

BROKEN HILL HEALTH EMPLOYEES' (STATE) AWARD 2024

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Health Secretary, NSW Ministry of Health

(No. IRC 242591 of 2024)

Before Commissioner Muir

16 December 2024

AWARD

1. Definitions

In this Award:

BIC Agreement means the industrial agreement made in or around 1997 between the Health Administration Corporation and the Barrier Industrial Council (representing the Broken Hill Town Employees' Union, the Construction, Forestry, Mining & Energy Union, the Automotive, Metal and Engineering Union and the Federated Clerks Union of Australia), and all variations to that agreement.

BIC Classification means a classification contained in Column 1 of the table in Schedule 1.

Employee means a person employed:

- (1) in the NSW Health Service; and
- (2) in the Local Health District; and
- (3) in the County of Yancowinna; and
- (4) in a BIC Classification or in a State Award Classification.

Employer means the Health Secretary exercising on behalf of the Government of New South Wales the employer functions of the Government in relation to the staff employed in the Health Service, pursuant to s 116(3) of the *Health Services Act* 1997, or their delegate.

Existing Employee means a person who is an Employee on the date that this Award is made.

ffppooa as it appears in Schedules 1 and 2 means "first full pay period on or after".

Local Health District means the Far West Local Health District.

NSW Health Service means those persons who are employed under Chapter 9 Part 1 of the *Health Services Act* 1997 by the Government of New South Wales in the service of the Crown.

Relevant State Award means:

- (1) in respect of a BIC Classification - the State Award as varied or replaced from time to time in Column 2 of the table in Schedule 1 appearing against the classification; and
- (2) in respect of a State Award Classification - the State Award, as varied or replaced from time to time, in Column 3 of the Table in Schedule 4 appearing against the classification, and any award which replaces any of the State Awards referred to in Schedule 1 or Schedule 4.

State Award means an award of the Commission which applies to the NSW Health Service and which would apply to a classification in which an Employee is engaged, but for that award excluding operation in the County of Yancowinna.

State Award Classification means a classification contained in Column 1 of the table in Schedule 4 but does not include a BIC Classification.

Union includes the Broken Hill Town Employees' Union, the Construction, Forestry, Mining and Energy Union (New South Wales Branch) and the Health Services Union NSW.

2. Area, Incidence and Duration

- 2.1 This Award applies to all Employees as defined in Clause 1.
- 2.2 This Award rescinds and replaces the Broken Hill Health Employees (State) Award as published on 11 March 2022 (391 IG 616) and all variations thereof..
- 2.3 This Award takes effect from 1 July 2024 and shall remain in force for a period of one year. The rates of pay in Schedule 1 will apply from the first full pay period on or after (ffppoa) 1 July 2024.
- 2.4 This Award will prevail over any State Award to the extent of any inconsistency.

3. Employees in Bic Classifications

Rates of pay

- 3.1 Employees employed in a BIC Classification will be paid the weekly rates of pay as set out in the table in Schedule 1.

Allowances

- 3.2 Employees employed in a BIC Classification will be paid a weekly Broken Hill Town & Versatility Allowance in the nature of salary as set out in the table in Schedule 2.
- 3.3 Employees employed in a BIC Classification who:
 - 3.3.1 are required to perform duties involved in the maintenance and supervision of swimming pools, pest control duties on a continuing basis or driving tractors (excluding employees who are employed as drivers) will be paid the Pool Allowance in the amount and frequency referred to in the table in Schedule 2;
 - 3.3.2 are regularly required to perform work on sewerage works and grease traps, or other duties considered offensive by the Local Health District, will be paid the Offensive Work Allowance in the amount and frequency referred to in the table in Schedule 2;
 - 3.3.3 are required to type as a normal part of their duties, and who have gained certification for qualifications in typing speeds of over 45 words per minute, will be paid the Typing Qualification Allowance in the amount and frequency referred to in the table in Schedule 2;
 - 3.3.4 are not employed as a gardener but are required to prune shrubs will be paid the Pruning Allowance in the amount and frequency referred to in the table in Schedule 2; and
 - 3.3.5 undertake linen sterilising duties, hold a recognised and accredited certificate and perform sterilising duties at least one day per week will be paid the Sterilising Certificate Allowance in the amount and frequency referred to in the table in Schedule 2.
- 3.4 The allowances in clause 3.3 are paid in lieu of any equivalent allowances which would otherwise be payable to an Employee under a Relevant State Award, regardless of the amount of those allowances.

Other terms of employment

- 3.5 Other than as provided for in this Award, the terms and conditions of employment for an Employee in a BIC Classification will be determined by reference to the Relevant State Award, as varied or replaced from time to time, for their classification.

