

HEALTH PROFESSIONAL AND MEDICAL SALARIES (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

PART A

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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:

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

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

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

Note: Total NIOOS Equivalentents 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)

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

"Employer" means the Director-General exercising employer functions on behalf of the Government of NSW (and includes a delegate of the Director-General).

2. Salaries

Employees shall be paid not less than as set in Table 1 of Part B, Monetary Rates.

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 as varied, 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. No Extra Claims

The Memoranda of Understanding between the employer and the Unions dated 23 September 2008 establishes the extent of any further claims that may be pursued by the Unions.

6. Dispute Resolution

The dispute resolution procedures contained in the Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award, shall apply.

7. 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 Services Salary Packaging Policy and Procedure Manual, 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 area health services, 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 area health services 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 Salary Packaging Policy and Procedure Manual.
- (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 Services Salary Packaging Policy and Procedure Manual as amended from time to time.

8. Area, Incidence and Duration

- (i) This Award rescinds and replaces the Health Professional and Medical Salaries (State) Award published 24 March 2006 (358 IG 363) and all variations thereof.
- (ii) 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.
- (iii) This Award takes effect from 12 November 2008 and shall remain in force until 30 June 2011.

PART B – MONETARY RATES

Classification	Rate from
	1.7.2011
	2.5%
	\$
ABORIGINAL HEALTH CO-ORDINATOR	
1st year	91,039
2nd year	93,599
3rd year	97,421
4th year	100,323
ABORIGINAL HEALTH EDUCATION OFFICERS	
Non-Graduate	
1st year	856.70
2nd year	907.30
3rd year	957.00
4th year	1,008.00
5th year	1,055.90
6th year	1,106.10
7th year	1,155.60
8th year	1,211.40
9th year	1,261.80
SENIOR ABORIGINAL HEALTH EDUCATION OFFICER	
Non-Graduate	
1st year	1,311.40
2nd year	1,362.20
REGIONAL ABORIGINAL HEALTH EDUCATION OFFICER	
Grade 1	1,428.90
Grade 2	1,473.10
Grade 3	1,517.50
ABORIGINAL HEALTH EDUCATION OFFICER - GRADUATE	
1st year	986.70
2nd year	1,034.60
3rd year	1,099.00
4th year	1,160.60
5th year	1,229.00
6th year	1,292.50
7th year	1,347.10
8th year	1,400.70
9th year	1,461.10

Classification	Rate from
	1.7.2011
	2.5%
	\$
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 Department 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	1,534.70
11th year	1,608.50
SENIOR ABORIGINAL HEALTH EDUCATION OFFICER - GRADUATE	
1st year	1,608.00
2nd year	1,674.60
3rd year	1,741.70
ANALYST, CHEMIST, MICROBIOLOGIST, & SCIENTIFIC OFFICER	
(Transferred Staff of Division of Analytical Laboratories)	
Grade 1	
1st year	53,252
2nd year	55,349
3rd year	58,436
4th year	62,635
5th year	67,072
6th year	71,050
Grade 2	
1st year	74,52
2nd year	76,739
3rd year	79,079
4th year	82,253
Grade 3	
1st year	85,682
2nd year	88,404
3rd year	90,165
Grade 4	
1st year	94,554
2nd year	97,421
3rd year	99,352
Grade 5	
1st year	103,251
2nd year	106,344
PART-TIME GRADUATE ANALYST	

Classification	Rate from
	1.7.2011
	2.5%
	\$
(P/hour)	35.16
BIOMEDICAL ENGINEERS	
Grade 1	
1st year of service	54,949
2nd year of service	58,296
3rd year of service	62,312
4th year of service	66,591
5th year of service and thereafter	70,897
Grade 2	
1st year of service	75,294
2nd year of service	77,723
3rd year of service	80,158
4th year of service and thereafter	82,579
Grade 3	
1st year of service	87,182
2nd year of service	90,040
3rd year of service	92,914
4th year of service and thereafter	96,173
Grade 4	
1st year of service	100,456
2nd year of service	103,386
3rd year of service and thereafter	106,294
Grade 5	
1st year of service	110,701
2nd year of service and thereafter	112,781
Grade 6	
1st year of service	114,883
2nd year of service and thereafter	117,008
CAREER MEDICAL OFFICERS	
Grade 1	
Year 1	105,147
Year 2	113,264
Year 3	118,222
Year 4	122,215
Year 5	127,041
Grade 2	

