

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	(IG pending)

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
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**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:

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

$$\text{Neo-natal} = \frac{\text{Total Bed Days of Unqualified Babies for the Period}}$$

Adjustment	2 x Number of Days in the Period
Non inpatient = Adjustment	$\frac{\text{Total NIOOS Equivalents for the Period}}{10 \times \text{Number of Days in the Period}}$

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

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

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

## 2. Salaries

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

## 3. Salary Sacrifice to Superannuation

- (i) Notwithstanding the salaries prescribed in Clause 2, Salaries, as varied from time to time, an employee may elect, subject to the agreement of the employee's employer, to sacrifice a part or all of the salary payable under the salaries clause to additional employer superannuation contributions. Such election must be made prior to the commencement of the period of service to which the earnings relate. The amount sacrificed together with any salary packaging arrangements under Clause 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 01/07/2019 \$ per annum (unless indicated otherwise)
<b>Aboriginal Health Worker</b>		
1st Year	52,898	54,220
2nd Year	56,022	57,423
3rd Year	59,095	60,572
4th Year	62,242	63,798
5th Year	65,198	66,828
6th Year	68,294	70,001
7th Year	71,325	73,108
8th Year	74,801	76,671
9th Year	77,909	79,857
<b>Senior Aboriginal Health Worker</b>		
1st Year	80,971	82,995
2nd Year	84,112	86,215
<b>Principal Aboriginal Health Worker</b>		
1st Year	86,483	88,645
2nd Year	90,219	92,474
<b>Aboriginal Health Practitioner</b>		
1st Year	59,095	60,572
2nd Year	62,242	63,798
3rd Year	65,198	66,828
4th Year	68,294	70,001
5th Year	71,357	73,141
6th Year	74,801	76,671
7th Year	77,909	79,857
<b>Aboriginal Health Education Officer Graduate</b>		
** This classification and rates are applicable only to employees engaged under this classification up to 2 September 2015. The classification is not to be applied to employees engaged after this date.		
1st Year	(per week) 1167.68	1,196.87
2nd Year	(per week) 1224.25	1,254.87

3rd Year	(per week)	1300.72	1,333.25
4th Year	(per week)	1373.39	1,407.74
5th Year	(per week)	1454.27	1,490.64
6th Year	(per week)	1529.49	1,567.74
7th Year	(per week)	1594.08	1,633.93
8th Year	(per week)	1657.42	1,698.86
9th Year	(per week)	1728.96	1,772.19
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)	1816.09	1,861.49
11th Year	(per week)	1903.42	1,951.02
<b>Senior Aboriginal Health Education Officer Graduate</b>			
** This classification and rates are applicable only to employees engaged under this classification up to 2 September 2015. The classification is not to be applied to employees engaged after this date.			
1st Year	(per week)	1902.90	1,950.48
2nd Year	(per week)	1981.73	2,031.27
3rd Year	(per week)	2060.86	2,112.39
<b>Analyst, Chemist, Microbiologist, &amp; Scientific Officer (Transferred Staff of Division of Analytical Laboratories)</b>			
<b>Grade 1</b>			
1st Year		63,015	64,590
2nd Year		65,499	67,136
3rd Year		69,151	70,880
4th Year		74,120	75,973
5th Year		79,372	81,356
6th Year		84,078	86,180
<b>Grade 2</b>			
1st Year		88,193	90,398
2nd Year		90,810	93,080
3rd Year		93,578	95,917
4th Year		97,335	99,768
<b>Grade 3</b>			
1st Year		101,393	103,928
2nd Year		104,614	107,229
3rd Year		106,698	109,365
<b>Grade 4</b>			
1st Year		111,892	114,689
2nd Year		115,284	118,166
3rd Year		117,570	120,509
<b>Grade 5</b>			
1st Year		122,181	125,236
2nd Year		125,842	128,988
Part-Time Graduate Analyst	(per hour)	41.62	42.66

