2019 and shall remain in force for a period of one year. The rates and allowances in the second column in Table 1 of Part B - Monetary Rates will apply from the first full pay period on or after (ffppoa) 1 July 2019.
- (ii) This Award rescinds and replaces the *Health Professional and Medical Salaries (State) Award 2018* published 5 July 2019 (384 IG 647) and all variations thereof.
- (iii) This Award shall apply to persons employed in classifications contained herein employed in the New South Wales Health Service under s115(1) of the *Health Services Act 1997*, or their successors, assignees or transmittes.

PART B - MONETARY RATES

Table 1 – Salaries and Allowances

Classification	Rate from 01/07/2019 \$ per annum (unless indicated otherwise)	Rate from ffppoa 01/07/2020 \$ per annum (unless indicated otherwise)
Aboriginal Health Worker		
1st Year	54,220	54,383
2nd Year	57,423	57,595
3rd Year	60,572	60,754
4th Year	63,798	63,989
5th Year	66,828	67,028
6th Year	70,001	70,211
7th Year	73,108	73,327
8th Year	76,671	76,901
9th Year	79,857	80,097
Senior Aboriginal Health Worker		
1st Year	82,995	83,244
2nd Year	86,215	86,474
Principal Aboriginal Health Worker		
1st Year	88,645	88,911
2nd Year	92,474	92,751
Aboriginal Health Practitioner		
1st Year	60,572	60,754
2nd Year	63,798	63,989
3rd Year	66,828	67,028
4th Year	70,001	70,211
5th Year	73,141	73,360
6th Year	76,671	76,901
7th Year	79,857	80,097
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	(per week) 1,196.87	1,200.46
2nd Year	(per week) 1,254.87	1,258.63

3rd Year	(per week)	1,333.25	1,337.25
4th Year	(per week)	1,407.74	1,411.96
5th Year	(per week)	1,490.64	1,495.11
6th Year	(per week)	1,567.74	1,572.44
7th Year	(per week)	1,633.93	1,638.83
8th Year	(per week)	1,698.86	1,703.96
9th Year	(per week)	1,772.19	1,777.51
An Aboriginal Health Education Officer-Graduate who has completed 12 months service at the salary prescribed on the maximum of the scale and has demonstrated to the satisfaction of the employer by the work performed and the results achieved, the aptitude, abilities and qualities of mind warranting such payment, may progress to the following rate:			
10th Year	(per week)	1,861.49	1,867.07
11th Year	(per week)	1,951.02	1,956.87
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	(per week)	1,950.48	1,956.33
2nd Year	(per week)	2,031.27	2,037.36
3rd Year	(per week)	2,112.39	2,118.73
Analyst, Chemist, Microbiologist, & Scientific Officer (Transferred Staff of Division of Analytical Laboratories)			
Grade 1			
1st Year		64,590	64,784
2nd Year		67,136	67,337
3rd Year		70,880	71,093
4th Year		75,973	76,201
5th Year		81,356	81,600
6th Year		86,180	86,439
Grade 2			
1st Year		90,398	90,669
2nd Year		93,080	93,359
3rd Year		95,917	96,205
4th Year		99,768	100,067
Grade 3			
1st Year		103,928	104,240
2nd Year		107,229	107,551
3rd Year		109,365	109,693
Grade 4			
1st Year		114,689	115,033
2nd Year		118,166	118,520
3rd Year		120,509	120,871
Grade 5			
1st Year		125,236	125,612
2nd Year		128,988	129,375
Part-Time Graduate Analyst	(per hour)	42.66	42.97