Classification	Rate from
	1.7.2011
	2.5%
	\$
Year 1	131,927
Year 2	136,027
Year 3	144,001
Year 4	156,671
Senior	
Year 1	168,697
Thereafter	181,050
Transitional Grades – only applicable to eligible employees employed on 20.4.2005	
Grade 1	144,001
Grade 2	156,671
Grade 3	168,697
CLERK OF WORKS	71,153
CO-ORDINATORS	
Group 1 - Cooma, Young, Ballina, Byron,	
Brunswick, Casino, Kyogle	69,934
Group 3 - Moree, Tweed Heads, SW Zone	
1,2,&5; Grafton, Armidale,	
Port Macquarie	75,039
Group 5 - Tamworth	82,027
Group 6 - Dubbo	85,372
ALLOWANCES-CO-ORDINATORS	
The Co-ordinators allowance is applicable only to Co-ordinators in AHS and to individuals occupying Co-ordinators 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	
Team Leaders Allowance	
In-charge 5 - 10 staff (per week)	36.50
In-charge 11 - 25 staff (per week)	60.90
In-charge 26 - 40 staff (per week)	85.40
In-charge of more than 40 staff (per week)	97.60
Area Co-ordinator's Allowance (per week)	134.20
DRUG & ALCOHOL COUNSELLORS	
NON-GRADUATES	
Grade 1	
1st year	44,681

Classification	Rate from
	1.7.2011
	2.5%
	\$
2nd year	47,336
3rd year	49,933
4th year	52,569
5th year	55,072
Grade 2	
1st year	57,702
2nd year	60,274
ALLOWANCES – DRUG AND ALCOHOL COUNSELLORS – NON-GRADUATE	
Drug and Alcohol Counsellor-2 years on maximum	
(per week)	52.80
DENTAL ASSISTANTS	
Grade 1	
1st year	47,313
2nd year	48,459
3rd year	49,543
4th year	50,731
Grade 2	
1st year	51,835
2nd year	53,797
3rd year	55,537
4th year	57,073
Grade 3	
1st year	62,672
2nd year	64,971
Supervision Allowance	
2-5 staff year	(per week) 28.60
6-10 staff year	(per week) 40.60
11-15 staff year	(per week) 51.70
16-19 staff year	(per week) 63.10
DENTAL OFFICERS	
Level 1	
1st year	75,474
2nd year	86,960
3rd year	92,700
4th year	98,442
Level 2	
1st year	104,184
2nd year	109,926
Level 3	

Classification	Rate from
	1.7.2011
	2.5%
	\$
1st year	116,185
2nd year	119,680
3rd year	121,933
Level 4	
1st year	139,210
2nd year	143,219
Dental Officer Management Allowance	
Level 1 (per annum)	5,749
Level 2 (per annum)	11,611
Area Director Oral Health Clinical Services	
Level 1 (per annum)	152,984
Level 2 (per annum)	168,283
Level 3 (per annum)	193,855
DENTAL SPECIALISTS	
1st year of service	131,534
2nd year of service	136,617
3rd year of service	141,669
4th year of service	147,014
5th year of service	152,362
* 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	159,803
Dental Specialist Management Allowance (per annum)	8,623
DENTAL TECHNICIANS	
Trainee	
Stage 1 - (first 6 months)	33,504
Stage 2 - (6 months to 1 year)	34,643
Stage 3 - (1 year to 18 months)	38,284
Stage 4 - (18 months to 2 years)	39,700
Level 1	
1st year	51,835
2nd year	53,797
3rd year	55,537
4th year	57,073
5th year	61,008
Level 2	
1st year	61,008
2nd year	63,132