<b>Biomedical Engineer</b>		
<b>Grade 1</b>		
1st Year of service	65,026	66,652
2nd Year of service	68,983	70,708
3rd Year of service	73,739	75,582
4th Year of service	78,801	80,771
5th Year of service and Thereafter	83,896	85,993
<b>Grade 2</b>		
1st Year of service	89,099	91,326
2nd Year of service	91,973	94,272
3rd Year of service	94,855	97,226
4th Year of service and Thereafter	97,719	100,162
<b>Grade 3</b>		
1st Year of service	103,169	105,748
2nd Year of service	106,550	109,214
3rd Year of service	109,951	112,700
4th Year of service and Thereafter	113,808	116,653
<b>Grade 4</b>		
1st Year of service	118,874	121,846
2nd Year of service	122,343	125,402
3rd Year of service and Thereafter	125,783	128,928
<b>Grade 5</b>		
1st Year of service	130,999	134,274
2nd Year of service and Thereafter	133,461	136,798
<b>Grade 6</b>		
1st Year of service	135,948	139,347
2nd Year of service and Thereafter	138,461	141,923
<b>Career Medical Officers</b>		
<b>Grade 1</b>		
1st Year	124,428	127,539
2nd Year	134,032	137,383
3rd Year	139,900	143,398
4th Year	144,623	148,239
5th Year	150,335	154,093
<b>Grade 2</b>		
1st Year	156,117	160,020
2nd Year	160,969	164,993
3rd Year	170,405	174,665
4th Year	185,398	190,033
<b>Senior</b>		
1st Year	199,627	204,618
Thereafter	214,247	219,603
<b>Transitional Grades - only applicable to eligible employees employed on 20/04/2005</b>		
Grade 1	170,405	174,665
Grade 2	185,398	190,033

Grade 3		199,627	204,618
<b>Clerk Of Works</b>			
Clerk Of Works		84,201	86,306
<b>Co-Ordinators</b>			
Group 1	- Cooma, Young, Ballina, Byron, Brunswick, Casino, Kyogle	82,755	84,824
Group 3	- Moree, Tweed Heads, SW Zone - Zone 1, 2 and 5; Grafton, Armidale, Port Macquarie	88,798	91,018
Group 5	- Tamworth	97,068	99,495
Group 6	- Dubbo	101,024	103,550
<b>Allowances-Co-Ordinators</b>			
The Co-ordinators allowance is applicable only to Co-ordinators in AHS and to individuals occupying Coordinators positions as at 30/3/87 who were earning a higher salary including allowances than those determined above as at 30/3/87.			
Future occupants, other than those in AHS, receive the salary for the positions listed above.			
<b>Allowances Co-Ordinators</b>			
<b>Team Leaders Allowance</b>			
In charge of 5-10 staff	(per week)	43.20	44.30
In charge of 11-25 staff	(per week)	72.00	73.80
In charge of 26-40 staff	(per week)	101.00	103.50
In charge of more than 40 staff	(per week)	115.40	118.30
Area Co-ordinators Allowance	(per week)	158.88	162.90
<b>Drug Alcohol Counsellor Non Graduate</b>			
<b>Grade 1</b>			
1st Year		52,874	54,196
2nd Year		56,014	57,414
3rd Year		59,088	60,565
4th Year		62,207	63,762
5th Year		65,170	66,799
<b>Grade 2</b>			
1st Year		68,283	69,990
2nd Year		71,325	73,108
<b>Allowances - Drug And Alcohol Counsellors - Non-Graduate</b>			
Drug and Alcohol Counsellor – 2 years on maximum	(per week)	62.50	64.10
<b>Dental Assistants</b>			
<b>Grade 1</b>			
1st Year		55,989	57,389
2nd Year		57,345	58,779
3rd Year		58,628	60,094
4th Year		60,033	61,534
<b>Grade 2</b>			
1st Year		61,339	62,872
2nd Year		63,662	65,254
3rd Year		65,720	67,363
4th Year		67,538	69,226