Biomedical Engineer		
Grade 1		
1st Year of service	66,652	66,852
2nd Year of service	70,708	70,920
3rd Year of service	75,582	75,809
4th Year of service	80,771	81,013
5th Year of service and Thereafter	85,993	86,251
Grade 2		
1st Year of service	91,326	91,600
2nd Year of service	94,272	94,555
3rd Year of service	97,226	97,518
4th Year of service and Thereafter	100,162	100,462
Grade 3		
1st Year of service	105,748	106,065
2nd Year of service	109,214	109,542
3rd Year of service	112,700	113,038
4th Year of service and Thereafter	116,653	117,003
Grade 4		
1st Year of service	121,846	122,212
2nd Year of service	125,402	125,778
3rd Year of service and Thereafter	128,928	129,315
Grade 5		
1st Year of service	134,274	134,677
2nd Year of service and Thereafter	136,798	137,208
Grade 6		
1st Year of service	139,347	139,765
2nd Year of service and Thereafter	141,923	142,349
Career Medical Officers		
Grade 1		
1st Year	127,539	127,922
2nd Year	137,383	137,795
3rd Year	143,398	143,828
4th Year	148,239	148,684
5th Year	154,093	154,555
Grade 2		
1st Year	160,020	160,500
2nd Year	164,993	165,488
3rd Year	174,665	175,189
4th Year	190,033	190,603
Senior		
1st Year	204,618	205,232
Thereafter	219,603	220,262
Transitional Grades - only applicable to eligible employees employed on 20/04/2005		
Grade 1	174,665	175,189
Grade 2	190,033	190,603

Grade 3		204,618	205,232
Clerk Of Works			
Clerk Of Works		86,306	86,565
Co-Ordinators			
Group 1	- Cooma, Young, Ballina, Byron, Brunswick, Casino, Kyogle	84,824	85,078
Group 3	- Moree, Tweed Heads, SW Zone - Zone 1, 2 and 5; Grafton, Armidale, Port Macquarie	91,018	91,291
Group 5	- Tamworth	99,495	99,793
Group 6	- Dubbo	103,550	103,861
Allowances-Co-Ordinators			
The Co-ordinators allowance is applicable only to Co-ordinators in AHS and to individuals occupying Coordinators positions as at 30/3/87 who were earning a higher salary including allowances than those determined above as at 30/3/87.			
Future occupants, other than those in AHS, receive the salary for the positions listed above.			
Allowances Co-Ordinators			
Team Leaders Allowance			
In charge of 5-10 staff	(per week)	44.30	44.40
In charge of 11-25 staff	(per week)	73.80	74.00
In charge of 26-40 staff	(per week)	103.50	103.80
In charge of more than 40 staff	(per week)	118.30	118.70
Area Co-ordinators Allowance	(per week)	162.90	163.40
Drug Alcohol Counsellor Non Graduate			
Grade 1			
1st Year		54,196	54,359
2nd Year		57,414	57,586
3rd Year		60,565	60,747
4th Year		63,762	63,953
5th Year		66,799	66,999
Grade 2			
1st Year		69,990	70,200
2nd Year		73,108	73,327
Allowances - Drug And Alcohol Counsellors - Non-Graduate			
Drug and Alcohol Counsellor – 2 years on maximum	(per week)	64.10	64.30
Dental Assistants			
Grade 1			
1st Year		57,389	57,561
2nd Year		58,779	58,955
3rd Year		60,094	60,274
4th Year		61,534	61,719
Grade 2			
1st Year		62,872	63,061
2nd Year		65,254	65,450
3rd Year		67,363	67,565
4th Year		69,226	69,434

Grade 3		
1st Year	76,018	76,246
2nd Year	78,805	79,041
Dental Assistant Supervision Allowance		
2-5 Staff Year (per week)	34.70	34.80
6-10 Staff Year (per week)	49.20	49.30
11-15 Staff Year (per week)	62.70	62.90
16-19 Staff Year (per week)	76.60	76.80
Dental Officers		
Level 1		
1st Year	91,545	91,820
2nd Year	105,478	105,794
3rd Year	112,441	112,778
4th Year	119,402	119,760
Level 2		
1st Year	126,369	126,748
2nd Year	133,334	133,734
Level 3		
1st Year	140,926	141,349
2nd Year	145,166	145,601
3rd Year	147,896	148,340
Level 4		
1st Year	168,853	169,360
2nd Year	173,715	174,236
Dental Officer Management Allowance		
Level 1 (per annum)	6,974	6,995
Level 2 (per annum)	14,082	14,124
Area Director Oral Health Clinical Services		
Level 1 (per annum)	185,562	186,119
Level 2 (per annum)	204,117	204,729
Level 3 (per annum)	235,136	235,841
Dental Specialist		
1st Year of service	159,541	160,020
2nd Year of service	165,709	166,206
3rd Year of service	171,836	172,352
4th Year of service	178,319	178,854
5th Year of service	184,808	185,362
* For supplementary payment in lieu of private Practice or On-call/Recall Allowance refer to Determination - Dental Staff Specialists Part A, B and C		
Senior Clinical Specialist		
Senior Clinical Specialist	193,832	194,413
Dental Specialist Management Allowance		
Dental Specialist Management Allowance (per annum)	10,460	10,491
Dental Technicians		
Trainee		