Classification	Rate from
	1.7.2011
	2.5%
	\$
Level 3	
1st year	65,248
2nd year	69,369
Level 4	
1st year	72,742
2nd year	73,924
Level 5	
1st year	81,281
2nd year	85,076
Deputy Chief Dental Technician (Sydney Dental Hospital – 2008 current occupant only)	
1st year	79,412
2nd year	82,260
ORAL HEALTH THERAPISTS	
Level 1	
1st year	52,986
2nd year	54,982
3rd year	58,370
4th year	62,380
Level 2	
1st year	66,684
2nd year	70,915
3rd year	74,366
4th year	76,767
Level 3	
1st year	82,569
2nd year	85,333
Level 4	
1st year	89,598
2nd year	91,838
Sole Practitioner Allowance (Oral Health Therapist) (per annum)	5,660
DENTAL PROTHETISTS	
Level 1	
1st year	65,248
2nd year	69,369
Level 2	
1st year	72,742
2nd year	73,924
Level 3	

Classification	Rate from
	1.7.2011
	2.5%
	\$
1st year	81,281
2nd year	85,076
Director of Animal Care - Westmead	1,959.70
ENVIRONMENTAL HEALTH OFFICERS	
1st year	51,500
2nd year	53,974
3rd year	57,323
4th year	60,549
5th year	64,120
6th year	67,441
7th year	70,261
8th year	73,071
9th year	76,245
10th year - Performance Barrier	80,083
11th year - Performance Barrier	83,916
<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 Corporation 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>	
SENIOR ENVIRONMENTAL HEALTH OFFICERS	
1st year	87,378
2nd year	90,872
TRAINEE ENVIRONMENTAL HEALTH OFFICER	
1st year	42,145
2nd year	43,699
3rd year	45,263
4th year	46,819
TRANSFERRED ENVIRONMENTAL HEALTH OFFICERS	
Environmental Health Officer - 35 hrs p/wk	
- 11th year - Performance Barrier	83,916
Senior Environmental Health Officer-35 hrs p/week	

Classification	Rate from
	1.7.2011
	2.5%
	\$
1st year	87,378
2nd year	90,872
HEALTH EDUCATION OFFICERS	
HEALTH EDUCATION OFFICER - NON-GRADUATE	
1st year of service	44,681
2nd year of service	47,333
3rd year of service	49,932
4th year of service	52,569
5th year of service	55,071
6th year of service	57,697
7th year of service	60,272
8th year of service	63,205
9th year of service & thereafter	65,839
HEALTH EDUCATION OFFICER - GRADUATE	
1st year of service	51,500
2nd year of service	53,974
3rd year of service	57,323
4th year of service	60,549
5th year of service	64,120
6th year of service	67,441
7th year of service	70,261
8th year of service	73,071
9th year of service & thereafter	76,245
<p>A Graduate Health Education Officer who:-</p> <p>(i) has completed 12 months service at the salary prescribed on the maximum of the scale;</p> <p>(ii) has demonstrated to the satisfaction of the Corporation (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</p> <p>On Maximum for 12 months 80,083</p> <p>and after 12 months service in receipt of this rate, shall be paid the following rate subject to approval of the Grading Committee.</p> <p>On Maximum for further 12 months 83,929</p>	
PART-TIME HEALTH EDUCATION OFFICER	
Graduate (p/hour)	38.53
Non-Graduate (p/hour)	33.21
SENIOR HEALTH EDUCATION OFFICER-NON-GRADUATE	