<b>Grade 3</b>		
1st Year	74,164	76,018
2nd Year	76,883	78,805
<b>Dental Assistant Supervision Allowance</b>		
2-5 Staff Year (per week)	33.90	34.70
6-10 Staff Year (per week)	48.00	49.20
11-15 Staff Year (per week)	61.20	62.70
16-19 Staff Year (per week)	74.70	76.60
<b>Dental Officers</b>		
<b>Level 1</b>		
1st Year	89,312	91,545
2nd Year	102,905	105,478
3rd Year	109,699	112,441
4th Year	116,490	119,402
<b>Level 2</b>		
1st Year	123,287	126,369
2nd Year	130,082	133,334
<b>Level 3</b>		
1st Year	137,489	140,926
2nd Year	141,625	145,166
3rd Year	144,289	147,896
<b>Level 4</b>		
1st Year	164,735	168,853
2nd Year	169,478	173,715
<b>Dental Officer Management Allowance</b>		
Level 1 (per annum)	6,804	6,974
Level 2 (per annum)	13,739	14,082
<b>Area Director Oral Health Clinical Services</b>		
Level 1 (per annum)	181,036	185,562
Level 2 (per annum)	199,139	204,117
Level 3 (per annum)	229,401	235,136
<b>Dental Specialist</b>		
1st Year of service	155,650	159,541
2nd Year of service	161,667	165,709
3rd Year of service	167,645	171,836
4th Year of service	173,970	178,319
5th Year of service	180,300	184,808
* For supplementary payment in lieu of private Practice or On-call/Recall Allowance refer to Determination - Dental Staff Specialists Part A, B and C		
<b>Senior Clinical Specialist</b>		
Senior Clinical Specialist	189,104	193,832
<b>Dental Specialist Management Allowance</b>		
Dental Specialist Management Allowance (per annum)	10,205	10,460
<b>Dental Technicians</b>		
<b>Trainee</b>		

Stage 1 - (first 6 months)	39,647	40,638
Stage 2 - (6 months to 1 year)	40,994	42,019
Stage 3 - (1 year to 18 months)	45,304	46,437
Stage 4 - (18 months to 2 years)	46,981	48,156
<b>Level 1</b>		
1st Year	61,339	62,872
2nd Year	63,662	65,254
3rd Year	65,720	67,363
4th Year	67,538	69,226
5th Year	72,194	73,999
<b>Level 2</b>		
1st Year	72,194	73,999
2nd Year	74,704	76,575
<b>Level 3</b>		
1st Year	77,211	79,141
2nd Year	82,088	84,140
<b>Level 4</b>		
1st Year	86,081	88,233
2nd Year	87,479	89,666
<b>Level 5</b>		
1st Year	96,184	98,589
2nd Year	100,676	103,193
<b>Deputy Chief Dental Technician (Sydney Dental Hospital - 2008 current occupant only)</b>		
2nd year	97,343	99,777
<b>Dental Prosthetists</b>		
<b>Level 1</b>		
1st Year	77,211	79,141
2nd Year	82,088	84,140
<b>Level 2</b>		
1st Year	86,081	88,233
2nd Year	87,479	89,666
<b>Level 3</b>		
1st Year	96,184	98,589
2nd Year	100,676	103,193
<b>Oral Health Therapists</b>		
<b>Level 1</b>		
1st Year	62,702	64,270
2nd Year	65,063	66,690
3rd Year	69,073	70,800
4th Year	73,818	75,663
<b>Level 2</b>		
1st Year	78,912	80,885
2nd Year	83,918	86,016
3rd Year	88,001	90,201
4th Year	90,843	93,114

<b>Level 3</b>		
1st Year	97,708	100,151
2nd Year	100,979	103,503
<b>Level 4</b>		
1st Year	106,026	108,677
2nd Year	108,677	111,394
<b>Sole Practitioner Allowance (Oral Health Therapist)</b>		
Sole Practitioner Allowance (Oral Health Therapist) (per annum)	6,865	7,037
<b>Director Of Animal Care Westmead</b>		
Director Of Animal Care Westmead	121,002	124,027
<b>Trainee Environmental Health Officer</b>		
1st Year	49,874	51,121
2nd Year	51,710	53,003
3rd Year	53,562	54,901
4th Year	55,042	56,787
<b>Environmental Health Officer</b>		
1st Year	60,942	62,466
2nd Year	63,871	65,468
3rd Year	67,833	69,529
4th Year	71,652	73,443
5th Year	75,879	77,776
6th Year	79,808	81,803
7th Year	83,144	85,223
8th Year	86,469	88,631
9th Year	90,225	92,481
<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	94,766	97,135
11th Year - Performance Barrier	99,303	101,786
<b>Senior Environmental Health Officer</b>		
1st Year	103,398	105,983
2nd Year	107,534	110,222
<b>Transferred Environmental Health Officer - 35hrs per week</b>		
11th Year - Performance Barrier	99,303	101,786
<b>Transferred Senior Environmental Health Officer - 35hrs per week</b>		
1st Year	103,398	105,983
2nd Year	107,534	110,222