Stage 1 - (first 6 months)	40,638	40,760
Stage 2 - (6 months to 1 year)	42,019	42,145
Stage 3 - (1 year to 18 months)	46,437	46,576
Stage 4 - (18 months to 2 years)	48,156	48,300
Level 1		
1st Year	62,872	63,061
2nd Year	65,254	65,450
3rd Year	67,363	67,565
4th Year	69,226	69,434
5th Year	73,999	74,221
Level 2		
1st Year	73,999	74,221
2nd Year	76,575	76,805
Level 3		
1st Year	79,141	79,378
2nd Year	84,140	84,392
Level 4		
1st Year	88,233	88,498
2nd Year	89,666	89,935
Level 5		
1st Year	98,589	98,885
2nd Year	103,193	103,503
Deputy Chief Dental Technician (Sydney Dental Hospital - 2008 current occupant only)		
2nd year	99,777	100,076
Dental Prosthetists		
Level 1		
1st Year	79,141	79,378
2nd Year	84,140	84,392
Level 2		
1st Year	88,233	88,498
2nd Year	89,666	89,935
Level 3		
1st Year	98,589	98,885
2nd Year	103,193	103,503
Oral Health Therapists		
Level 1		
1st Year	64,270	64,463
2nd Year	66,690	66,890
3rd Year	70,800	71,012
4th Year	75,663	75,890
Level 2		
1st Year	80,885	81,128
2nd Year	86,016	86,274
3rd Year	90,201	90,472
4th Year	93,114	93,393

Level 3		
1st Year	100,151	100,451
2nd Year	103,503	103,814
Level 4		
1st Year	108,677	109,003
2nd Year	111,394	111,728
Sole Practitioner Allowance (Oral Health Therapist)		
Sole Practitioner Allowance (Oral Health Therapist) (per annum)	7,037	7,058
Director Of Animal Care Westmead		
Director Of Animal Care Westmead	124,027	124,399
Trainee Environmental Health Officer		
1st Year	51,121	51,274
2nd Year	53,003	53,162
3rd Year	54,901	55,066
4th Year	56,787	56,957
Environmental Health Officer		
1st Year	62,466	62,653
2nd Year	65,468	65,664
3rd Year	69,529	69,738
4th Year	73,443	73,663
5th Year	77,776	78,009
6th Year	81,803	82,048
7th Year	85,223	85,479
8th Year	88,631	88,897
9th Year	92,481	92,758
<p>In order to progress to Year 10 of the scale, an Environmental Health Officer must have:</p> <p>(i) completed 12 months service at the salary prescribed on the maximum of the scale; and</p> <p>(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.</p> <p>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.</p>		
10th Year - Performance Barrier	97,135	97,426
11th Year - Performance Barrier	101,786	102,091
Senior Environmental Health Officer		
1st Year	105,983	106,301
2nd Year	110,222	110,553
Transferred Environmental Health Officer - 35hrs per week		
11th Year - Performance Barrier	101,786	102,091
Transferred Senior Environmental Health Officer - 35hrs per week		
1st Year	105,983	106,301
2nd Year	110,222	110,553