4. Employees in State Award Classifications

- 4.1 To the extent necessary, the State Award Classifications will be defined by reference to the applicable State Award listed in Schedule 3, as varied or replaced from time to time.
- 4.2 The rates of pay for Employees in each State Award Classification will be determined by reference to the State Awards identified in Column 2 of the table in Schedule 4, as varied or replaced from time to time.
- 4.3 Subject to this Award, the other terms and conditions of employment for an Employee in a State Award Classification will be determined by reference to the Relevant State Award(s) for their classification.

5. Annual Leave

- 5.1 At the completion of each 12 months of employment, Employees will be entitled to 5 weeks annual leave, plus one additional day for each public holiday which falls during a period of annual leave.
- 5.2 Employees in a BIC Classification who are rostered to work their ordinary hours on Sundays and/or public holidays will be entitled to the following annual leave in addition to the entitlement in subclause 5.1:

Number of ordinary shifts worked on Sundays and/or public holidays during the year	Additional Annual Leave
4 to 10	1 day
11 to 17	2 days
18 to 24	3 days
25 to 31	4 days
32 or more	5 days

- 5.3 The entitlement in clause 5.1 is to be regarded as an Employee's "base" entitlement. It does not include any entitlement arising under a Relevant State Award for additional annual leave, including where an Employee works on a public holiday or is rostered to work and does work ordinary hours shifts on Sundays and/or public holidays.

Note: See for example clauses 15(i)(b) and 16(i)(b) of the Health Employees' Conditions of Employment (State) Award 2021, and clauses 11(i)(a) and 12(ii)(b) of the Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021

- 5.4 Arrangements for the management and taking of annual leave by Employees will be determined by reference to the Relevant State Award for their classification.

6. Long Service Leave

- 6.1 Existing Employees in BIC Classifications will accrue long service leave as follows:
- 6.1.1 for service prior to 22 April 1998 - 2 weeks per year of service;
- 6.1.2 for service between 23 April 1998 and 31 December 1998 - 1.6 weeks per year of service; and
- 6.1.3 for service from 1 January 1999 - 1.3 weeks per annum for the first 10 years of service and 2 weeks per year of service for each additional year of service.

- 6.2 Subject to clause 6.4, Employees to whom subclause 6.1 does not apply will accrue long service leave in accordance with the Relevant State Award for their classification.
- 6.3 Arrangements for the management and taking of long service leave by Employees will be determined by reference to the Relevant State Award for their classification.
- 6.4 Nothing in this Award is intended to remove or reduce the entitlement to long service leave of an Existing Employee in a State Award Classification. If an Existing Employee in a State Award Classification has, at the date this Award is made, an entitlement to long service leave exceeding that referred to in subclause 6.2, that entitlement is preserved.

7. Status of Employment

The terms of the Health Industry Status of Employment (State) Award 2023, as varied or replaced from time to time, will be taken to apply to Employees.

8. Dispute Resolution

- 8.1 Where a dispute arises about an industrial matter in a section of the Local Health District which cannot be resolved between the affected Employees or their representative(s) and the supervising staff, it will be referred to the Designated Manager of the relevant hospital, health institution or service unit, or their nominee, who will arrange for the matter to be discussed with the Employee(s) concerned and, if requested, a local representative or representatives of the Union(s) to which the Employee(s) belong(s).
- 8.2 If the matter is not resolved within a reasonable time, it must be referred by the Designated Manager to the Chief Executive Officer (however called) of the Local Health District, or their nominee, and may be referred by the affected Employee(s) to the Union's head office. Discussions at this level must take place within a reasonable time with a view to resolving the issue in dispute.
- 8.3 If the matter remains unresolved, and with a view to the amicable and timely settlement of all disputes, the dispute may be referred by one of the disputing parties to the Industrial Relations Commission for determination in accordance with the provisions of the *Industrial Relations Act 1996*.
- 8.4 While these procedures are being followed, there must be no stoppage of work or the imposition of any form of ban or limitation of work.
- 8.5 Unless the parties otherwise agree, the status quo must continue while these procedures are being followed. For this purpose, "status quo" means the work procedures and practices in place:
 - 8.5.1 immediately before the dispute arose; or
 - 8.5.2 immediately before any change to those procedures or practices, which caused the dispute to arise, was made.
- 8.6 The Employer must ensure that all practices applied during the operation of these procedures are in accordance with safe working practices.