<b>Health Education Officer Non-Graduate</b>		
1st Year of service	52,874	54,196
2nd Year of service	56,011	57,411
3rd Year of service	59,087	60,564
4th Year of service	62,207	63,762
5th Year of service	65,168	66,797
6th Year of service	68,275	69,982
7th Year of service	71,323	73,106
8th Year of service	74,794	76,664
9th Year of service & Thereafter	77,912	79,860
<b>Health Education Officer Graduate</b>		
1st Year of service	60,942	62,466
2nd Year of service	63,871	65,468
3rd Year of service	67,833	69,529
4th Year of service	71,652	73,443
5th Year of service	75,879	77,776
6th Year of service	79,808	81,803
7th Year of service	83,144	85,223
8th Year of service	86,469	88,631
9th Year of service	90,225	92,481
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	94,766	97,135
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	99,317	101,800
<b>Senior Health Education Officer Non-Graduate</b>		
1st Year of service	80,980	83,005
2nd Year of service and Thereafter	84,161	86,265
<b>Senior Health Education Officer Graduate</b>		
1st Year of service	99,303	101,786
2nd Year of service	103,398	105,983
3rd Year of service and Thereafter	107,534	110,222
<b>Part Time Health Education Officer</b>		
Non-Graduate (per hour)	45.60	40.00
Graduate (per hour)	39.30	47.00
<b>Transferred Health Education Officer - Graduate (As at 01/10/1986)</b>		
9th Year of service	90,225	92,481
On Maximum for 12 months	94,766	97,135
On Maximum for further 12 months	99,317	101,800

<b>Ethnic Health Worker</b>		
Part-time Ethnic Health Worker (per hour)	39.30	40.28
Part-time Ethnic Day Care Co-ordinator (per hour)	39.70	40.69
<b>Hospital Scientists / Medical Technologists</b>		
<b>Chief Hospital Scientist</b>		
If sole Hospital Scientist in a hospital or in-charge of other Hospital Scientists or trainees at Hospitals having an A.D.A. of occupied beds of:		
<b>Chief Hospital Scientist &lt;200 ADA</b>		
1st Year (per week)	2,207.13	2,262.31
2nd Year (per week)	2,268.53	2,325.25
3rd Year (per week)	2,345.50	2,404.14
If in-charge of other Hospital Scientists or trainees at hospitals having an A.D.A. of occupied beds of:		
<b>Chief Hospital Scientist &gt;200 ADA</b>		
1st Year (per week)	2,345.50	2,404.14
2nd Year (per week)	2,416.85	2,477.27
3rd Year (per week)	2,477.62	2,539.57
<b>Allowances (Hospital Scientist)</b>		
<b>Fellowship of A.I.M.T. Allowance (per week)</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)	60.30	61.80
<b>Senior Hospital Scientist (Senior Medical Technologist in-charge of section)</b>		
1st Year (per week)	1,872.78	1,919.60
2nd Year (per week)	1,935.29	1,983.68
3rd Year (per week)	1,989.22	2,038.96
<b>Hospital Scientist (Medical Technologist)</b>		
1st Year (per week)	1,201.91	1,231.96
2nd Year (per week)	1,246.81	1,277.98
3rd Year (per week)	1,323.68	1,356.78
4th Year (per week)	1,414.29	1,449.66
5th Year (per week)	1,511.86	1,549.67
6th Year (per week)	1,608.32	1,648.53
7th Year (per week)	1,686.53	1,728.70
8th Year (per week)	1,740.96	1,784.48
<b>Hospital Scientist (Medical Technologist) - United Dental Hospital</b>		
1st Year (per week)	1,201.91	1,231.96
2nd Year (per week)	1,246.81	1,277.98
3rd Year (per week)	1,323.68	1,356.78
4th Year (per week)	1,414.29	1,449.66
5th Year (per week)	1,511.86	1,549.67
6th Year (per week)	1,608.32	1,648.53
7th Year (per week)	1,686.53	1,728.70