Health Education Officer Non-Graduate		
1st Year of service	54,196	54,359
2nd Year of service	57,411	57,583
3rd Year of service	60,564	60,746
4th Year of service	63,762	63,953
5th Year of service	66,797	66,997
6th Year of service	69,982	70,192
7th Year of service	73,106	73,325
8th Year of service	76,664	76,894
9th Year of service & Thereafter	79,860	80,100
Health Education Officer Graduate		
1st Year of service	62,466	62,653
2nd Year of service	65,468	65,664
3rd Year of service	69,529	69,738
4th Year of service	73,443	73,663
5th Year of service	77,776	78,009
6th Year of service	81,803	82,048
7th Year of service	85,223	85,479
8th Year of service	88,631	88,897
9th Year of service	92,481	92,758
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	97,135	97,426
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	101,800	102,105
Senior Health Education Officer Non-Graduate		
1st Year of service	83,005	83,254
2nd Year of service and Thereafter	86,265	86,524
Senior Health Education Officer Graduate		
1st Year of service	101,786	102,091
2nd Year of service	105,983	106,301
3rd Year of service and Thereafter	110,222	110,553
Part Time Health Education Officer		
Non-Graduate (per hour)	40.00	40.12
Graduate (per hour)	47.00	47.14
Transferred Health Education Officer - Graduate (As at 01/10/1986)		
9th Year of service	92,481	92,758
On Maximum for 12 months	97,135	97,426
On Maximum for further 12 months	101,800	102,105

Ethnic Health Worker		
Part-time Ethnic Health Worker (per hour)	40.28	40.40
Part-time Ethnic Day Care Co-ordinator (per hour)	40.69	40.81
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:		
Chief Hospital Scientist <200 ADA		
1st Year (per week)	2,262.31	2,269.10
2nd Year (per week)	2,325.25	2,332.23
3rd Year (per week)	2,404.14	2,411.35
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 (per week)	2,404.14	2,411.35
2nd Year (per week)	2,477.27	2,484.70
3rd Year (per week)	2,539.57	2,547.19
Allowances (Hospital Scientist)		
Fellowship of A.I.M.T. Allowance (per week)		
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)	61.80	61.99
Senior Hospital Scientist (Senior Medical Technologist in-charge of section)		
1st Year (per week)	1,919.60	1,925.36
2nd Year (per week)	1,983.68	1,989.63
3rd Year (per week)	2,038.96	2,045.08
Hospital Scientist (Medical Technologist)		
1st Year (per week)	1,231.96	1,235.66
2nd Year (per week)	1,277.98	1,281.81
3rd Year (per week)	1,356.78	1,360.85
4th Year (per week)	1,449.66	1,454.01
5th Year (per week)	1,549.67	1,554.32
6th Year (per week)	1,648.53	1,653.48
7th Year (per week)	1,728.70	1,733.89
8th Year (per week)	1,784.48	1,789.83
Hospital Scientist (Medical Technologist) - United Dental Hospital		
1st Year (per week)	1,231.96	1,235.66
2nd Year (per week)	1,277.98	1,281.81
3rd Year (per week)	1,356.78	1,360.85
4th Year (per week)	1,449.66	1,454.01
5th Year (per week)	1,549.67	1,554.32
6th Year (per week)	1,648.53	1,653.48
7th Year (per week)	1,728.70	1,733.89

8th Year	(per week)	1,784.48	1,789.83
Hospital Scientist (Scientific Officer)			
1st Year	(per week)	1,231.96	1,235.66
2nd Year	(per week)	1,277.98	1,281.81
3rd Year	(per week)	1,356.78	1,360.85
4th Year	(per week)	1,449.66	1,454.01
5th Year	(per week)	1,549.67	1,554.32
6th Year	(per week)	1,648.53	1,653.48
7th Year	(per week)	1,728.70	1,733.89
8th Year	(per week)	1,784.48	1,789.83
Senior or Chief Hospital Scientist (Senior Scientific Officer)			
1st Year	(per week)	1,919.60	1,925.36
2nd Year	(per week)	1,983.68	1,989.63
3rd Year	(per week)	2,038.96	2,045.08
4th Year	(per week)	2,262.31	2,269.10
5th Year	(per week)	2,325.25	2,332.23
6th Year	(per week)	2,404.14	2,411.35
7th Year	(per week)	2,477.27	2,484.70
8th Year	(per week)	2,539.57	2,547.19
Allowances			
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)	65.80	66.00
Principal Hospital Scientist (Principal Scientific Officer)			
1st Year	(per week)	2,720.80	2,728.96
2nd Year	(per week)	2,788.68	2,797.05
3rd Year	(per week)	2,863.79	2,872.38
4th Year	(per week)	2,931.98	2,940.78
5th Year	(per week)	3,003.11	3,012.12
6th Year	(per week)	3,073.30	3,082.52
7th Year	(per week)	3,144.21	3,153.64
8th Year	(per week)	3,216.16	3,225.81
9th Year	(per week)	3,285.94	3,295.81
10th Year	(per week)	3,358.65	3,368.73
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.			
Trainee Hospital Scientist			
1st Year	(per week)	666.40	668.40