Classification	Rate from
	1.7.2011
	2.5%
	\$
1st year of service	68,433
2nd year of service	71,120
SENIOR HEALTH EDUCATION OFFICER - GRADUATE	
1st year of service	83,916
2nd year of service	87,378
3rd year of service	90,872
Part-time Ethnic Health Worker (p/hour)	33.21
Part-time Ethnic Day Care Co-ordinator (p/hr)	33.57
TRANSFERRED HEALTH EDUCATION OFFICERS AS AT 1/10/86	
Health Education Officer - Non-Graduate	
1st year of service	44,681
2nd year of service	47,333
3rd year of service	49,932
4th year of service	52,569
5th year of service	55,071
6th year of service	57,697
7th year of service	60,272
8th year of service	63,205
9th year of service & thereafter	65,839
Health Education Officer - Graduate	
9th year of service	76,245
On Maximum 12 months	80,083
On maximum further 12 months	83,929
Senior Health Education Officer-Non-Graduate	
2nd year	71,120
Senior Health Education Officer-Graduate	
3rd year	90,872
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:	
Less than 200 ADA.	
1st year	1,865.20
2nd year	1,917.00
3rd year and thereafter	1,982.00
If in-charge of other Hospital Scientists or trainees at hospitals having an A.D.A. of occupied beds of:	

Classification	Rate from
	1.7.2011
	2.5%
	\$
Over 200 ADA.	
1st year	1,982.00
2nd year	2,042.40
3rd year and thereafter	2,093.80
ALLOWANCE	
Provided that where a Chief Hospital Scientist is the holder of a Fellowship of the Australian Institute of Medical Technology shall be paid an allowance of:	
Fellowship of A.I.M.T. (p/week)	50.90
SENIOR HOSPITAL SCIENTIST (senior medical technologist in-charge of section)	
1st year	1,582.50
2nd year	1,635.40
3rd year and thereafter	1,681.00
HOSPITAL SCIENTIST (MEDICAL TECHNOLOGIST)	
1st year	1,015.70
2nd year	1,053.70
3rd year	1,118.60
4th year	1,195.20
5th year	1,277.70
6th year	1,359.20
7th year	1,425.20
8th year	1,471.30
HOSPITAL SCIENTIST (MEDICAL TECHNOLOGIST) - UNITED DENTAL HOSPITAL	
1st year	1,015.70
2nd year	1,053.70
3rd year	1,118.60
4th year	1,195.20
5th year	1,277.70
6th year	1,359.20
7th year	1,425.20
8th year	1,471.30
HOSPITAL SCIENTIST (SCIENTIFIC OFFICER)	
1st year	1,015.70
2nd year	1,053.70
3rd year	1,118.60
4th year	1,195.20

Classification	Rate from
	1.7.2011
	2.5%
	\$
5th year	1,277.70
6th year	1,359.20
7th year	1,425.20
8th year & thereafter	1,471.30
SENIOR OR CHIEF HOSPITAL SCIENTIST (senior scientific officer)	
1st year	1,582.50
2nd year	1,635.40
3rd year	1,681.00
4th year	1,865.20
5th year	1,917.00
6th year	1,982.00
7th year	2,042.40
8th year & thereafter	2,093.80
ALLOWANCES	
<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 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 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 (p/wk)	54.10
PRINCIPAL HOSPITAL SCIENTIST (Principal Scientific Officer)	
1st year	2,243.10
2nd year	2,299.10
3rd year	2,361.00
4th year	2,417.30
5th year	2,475.90
6th year	2,533.80
7th year	2,592.20
8th year	2,651.50
9th year	2,709.10
10th year & thereafter	2,768.90
Provided that a Principal Hospital Scientist shall not progress beyond	

Classification	Rate from
	1.7.2011
	2.5%
	\$
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	549.40
2nd year	594.50
3rd year	683.70
4th year	783.70
5th year	881.70
6th year	971.00
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	1,582.50
2nd year	1,635.40
3rd year	1,681.00
SENIOR OR CHIEF HOSPITAL SCIENTIST IN-CHARGE OF LAB	
Less than 200 ADA	
1st year	1,865.20
2nd year	1,917.00
3rd year	1,982.00
More than 200 ADA.	
1st year	1,982.00
2nd year	2,042.40
3rd year	2,093.80
TRANSFERRED HOSPITAL SCIENTISTS (Scientific Officers)	
HOSPITAL SCIENTIST (Scientific Officer) - Oliver Latham Laboratory	
5th year	1,277.70
6th year	1,359.20
7th year	1,425.20