8th Year	(per week)	1,740.96	1,784.48
<b>Hospital Scientist (Scientific Officer)</b>			
1st Year	(per week)	1,872.78	1,231.96
2nd Year	(per week)	1,935.29	1,277.98
3rd Year	(per week)	1,989.22	1,356.78
4th Year	(per week)	2,207.13	1,449.66
5th Year	(per week)	2,268.53	1,549.67
6th Year	(per week)	2,345.50	1,648.53
7th Year	(per week)	2,416.85	1,728.70
8th Year	(per week)	2,477.62	1,784.48
<b>Senior or Chief Hospital Scientist (Senior Scientific Officer)</b>			
1st Year	(per week)	1,872.78	1,919.60
2nd Year	(per week)	1,935.29	1,983.68
3rd Year	(per week)	1,989.22	2,038.96
4th Year	(per week)	2,207.13	2,262.31
5th Year	(per week)	2,268.53	2,325.25
6th Year	(per week)	2,345.50	2,404.14
7th Year	(per week)	2,416.85	2,477.27
8th Year	(per week)	2,477.62	2,539.57
<b>Allowances</b>			
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:			
<b>Senior/Principal H.S. Master of Science</b>	(per week)	64.20	65.80
<b>Principal Hospital Scientist (Principal Scientific Officer)</b>			
1st Year	(per week)	2,654.44	2,720.80
2nd Year	(per week)	2,720.65	2,788.68
3rd Year	(per week)	2,793.94	2,863.79
4th Year	(per week)	2,860.46	2,931.98
5th Year	(per week)	2,929.86	3,003.11
6th Year	(per week)	2,998.33	3,073.30
7th Year	(per week)	3,067.52	3,144.21
8th Year	(per week)	3,137.72	3,216.16
9th Year	(per week)	3,205.79	3,285.94
10th Year	(per week)	3,276.72	3,358.65
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.			
<b>Trainee Hospital Scientist</b>			
1st Year	(per week)	650.15	666.40

2nd Year	(per week)	703.35	720.93
3rd Year	(per week)	809.14	829.37
4th Year	(per week)	927.31	950.50
5th Year	(per week)	1,043.24	1,069.32
6th Year	(per week)	1,149.01	1,177.75
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	(per week)	1,872.78	1,919.60
2nd Year	(per week)	1,935.29	1,983.68
3rd Year	(per week)	1,989.22	2,038.96
<b>Senior Or Chief Hospital Scientist In-Charge Of Lab</b>			
<b>Less than 200 ADA</b>			
1st Year	(per week)	2,207.13	2,262.31
2nd Year	(per week)	2,268.53	2,325.25
3rd Year	(per week)	2,345.50	2,404.14
<b>More than 200 ADA</b>			
1st Year	(per week)	2,345.50	2,404.14
2nd Year	(per week)	2,416.85	2,477.27
3rd Year	(per week)	2,477.62	2,539.57
<b>Transferred Hospital Scientist (Scientific Officer) - Oliver Lathan Laboratory</b>			
5th Year	(per week)	1,511.86	1,549.67
6th Year	(per week)	1,608.32	1,648.53
7th Year	(per week)	1,686.53	1,728.70
8th Year and Thereafter	(per week)	1,740.96	1,784.48
<b>Transferred Senior or Chief Hospital Scientist (Senior Scientific Officer) - Oliver Latham Laboratory</b>			
1st Year		97,719	100,162
2nd Year		100,981	103,506
3rd Year		103,795	106,390
4th Year		115,165	118,044
5th Year		118,369	121,328
6th Year		122,385	125,445
7th Year		126,108	129,261
8th Year and Thereafter		129,279	132,511
<b>Transferred Hospital Scientist (Scientific Officer) - I.C.P.M.R.</b>			
8th Year	(per week)	1,740.96	1,784.48
<b>Transferred Senior Hospital Scientist (Senior Scientific Officer) - I.C.P.M.R.</b>			
1st Year	(per week)	1,872.78	1,919.60
2nd Year	(per week)	1,935.29	1,983.68
3rd Year	(per week)	1,989.22	2,038.96
4th Year	(per week)	2,207.13	2,262.31