2nd Year	(per week)	720.93	723.09
3rd Year	(per week)	829.37	831.86
4th Year	(per week)	950.50	953.35
5th Year	(per week)	1,069.32	1,072.53
6th Year	(per week)	1,177.75	1,181.28
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.			
Senior Hospital Scientist In-Charge of Section			
1st Year	(per week)	1,919.60	1,925.36
2nd Year	(per week)	1,983.68	1,989.63
3rd Year	(per week)	2,038.96	2,045.08
Senior Or Chief Hospital Scientist In-Charge Of Lab			
Less than 200 ADA			
1st Year	(per week)	2,262.31	2,269.10
2nd Year	(per week)	2,325.25	2,332.23
3rd Year	(per week)	2,404.14	2,411.35
More than 200 ADA			
1st Year	(per week)	2,404.14	2,411.35
2nd Year	(per week)	2,477.27	2,484.70
3rd Year	(per week)	2,539.57	2,547.19
Transferred Hospital Scientist (Scientific Officer) - Oliver Latham Laboratory			
5th Year	(per week)	1,549.67	1,554.32
6th Year	(per week)	1,648.53	1,653.48
7th Year	(per week)	1,728.70	1,733.89
8th Year and Thereafter	(per week)	1,784.48	1,789.83
Transferred Senior or Chief Hospital Scientist (Senior Scientific Officer) - Oliver Latham Laboratory			
1st Year		100,162	100,462
2nd Year		103,506	103,816
3rd Year		106,390	106,709
4th Year		118,044	118,398
5th Year		121,328	121,692
6th Year		125,445	125,821
7th Year		129,261	129,648
8th Year and Thereafter		132,511	132,909
Transferred Hospital Scientist (Scientific Officer) - I.C.P.M.R.			
8th Year	(per week)	1,784.48	1,789.83
Transferred Senior Hospital Scientist (Senior Scientific Officer) - I.C.P.M.R.			
1st Year	(per week)	1,919.60	1,925.36
2nd Year	(per week)	1,983.68	1,989.63
3rd Year	(per week)	2,038.96	2,045.08
4th Year	(per week)	2,262.31	2,269.10

5th Year (per week)	2,325.25	2,332.23
6th Year (per week)	2,404.14	2,411.35
7th Year (per week)	2,477.27	2,484.70
8th Year and Thereafter (per week)	2,539.57	2,547.19
Library Staff		
Library Assistant		
Year 1	50,519	50,671
Year 2	53,615	53,776
Year 3	56,975	57,146
Year 4	61,221	61,405
Year 5	63,483	63,673
Librarian Grade 1		
Year 1	64,590	64,784
Year 2	68,345	68,550
Year 3	72,211	72,428
Year 4	76,710	76,940
Year 5	80,560	80,802
Year 6	84,390	84,643
Librarian Grade 2		
Year 1	87,930	88,194
Year 2	91,376	91,650
Year 3	95,917	96,205
Year 4	99,768	100,067
Librarian Grade 3		
Year 1	105,018	105,333
Year 2	108,259	108,584
Year 3	112,509	112,847
Year 4	117,004	117,355
Librarian Grade 4		
Year 1	120,509	120,871
Year 2	124,057	124,429
Year 3	127,718	128,101
Year 4	131,697	132,092
Library Technician - Grade 1		
Year 1	64,590	64,784
Year 2	68,345	68,550
Year 3	72,211	72,428
Year 4	76,710	76,940
Medical Officers		
Intern		
Intern	69,649	69,858
Resident		
1st Year	81,639	81,884
2nd Year	89,793	90,062