Classification	Rate from
	1.7.2011
	2.5%
	\$
8th year & thereafter	1,471.30
SENIOR OR CHIEF HOSPITAL SCIENTIST (Senior Scientific Officer) - Oliver Latham Laboratory	
1st year	82,572
2nd year	85,334
3rd year	87,725
4th year	97,327
5th year	100,029
6th year	103,404
7th year	106,558
8th year & thereafter	109,252
PRINCIPAL HOSPITAL SCIENTIST (Principal Scientific Officer) - Oliver Latham Laboratory	
3rd year	2,361.00
4th year	2,417.30
5th year	2,475.90
6th year	2,533.80
7th year	2,592.20
8th year	2,651.50
9th year	2,709.10
10th year & thereafter	2,768.90
HOSPITAL SCIENTIST (Scientific Officer) - I.C.P.M.R.	
8th year	1,471.30
SENIOR HOSPITAL SCIENTIST (Senior Scientific Officer) - I.C.P.M.R.	
1st year	1,582.50
2nd year	1,635.40
3rd year	1,681.00
4th year	1,865.20
5th year	1,917.00
6th year	1,982.00
7th year	2,042.40
8th year & thereafter	2,093.80
LIBRARY STAFF	
Librarian-Grade 1	
Year 1	53,252
Year 2	56,346
Year 3	59,534
Year 4	63,243

Classification	Rate from
	1.7.2011
	2.5%
	\$
Year 5	66,418
Year 6	69,575
Librarian-Grade 2	
Year 1	72,493
Year 2	75,334
Year 3	79,079
Year 4	82,253
Librarian-Grade 3	
Year 1	86,580
Year 2	89,254
Year 3	92,758
Year 4	96,464
Librarian-Grade 4	
Year 1	99,352
Year 2	102,277
Year 3	105,296
Year 4	108,577
Library Assistant	
Year 1	41,651
Year 2	44,202
Year 3	46,972
Year 4	50,473
Year 5	52,338
Library Technician - Grade 1	
Year 1	53,252
Year 2	56,346
Year 3	59,534
Year 4	63,243
MEDICAL OFFICERS	
INTERN	57,422
RESIDENT	
1st year	67,306
2nd year	74,028
3rd year	83,845
4th year	91,022
REGISTRAR	
1st year	83,845
2nd year	91,022
3rd year	98,228

Classification	Rate from
	1.7.2011
	2.5%
	\$
4th year	105,147
SENIOR REGISTRAR	118,222
<p>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:</p> $\frac{\text{Annual Salary}}{52.17857} \times \frac{1}{38}$ <p>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</p>	
ALLOWANCES	
Higher Medical Qualification Allowance (p/wk)	49.62
<p>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.</p> <p>The salary prescribed for a Senior Registrar has taken into account that a higher medical qualification is a prerequisite for appointment.</p>	
Higher medical Qualification after 5 years (p/wk)	24.81
<p>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.</p>	
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 yrs post-graduate experience (p/hour)	48.60
More than 3 yrs post-graduate experience (p/hour)	56.70
More than 6 yrs post-graduate experience (p/hour)	68.60
Provided that no officer may be employed for more than 24 hours in any period of 7 consecutive days.	
<p>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%</p> <p>Part-time Medical Officer with more than 3 years post-graduate experience = 3rd year Registrar divided by 52.17857 divided by 38 plus 15%.</p> <p>Part-time Medical Officer with more than 6 years post-graduate experience = Senior Registrar divided by 52.17857 divided by 38 plus 15%</p>	