5th Year (per week)	2,268.53	2,325.25
6th Year (per week)	2,345.50	2,404.14
7th Year (per week)	2,416.85	2,477.27
8th Year and Thereafter (per week)	2,477.62	2,539.57
<b>Library Staff</b>		
<b>Library Assistant</b>		
Year 1	49,287	50,519
Year 2	52,307	53,615
Year 3	55,585	56,975
Year 4	59,728	61,221
Year 5	61,935	63,483
<b>Librarian Grade 1</b>		
Year 1	63,015	64,590
Year 2	66,678	68,345
Year 3	70,450	72,211
Year 4	74,839	76,710
Year 5	78,595	80,560
Year 6	82,332	84,390
<b>Librarian Grade 2</b>		
Year 1	85,785	87,930
Year 2	89,147	91,376
Year 3	93,578	95,917
Year 4	97,335	99,768
<b>Librarian Grade 3</b>		
Year 1	102,457	105,018
Year 2	105,619	108,259
Year 3	109,765	112,509
Year 4	114,150	117,004
<b>Librarian Grade 4</b>		
Year 1	117,570	120,509
Year 2	121,031	124,057
Year 3	124,603	127,718
Year 4	128,485	131,697
<b>Library Technician - Grade 1</b>		
Year 1	63,015	64,590
Year 2	66,678	68,345
Year 3	70,450	72,211
Year 4	74,839	76,710
<b>Medical Officers</b>		
<b>Intern</b>		
Intern	67,950	69,649
<b>Resident</b>		
1st Year	79,648	81,639
2nd Year	87,603	89,793



3rd Year	99,218	101,698
4th Year	107,713	110,406
<b>Registrar</b>		
1st Year	99,218	101,698
2nd Year	107,713	110,406
3rd Year	116,240	119,146
4th Year	124,428	127,539
<b>Senior Registrar</b>		
Senior Registrar	139,900	143,398
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		
<b>Allowances (Medical Officers)</b>		
<b>Higher Medical Qualification Allowance</b> (per week)	58.70	60.20
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.		
<b>Higher Medical Qualification Allowance - After 5 Years</b> (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.	29.40	30.10
<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)	57.50	58.94
More than 3 years post-graduate experience (per hour)	67.40	69.09
More than 6 years post-graduate experience (per hour)	81.10	83.13
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)	65.29	66.92
6 to less than ten years post graduate experience (per hour)	81.10	83.13
10 years or more post-graduate experience (per hour)	102.80	105.37
Possess Dip. of Psychological Medical (per hour)	96.56	98.97
Dip. of Psychological Medical more than 2 years (per hour)	102.80	105.37
Medical Officer - 5th Schedule - 10th year (per annum)	147,153	150,832

**Community Physician**

Community Physician	184,903	189,526
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**Medical Records Administrator**

1st Year	60,238	61,744
2nd Year	62,686	64,253
3rd Year	65,988	67,638
4th Year	69,025	70,751
5th Year	72,153	73,957
6th Year	75,674	77,566
7th Year and Thereafter	78,870	80,842

**Research/Analyst/Specialist Dept. Or Section**

Research/Analyst/Specialist Dept. Or Section	84,078	86,180
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**Medical Records Manager**

Grade 1	86,658	88,824
Grade 2	89,680	91,922
Grade 3	93,168	95,497
Grade 4	100,566	103,080
Grade 5	104,073	106,675
Grade 6	107,794	110,489
Grade 7	111,782	114,577
Grade 8	120,356	123,365
Country Regions	104,073	106,675