3rd Year	101,698	102,003
4th Year	110,406	110,737
Registrar		
1st Year	101,698	102,003
2nd Year	110,406	110,737
3rd Year	119,146	119,503
4th Year	127,539	127,922
Senior Registrar		
Senior Registrar	143,398	143,828
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		
Allowances (Medical Officers)		
Higher Medical Qualification Allowance (per week)	60.20	60.40
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) 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.	30.10	30.20
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)	58.94	59.12
More than 3 years post-graduate experience (per hour)	69.09	69.30
More than 6 years post-graduate experience (per hour)	83.13	83.38
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)	66.92	67.12
6 to less than ten years post graduate experience (per hour)	83.13	83.38
10 years or more post-graduate experience (per hour)	105.37	105.69
Possess Dip. of Psychological Medical (per hour)	98.97	99.26
Dip. of Psychological Medical more than 2 years (per hour)	105.37	105.69
Medical Officer - 5th Schedule - 10th year (per annum)	150,832	151,284
Community Physician		
Community Physician	189,526	190,095
Medical Records Administrator		
1st Year	61,744	61,929
2nd Year	64,253	64,446
3rd Year	67,638	67,841
4th Year	70,751	70,963
5th Year	73,957	74,179
6th Year	77,566	77,799
7th Year and Thereafter	80,842	81,085
Research/Analyst/Specialist Dept. Or Section		
Research/Analyst/Specialist Dept. Or Section	86,180	86,439
Medical Records Manager		
Grade 1	88,824	89,090
Grade 2	91,922	92,198
Grade 3	95,497	95,783
Grade 4	103,080	103,389
Grade 5	106,675	106,995
Grade 6	110,489	110,820
Grade 7	114,577	114,921
Grade 8	123,365	123,735
Country Regions	106,675	106,995

Medical Superintendents		
Chief Executive Officer		
Level 1	238,752	239,468
- 16% Clinical Loading	38,200	38,315
Level 2	227,514	228,197
- 16% Clinical Loading	36,402	36,512
Level 3	216,275	216,924
- 16% Clinical Loading	34,604	34,708
Level 4	175,116	175,641
- 16% Clinical Loading	28,019	28,103
Level 5	160,141	160,621
- 16% Clinical Loading	25,623	25,699
Medical Super / Deputy Chief Executive Officer		
Level 1	227,514	228,197
- 16% Clinical Loading	36,402	36,512
Level 2	216,275	216,924
- 16% Clinical Loading	34,604	34,708
Level 3	201,307	201,911
- 16% Clinical Loading	32,209	32,306
Level 4	160,141	160,621
- 16% Clinical Loading	25,623	25,699
Level 5	152,650	153,108
- 16% Clinical Loading	24,424	24,497
Deputy Medical Superintendent		
Level 1	201,307	201,911
- 16% Clinical Loading	32,209	32,306
Level 2	175,116	175,641
- 16% Clinical Loading	28,019	28,103
Level 3	160,141	160,621
- 16% Clinical Loading	25,623	25,699
Assistant Medical Superintendent		
Level 1		
1st Year	167,637	168,140
- 16% Clinical Loading	26,822	26,902
2nd Year	175,116	175,641
- 16% Clinical Loading	28,019	28,103
Level 2		
1st Year	152,650	153,108
- 16% Clinical Loading	24,424	24,497
2nd Year	160,141	160,621
- 16% Clinical Loading	25,623	25,699
Level 3		
1st Year	145,183	145,619
- 16% Clinical Loading	23,229	23,299
2nd Year	152,650	153,108

- 16% Clinical Loading	24,424	24,497
Level 4		
1st Year	130,202	130,593
- 16% Clinical Loading	20,832	20,895
2nd Year	137,693	138,106
- 16% Clinical Loading	22,031	22,097
Clinical Superintendent		
Level 1		
1st Year	152,650	153,108
- 16% Clinical Loading	24,424	24,497
2nd Year	160,141	160,621
- 16% Clinical Loading	25,623	25,699
Level 2		
1st Year	145,183	145,619
- 16% Clinical Loading	23,229	23,299
2nd Year	152,650	153,108
- 16% Clinical Loading	24,424	24,497
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 - Where an officer holds a higher medical qualification relevant to his/her hospital work (per week) (Medical Superintendents)	54.00	54.20
Diploma Hospital Administration issued AIHA (per week)	31.78	31.88
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)	31.78	31.88
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.