9. Anti-Discrimination

- 9.1 It is intention of the parties bound by this award to seek to achieve the object in section 3(f) of the *Industrial Relations Act 1996* to prevent and eliminate discrimination in the workplace. This includes discrimination on the grounds of race, sex, marital status, disability, homosexuality, transgender identity, age and responsibilities as a carer.
- 9.2 It follows that in fulfilling their obligations under the dispute resolution procedure prescribed by this Award the parties have obligations to take all reasonable steps to ensure that the operation of the provisions of this Award are not directly or indirectly discriminatory in their effects. It will be consistent with the fulfilment of these obligations for the parties to make application to vary any provision of the Award which, by its terms or operation, has a direct or indirect discriminatory effect.

- 9.3 Under the *Anti-Discrimination Act 1977*, it is unlawful to victimise an employee because the employee has made or may make or has been involved in a complaint of unlawful discrimination or harassment.
- 9.4 Nothing in this clause is taken to affect:
- 9.4.1 any conduct or act which is specifically exempted from anti-discrimination legislation;
- 9.4.2 offering or providing junior rates of pay to persons under 21 years of age;
- 9.4.3 any act or practice of a body established to propagate religion which is exempted under section 56(d) of the *Anti-Discrimination Act 1977*; or
- 9.4.4 a party to this award from pursuing matters of unlawful discrimination in any State or Federal jurisdiction.
- 9.5 This clause does not create legal rights or obligations in addition to those imposed upon the parties by the legislation referred to in this clause.

NOTES -

- (a) Employers and employees may also be subject to Commonwealth anti-discrimination legislation.
- (b) Section 56(d) of the *Anti-Discrimination Act 1977* provides:
- "Nothing in this Act affects ... any other act or practice of a body established to propagate religion that conforms to the doctrines of that religion or is necessary to avoid injury to the religious susceptibilities of the adherents of that religion."

10. No Extra Claims

The Commission makes this Award on the basis that the parties have provided the following undertaking: Other than as provided for in the Industrial Relations Act 1996, 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 2025 by a party to this Award.

For the avoidance of doubt, the Parties may, during the term of this Award, discuss additional opportunities for system improvements and, if agreed, a further pay increase may be provided to recognise the contribution of employees to those system improvements.

SCHEDULE 1

BIC CLASSIFICATIONS, RELEVANT STATE AWARDS AND RATES OF PAY

COLUMN 1 BIC Classification	COLUMN 2 Relevant State Award	COLUMN 3 ffppoa 1 July 2024 \$
BI Boiler Attendant		
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award 2024	1209.00
BI Catering		
Assistant		
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award 2024	1340.01
Officer		
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award 2024	1443.15

BI Clerk		
Junior		
16 Years	Health Employees Conditions of Employment (State) Award 2024	637.07
17 Years	Health Employees Conditions of Employment (State) Award 2024	718.93
18 Years	Health Employees Conditions of Employment (State) Award 2024	818.24
19 Years	Health Employees Conditions of Employment (State) Award 2024	916.72
20 Years	Health Employees Conditions of Employment (State) Award 2024	1006.65
Grade 1		
Year 1	Health Employees Conditions of Employment (State) Award 2024	1062.18
Year 2	Health Employees Conditions of Employment (State) Award 2024	1104.68
Year 3	Health Employees Conditions of Employment (State) Award 2024	1145.14
Year 4	Health Employees Conditions of Employment (State) Award 2024	1172.15
Year 5	Health Employees Conditions of Employment (State) Award 2024	1199.07
Grade 2		
Year 1	Health Employees Conditions of Employment (State) Award 2024	1238.96
Year 2	Health Employees Conditions of Employment (State) Award 2024	1280.46
Grade 3		
Year 1	Health Employees Conditions of Employment (State) Award 2024	1321.52
Year 2	Health Employees Conditions of Employment (State) Award 2024	1363.63
Grade 4		
Year 1	Health Employees Conditions of Employment (State) Award 2024	1398.60
Year 2	Health Employees Conditions of Employment (State) Award 2024	1430.64
Grade 5		
Year 1	Health Employees Conditions of Employment (State) Award 2024	1473.32
Year 2	Health Employees Conditions of Employment (State) Award 2024	1507.36
Grade 6		
Year 1	Health Employees Conditions of Employment (State) Award 2024	1554.59
Year 2	Health Employees Conditions of Employment (State) Award 2024	1591.10
Grade 7		
Year 1	Health Employees Conditions of Employment (State) Award 2024	1647.02
Year 2	Health Employees Conditions of Employment (State) Award 2024	1690.76
Grade 8		
Year 1	Health Employees Conditions of Employment (State) Award 2024	1813.22