Classification	Rate from
	1.7.2011
	2.5%
	\$
TRANSFERRED MEDICAL OFFICERS	
Less than 6 yrs post-graduate experience (p/hr)	55.10
6 to less than 10 yrs post graduate exper. (p/hr)	79.50
10 yrs or more post-graduate experience (p/hr)	86.90
Possess Dip. of Psychological Medical (p/hr)	81.70
Dip. of Psychological Medical more than 2 yrs	
(p/hour)	86.90
Medical Officer-5th Schedule - 10th year	124,352
Community Physician	156,252
MEDICAL RECORDS ADMINISTRATOR	
1st year	50,906
2nd year	52,972
3rd year	55,764
4th year	58,331
5th year	60,973
6th year	63,947
7th year & thereafter	66,649
RESEARCH/ANALYST/SPECIALIST DEPT. OR SECTION	
	71,050
MEDICAL RECORDS MANAGER	
Grade 1	73,229
Grade 2	75,785
Grade 3	78,733
Grade 4	84,983
Grade 5	87,948
Grade 6	91,093
Grade 7	94,461
Grade 8	101,707
COUNTRY REGIONS	87,948
MEDICAL SUPERINTENDENTS	
CHIEF EXECUTIVE OFFICER	
Level 1	196,837
- 16% Clinical Loading	31,494
Level 2	187,573
- 16% Clinical Loading	30,012

Classification	Rate from
	1.7.2011
	2.5%
	\$
Level 3	178,306
- 16% Clinical Loading	28,529
Level 4	144,375
- 16% Clinical Loading	23,100
Level 5	132,025
- 16% Clinical Loading	21,124
MEDICAL SUPER/DEPUTY CHIEF EXECUTIVE OFFICER	
Level 1	187,573
- 16% Clinical Loading	30,012
Level 2	178,306
- 16% Clinical Loading	28,529
Level 3	165,967
- 16% Clinical Loading	26,555
Level 4	132,025
- 16% Clinical Loading	21,124
Level 5	125,852
- 16% Clinical Loading	20,136
DEPUTY MEDICAL SUPERINTENDENT	
Level 1	165,967
- 16% Clinical Loading	26,555
Level 2	144,375
- 16% Clinical Loading	23,100
Level 3	132,025
- 16% Clinical Loading	21,124
ASSISTANT MEDICAL SUPERINTENDENT	
Level 1	
- 1st year	138,206
- 16% Clinical Loading	22,113
- 2nd year	144,375
- 16% Clinical Loading	23,100
Level 2	
- 1st year	125,852
- 16% Clinical Loading	20,136
- 2nd year	132,025
- 16% Clinical Loading	21,124
Level 3	
- 1st year	119,696
- 16% Clinical Loading	19,151

Classification	Rate from
	1.7.2011
	2.5%
	\$
- 2nd year	125,852
- 16% Clinical Loading	20,136
Level 4	
- 1st year	107,343
- 16% Clinical Loading	17,175
- 2nd year	113,520
- 16% Clinical Loading	18,163
CLINICAL SUPERINTENDENT	
Level 1	
- 1st year	125,852
- 16% Clinical Loading	20,136
- 2nd year	132,025
- 16% Clinical Loading	21,124
Level 2	
- 1st year	119,696
- 16% Clinical Loading	19,151
- 2nd year	125,852
- 16% Clinical Loading	20,136
ALLOWANCES	
<p>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.</p> <p>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.</p>	
Higher Medical Qualification Allowance - where an officer holds a higher medical qualification relevant to his/her hospital work (p/week)	44.45
Diploma Hospital Admin.issued AIHA (p/week)	26.18
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 (p/week)	26.18
Hospitals are graded at level indicated below:	
<p>Level 1 - Royal Prince Alfred Hospital, Prince Henry/Prince of Wales Hospital Group, Royal North Shore Hospital, The Parramatta Hospitals, Royal Newcastle Hospital</p>	