<b>Medical Superintendents</b>		
<b>Chief Executive Officer</b>		
Level 1	232,929	238,752
- 16% Clinical Loading	37,269	38,200
Level 2	221,965	227,514
- 16% Clinical Loading	35,514	36,402
Level 3	211,000	216,275
- 16% Clinical Loading	33,760	34,604
Level 4	170,845	175,116
- 16% Clinical Loading	27,335	28,019
Level 5	156,235	160,141
- 16% Clinical Loading	24,998	25,623
<b>Medical Super / Deputy Chief Executive Officer</b>		
Level 1	221,965	227,514
- 16% Clinical Loading	35,514	36,402
Level 2	211,000	216,275
- 16% Clinical Loading	33,760	34,604
Level 3	196,397	201,307
- 16% Clinical Loading	31,424	32,209
Level 4	156,235	160,141
- 16% Clinical Loading	24,998	25,623
Level 5	148,927	152,650
- 16% Clinical Loading	23,828	24,424
<b>Deputy Medical Superintendent</b>		
Level 1	196,397	201,307
- 16% Clinical Loading	31,424	32,209
Level 2	170,845	175,116
- 16% Clinical Loading	27,335	28,019
Level 3	156,235	160,141
- 16% Clinical Loading	24,998	25,623
<b>Assistant Medical Superintendent</b>		
<b>Level 1</b>		
1st Year	163,548	167,637
- 16% Clinical Loading	26,168	26,822
2nd Year	170,845	175,116
- 16% Clinical Loading	27,335	28,019
<b>Level 2</b>		
1st Year	148,927	152,650
- 16% Clinical Loading	23,828	24,424
2nd Year	156,235	160,141
- 16% Clinical Loading	24,998	25,623
<b>Level 3</b>		
1st Year	141,642	145,183
- 16% Clinical Loading	22,663	23,229
2nd Year	148,927	152,650

- 16% Clinical Loading	23,828	24,424
<b>Level 4</b>		
1st Year	127,026	130,202
- 16% Clinical Loading	20,324	20,832
2nd Year	134,335	137,693
- 16% Clinical Loading	21,494	22,031
<b>Clinical Superintendent</b>		
<b>Level 1</b>		
1st Year	148,927	152,650
- 16% Clinical Loading	23,828	24,424
2nd Year	156,235	160,141
- 16% Clinical Loading	24,998	25,623
<b>Level 2</b>		
1st Year	141,642	145,183
- 16% Clinical Loading	22,663	23,229
2nd Year	148,927	152,650
- 16% Clinical Loading	23,828	24,424
<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 - Where an officer holds a higher medical qualification relevant to his/her hospital work (per week) (Medical Superintendents)	52.70	54.00
Diploma Hospital Administration issued AIHA (per week)	31.00	31.78
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)	31.00	31.78
<b>Hospitals are graded at level indicated below:</b>		
Level 1 - Royal Prince Alfred Hospital, Prince Henry/Prince of Wales Hospital Group, Royal North Shore Hospital, The Parramatta Hospitals, Royal Newcastle Hospital		
Level 2 - St. Vincents Hospital, Darlinghurst, St. George Hospital, Royal Alexandra Hospital for Children		
Level 3 - Sydney Hospital, Hornsby & Ku-Ring-Gai Hospital, Wollongong Hospital, Bankstown Hospital, Blacktown District Hospital, Gosford Hospital, Liverpool Hospital, Mater Misericordiae Hospital -		

Waratah, Sutherland Hospital, Royal Hospital for Women, Tamworth Group, Moree Group, Armidale Group, Maitland Group.