Year 2	Health Employees Conditions of Employment (State) Award 2024	1869.35
BI Cook		
Cook	Health Employees Conditions of Employment (State) Award 2024	1283.40
BI CSSD Supervisor		
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award 2024	1439.77
BI Diet Supervisor		
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award 2024	1340.01
BI Diversional Therapist		
Without Diploma		
Year 1	Health Employees Conditions of Employment (State) Award 2024	1164.32
Year 2	Health Employees Conditions of Employment (State) Award 2024	1186.30
Year 3	Health Employees Conditions of Employment (State) Award 2024	1211.83
With Diploma		
Year 1	Health Employees Conditions of Employment (State) Award 2024	1173.68
Year 2	Health Employees Conditions of Employment (State) Award 2024	1239.41
Year 3	Health Employees Conditions of Employment (State) Award 2024	1303.86
Year 4	Health Employees Conditions of Employment (State) Award 2024	1368.89
Year 5	Health Employees Conditions of Employment (State) Award 2024	1430.54
BI EDSA		
Year 1	Health Employees Conditions of Employment (State) Award 2024	1238.96
Year 2	Health Employees Conditions of Employment (State) Award 2024	1280.46
EDSA Level 3		
Year 1	Health Employees Conditions of Employment (State) Award 2024	1321.52
Year 2	Health Employees Conditions of Employment (State) Award 2024	1363.63
BI Electronics Technician		
Year 1	Health Employees Conditions of Employment (State) Award 2024	1664.79
Year 2	Health Employees Conditions of Employment (State) Award 2024	1726.65
Electronics Technician 5%		
Year 1	Health Employees Conditions of Employment (State) Award 2024	1747.13
Year 2	Health Employees Conditions of Employment (State) Award 2024	1812.05
Electronics Technician 10%		

Year 1	Health Employees Conditions of Employment (State) Award 2024	1829.59
Year 2	Health Employees Conditions of Employment (State) Award 2024	1897.43
Electronics Technician 15%		
Year 1	Health Employees Conditions of Employment (State) Award 2024	1911.71
Year 2	Health Employees Conditions of Employment (State) Award 2024	1983.03
BI Field Implementation Officer		
Year 1	Health Employees Conditions of Employment (State) Award 2024	1539.88
Year 2	Health Employees Conditions of Employment (State) Award 2024	1575.91
Year 3	Health Employees Conditions of Employment (State) Award 2024	1631.58
Year 4	Health Employees Conditions of Employment (State) Award 2024	1674.96
BI Heavy Cleaner		
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award 2024	1171.82
BI Hospital Assistant		
Assistant		
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award 2024	1147.47
Leading Hand		
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award 2024	1191.34
BI Housekeeper		
Assist		
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award 2024	1262.57
Housekeeper		
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award 2024	1322.92
BI Kitchen Hand		
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award 2024	1171.82
BI Labourer		
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award 2024	1171.82
BI Patient Services Assistant		
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award 2024	1236.15
BI Machine Operator		
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award 2024	1344.91

BI Machinist		
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award 2024	1181.52
Leading Hand		
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award 2024	1225.61
BI Motor Vehicle Driver		
Motor Vehicle Driver up to 2950	Health Employees Conditions of Employment (State) Award 2024	1173.58
Motor Vehicle Driver up to 6250	Health Employees Conditions of Employment (State) Award 2024	1190.77
BI Pharmacy		
Assistant		
Grade 1		
Year 1	Health Employees Conditions of Employment (State) Award 2024	1186.10
Year 2	Health Employees Conditions of Employment (State) Award 2024	1211.45
Year 3	Health Employees Conditions of Employment (State) Award 2024	1231.68
Year 4	Health Employees Conditions of Employment (State) Award 2024	1263.87
Grade 2		
Year 1	Health Employees Conditions of Employment (State) Award 2024	1263.87
Year 2	Health Employees Conditions of Employment (State) Award 2024	1292.76
Grad Pharmacist Unregistered		
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award 2024	1457.76
Pharmacist		
Grade 1		
Year 1	Health Employees Conditions of Employment (State) Award 2024	1542.80
Year 2	Health Employees Conditions of Employment (State) Award 2024	1644.20
Year 3	Health Employees Conditions of Employment (State) Award 2024	1752.87
Year 4	Health Employees Conditions of Employment (State) Award 2024	1947.00
Year 5	Health Employees Conditions of Employment (State) Award 2024	2007.48
Grade 2		
Year 1	Health Employees Conditions of Employment (State) Award 2024	2154.26
Year 2	Health Employees Conditions of Employment (State) Award 2024	2223.99
Year 3	Health Employees Conditions of Employment (State) Award 2024	2283.98
Grade 3		
Year 1	Health Employees Conditions of Employment (State) Award 2024	2526.55
Year 2	Health Employees Conditions of Employment (State) Award 2024	2594.61