Classification	Rate from
	1.7.2011
	2.5%
	\$
<p>Level 2 - St.Vincents Hospital, Darlinghurst, St.George Hospital, Royal Alexandra Hospital for Children.</p>	
<p>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.</p>	
<p>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.</p>	
<p>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</p>	
Medical Superintendent -Personal-Dr. Hensen	191,725
MEDICAL ADMINISTRATION TRAINING SCHEME	
1st year	101,969
2nd year	107,343
3rd year	119,696
4th year	125,852
5th year	132,025
6th year	138,206
7th year	144,375
Exception of Annual Leave & Clinical Loading	
Annual Leave entitlement is 4 weeks	
No Clinical Loading is payable.	
MUSIC THERAPIST - UNQUALIFIED	
1st year (p/hour)	24.65
2nd year (p/hour)	25.19

Classification	Rate from
	1.7.2011
	2.5%
	\$
3rd year & thereafter (p/hour)	25.70
NURSE COUNSELLORS	
Non-Graduate	
1st year of service	46,631
2nd year of service	48,832
3rd year of service	51,638
4th year of service	54,232
5th year of service	57,012
Graduate	
1st year of service	51,980
2nd year of service	54,475
3rd year of service	57,890
4th year of service	60,970
5th year of service	64,599
6th year of service	67,514
7th year of service	70,277
8th year of service	72,738
9th year of service	76,264
PROJECT MANAGER	
Grade 1	
1st year	79,865
2nd year	82,028
Grade 2	
1st year	85,373
2nd year	87,946
Grade 3	
1st year	90,937
2nd year	93,489
Grade 4	
1st year	96,889
2nd year	99,469
REMEDIAL GYMNAST (QUALIFIED)	
1st year	864.90
2nd year	891.20
3rd year	944.10
4th year	993.40
5th year	1,044.20
6th year & thereafter	1,094.60

Classification	Rate from
	1.7.2011
	2.5%
	\$
SESSIONAL RATES	
Music Therapist (per session*)	189.70
Occupational Therapist (per session*)	189.70
Orthoptist (per session*)	189.70
Physiotherapist (per session*)	189.70
Podiatrist (per session*)	189.70
Speech Pathologist (per session*)	189.70
* Session = 3½ hours	
Audiometrist (p/hour)	189.70
SEXUAL ASSAULT WORKERS – NON-GRADUATE	
Grade 1	
1st year	44,677
2nd year	47,336
3rd year	49,932
4th year	52,568
5th year	55,069
Grade 2	
1st year	57,697
2nd year	60,268
SOCIAL EDUCATORS	
1st year	53,974
2nd year	57,323
3rd year	60,549
4th year	64,119
5th year	67,441
6th year	70,261
7th year	73,073
8th year & thereafter	76,245
PROGRAM DIRECTOR	
1st year	97,102
2nd year	99,352
WELFARE OFFICERS – NON-GRADUATE	
Grade 1	
1st year	44,677
2nd year	47,336
3rd year	49,932
4th year	52,568
5th year	55,069

Classification	Rate from
	1.7.2011
	2.5%
	\$
Grade 2	
1st year	57,697
2nd year & thereafter	60,268
ALLOWANCE	
Welfare Officer - Non-Graduate 2 years on maximum	
(per week)	56.30

PART C

LIST OF AWARDS

- Public Hospitals (Medical Superintendents) Award
- Public Hospitals (Career Medical Officers) (State) Award
- Public Hospital (Medical Officers) Award
- Hospital Scientists (State) Award
- Public Hospitals Professional Engineers (Biomedical Engineers) (State) Award
- Public Hospitals Librarians (State) Award
- Public Hospital Medical Record Librarians Award
- Public Hospital Dental Assistants (State) Award
- Health Employees Oral Health Therapists (State) Award
- Health Employees Dental Officers (State) Award
- Health Employees Dental Prosthetists and Dental Technicians (State) Award