Medical Administration Training Scheme

1st Year	123,682	124,053
2nd Year	130,202	130,593
3rd Year	145,183	145,619
4th Year	152,650	153,108
5th Year	160,141	160,621
6th Year	167,637	168,140
7th Year	175,116	175,641

Exception of Annual Leave & Clinical Loading

Annual Leave entitlement is 4 weeks

No Clinical Loading is payable.

Music Therapist Unqualified

1st Year (per hour)	29.94	30.03
2nd Year (per hour)	30.58	30.67
3rd Year (per hour)	31.10	31.19

Nurse Counsellor Non-Graduate

1st year of service	56,562	56,732
2nd year of service	59,231	59,409
3rd year of service	62,634	62,822
4th year of service	65,780	65,977
5th year of service	69,153	69,360

Nurse Counsellor Graduate

1st year of service	63,049	63,238
2nd year of service	66,075	66,273
3rd year of service	70,218	70,429
4th year of service	73,954	74,176
5th year of service	78,354	78,589
6th year of service	81,892	82,138
7th year of service	85,242	85,498
8th year of service	88,225	88,490
9th year of service	92,503	92,781

Remedial Gymnast (Qualified)		
1st Year	54,740	54,904
2nd Year	56,406	56,575
3rd Year	59,753	59,932
4th Year	62,872	63,061
5th Year	66,085	66,283
6th Year and Thereafter	69,276	69,484
Sessional Rates		
Sessional Music Therapist (per session*)	229.60	230.30
Sessional Occupational Therapist (per session*)	229.60	230.30
Sessional Orthoptist (per session*)	229.60	230.30
Sessional Physiotherapist (per session*)	229.60	230.30
Sessional Podiatrist (per session*)	229.60	230.30
Sessional Speech Pathologist (per session*)	229.60	230.30
*Session = 3½ hours		
Sexual Assault Workers - Non-Graduate		
Grade 1		
1st Year	54,190	54,353
2nd Year	57,414	57,586
3rd Year	60,564	60,746
4th Year	63,761	63,952
5th Year	66,795	66,995
Grade 2		
1st Year	69,982	70,192
2nd Year	73,101	73,320
Social Educators		
1st Year	65,468	65,664
2nd Year	69,529	69,738
3rd Year	73,443	73,663
4th Year	77,774	78,007
5th Year	81,803	82,048
6th Year	85,223	85,479
7th Year	88,633	88,899
8th Year and Thereafter	92,481	92,758
Program Director		
1st Year	117,781	118,134
2nd Year	120,509	120,871
Welfare Officers - Non-Graduate		
Grade 1		
1st Year	54,190	54,353
2nd Year	57,414	57,586

3rd Year	60,564	60,746
4th Year	63,761	63,952
5th Year	66,795	66,995
Grade 2		
1st Year	69,982	70,192
2nd Year	73,101	73,320
Allowance (Welfare Officer)		
Welfare Officer - Non-Graduate 2 years on maximum (per week)	68.20	68.40

PART C - LIST OF AWARDS

Awards as varied or replaced from time to time.

Public Hospitals Medical Superintendents (State) Award 2018

Public Hospital Career Medical Officers (State) Award 2018

Public Hospital Medical Officers (State) Award 2018

Hospital Scientists (State) Award 2018

Public Hospitals Professional Engineers (Biomedical Engineers) (State) Award 2018

Public Hospitals Librarians (State) Award 2018

Public Hospitals Medical Record Librarians Award 2018

Public Hospitals Dental Assistants (State) Award 2018

Health Employees Oral Health Therapists (State) Award 2018

Health Employees Dental Officers (State) Award 2018

Health Employees Dental Prosthetists and Dental Technicians (State) Award 2018