Level 4 - Albury Base Hospital, Auburn District Hospital, Balmain District Hospital, Broken Hill & District Hospital, Canterbury Hospital, Cessnock District Hospital, Dubbo Base Hospital, Fairfield District Hospital, Grafton Base Hospital, Lewisham Hospital, Lismore Base Hospital, Mater Misericordiae Hospital - North Sydney, Manning River District Hospital, Mount Druitt Hospital, Nepean District Hospital, Orange Base Hospital, Ryde Hospital, Wagga Wagga Base Hospital, Port Kembla District Hospital, Manly District Hospital, St. Margaret's Hospital for Women, Mona Vale District Hospital, Wallsend Hospital, Goulburn Group, Queanbeyan Group, Bega Group, Young Group, Hastings Valley, Group, Macleay Valley Group.

Level 5 - Langton Clinic, Royal Ryde Homes, Griffith Base Hospital, Western Suburbs Hospital, Bathurst District Hospital, Blue Mountains District Anzac Memorial Hospital, Camden Hospital, Lithgow District Hospital, Marrickville District Hospital, Royal South Sydney Hospital, St. Joseph's Hospital - Auburn, St. Luke's Hospital, Hawkesbury District Hospital, Harbour District Hospital, Campbelltown District Hospital, Rachel Forster Hospital.

**Medical Administration Training Scheme**

1st Year	120,665	123,682
2nd Year	127,026	130,202
3rd Year	141,642	145,183
4th Year	148,927	152,650
5th Year	156,235	160,141
6th Year	163,548	167,637
7th Year	170,845	175,116

**Exception of Annual Leave & Clinical Loading**

Annual Leave entitlement is 4 weeks

No Clinical Loading is payable.

**Music Therapist Unqualified**

1st Year (per hour)	29.21	29.94
2nd Year (per hour)	29.83	30.58
3rd Year (per hour)	30.34	31.10

**Nurse Counsellor Non-Graduate**

1st year of service	55,182	56,562
2nd year of service	57,786	59,231
3rd year of service	61,106	62,634
4th year of service	64,176	65,780
5th year of service	67,466	69,153

**Nurse Counsellor Graduate**

1st year of service	61,511	63,049
2nd year of service	64,463	66,075
3rd year of service	68,505	70,218
4th year of service	72,150	73,954
5th year of service	76,443	78,354
6th year of service	79,895	81,892
7th year of service	83,163	85,242
8th year of service	86,073	88,225
9th year of service	90,247	92,503

<b>Remedial Gymnast (Qualified)</b>		
1st Year	53,405	54,740
2nd Year	55,030	56,406
3rd Year	58,296	59,753
4th Year	61,339	62,872
5th Year	64,472	66,085
6th Year and Thereafter	67,586	69,276
<b>Sessional Rates</b>		
Sessional Music Therapist (per session*)	224.00	229.60
Sessional Occupational Therapist (per session*)	224.00	229.60
Sessional Orthoptist (per session*)	224.00	229.60
Sessional Physiotherapist (per session*)	224.00	229.60
Sessional Podiatrist (per session*)	224.00	229.60
Sessional Speech Pathologist (per session*)	224.00	229.60
*Session = 3½ hours		
<b>Sexual Assault Workers - Non-Graduate</b>		
<b>Grade 1</b>		
1st Year	52,868	54,190
2nd Year	56,014	57,414
3rd Year	59,087	60,564
4th Year	62,206	63,761
5th Year	65,166	66,795
<b>Grade 2</b>		
1st Year	68,275	69,982
2nd Year	71,318	73,101
<b>Social Educators</b>		
1st Year	63,871	65,468
2nd Year	67,833	69,529
3rd Year	71,652	73,443
4th Year	75,877	77,774
5th Year	79,808	81,803
6th Year	83,114	85,223
7th Year	86,471	88,633
8th Year and Thereafter	90,225	92,481
<b>Program Director</b>		
1st Year	114,908	117,781
2nd Year	117,570	120,509
<b>Welfare Officers - Non-Graduate</b>		
<b>Grade 1</b>		
1st Year	52,868	54,190
2nd Year	56,014	57,414

3rd Year	59,087	60,564
4th Year	62,206	63,761
5th Year	65,166	66,795
<b>Grade 2</b>		
1st Year	68,275	69,982
2nd Year	71,318	73,101
<b>Allowance (Welfare Officer)</b>		
Welfare Officer - Non-Graduate 2 years on maximum (per week)	66.50	68.20

### **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*