Pharmacy Technician		
Grade 1		
Year 1	Health Employees Conditions of Employment (State) Award 2024	1263.87
Year 2	Health Employees Conditions of Employment (State) Award 2024	1291.68
Year 3	Health Employees Conditions of Employment (State) Award 2024	1320.36
Year 4	Health Employees Conditions of Employment (State) Award 2024	1349.02
Grade 2		
Year 1	Health Employees Conditions of Employment (State) Award 2024	1378.25
Year 2	Health Employees Conditions of Employment (State) Award 2024	1426.20
Year 3	Health Employees Conditions of Employment (State) Award 2024	1470.39
Year 4	Health Employees Conditions of Employment (State) Award 2024	1508.90
Grade 3		
Year 1	Health Employees Conditions of Employment (State) Award 2024	1609.92
Year 2	Health Employees Conditions of Employment (State) Award 2024	1661.87
Grade 4		
Year 1	Health Employees Conditions of Employment (State) Award 2024	1716.96
Year 2	Health Employees Conditions of Employment (State) Award 2024	1819.66
BI Pathology Assist		
Year 1	Health Employees Conditions of Employment (State) Award 2024	1286.33
Year 2	Health Employees Conditions of Employment (State) Award 2024	1320.69
Year 3	Health Employees Conditions of Employment (State) Award 2024	1355.79
BI Porters		
Porter	Health Employees Conditions of Employment (State) Award 2024	1196.72
Theatre Porter	Health Employees Conditions of Employment (State) Award 2024	1223.15
Supervising Porter	Health Employees Conditions of Employment (State) Award 2024	1240.34
Foreperson Porter	Health Employees Conditions of Employment (State) Award 2024	1546.77
BI Radiographer		
Level 1		
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award 2024	1407.59
Level 2		
Year 1	Health Employees Conditions of Employment (State) Award 2024	1457.66

Year 2	Health Employees Conditions of Employment (State) Award 2024	1644.08
Year 3	Health Employees Conditions of Employment (State) Award 2024	1860.08
Year 4	Health Employees Conditions of Employment (State) Award 2024	1946.90
Year 5	Health Employees Conditions of Employment (State) Award 2024	2007.71
Level 3		
Grade 1		
Year 1	Health Employees Conditions of Employment (State) Award 2024	2154.26
Year 2	Health Employees Conditions of Employment (State) Award 2024	2223.99
Grade 2		
Year 1	Health Employees Conditions of Employment (State) Award 2024	2284.10
Year 2	Health Employees Conditions of Employment (State) Award 2024	2526.55
Grade 3		
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award 2024	2594.72
Level 4		
Grade 1		
Year 1	Health Employees Conditions of Employment (State) Award 2024	2594.72
Year 2	Health Employees Conditions of Employment (State) Award 2024	2679.19
Grade 2		
Year 1	Health Employees Conditions of Employment (State) Award 2024	2760.10
Year 2	Health Employees Conditions of Employment (State) Award 2024	2827.83
Level 5		
Grade 1		
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award 2024	3024.67
Grade 2		
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award 2024	3098.24
Grade 3		
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award 2024	3254.04
Level 6		
Grade 1		
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award 2024	3331.12
Grade 2		
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award 2024	3407.62

Grade 3		
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award 2024	3484.44
BI Remote Fire Safety Officer		
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award 2024	1338.12
BI Rehabilitation Supervisor		
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award 2024	1424.34
BI Secretary		
Grade 2		
Year 1	Health Employees Conditions of Employment (State) Award 2024	1302.93
Year 2	Health Employees Conditions of Employment (State) Award 2024	1322.70
Grade 3		
Year 1	Health Employees Conditions of Employment (State) Award 2024	1398.60
Year 2	Health Employees Conditions of Employment (State) Award 2024	1430.64
BI Technical Assistant		
Grade 1		
Year 1	Health Employees Conditions of Employment (State) Award 2024	1175.33
Year 2	Health Employees Conditions of Employment (State) Award 2024	1196.72
Year 3	Health Employees Conditions of Employment (State) Award 2024	1222.92
Grade 2		
Year 1	Health Employees Conditions of Employment (State) Award 2024	1196.72
Year 2	Health Employees Conditions of Employment (State) Award 2024	1222.92
Grade 3		
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award 2024	1244.12
BI Assistant Bio/Med		
Level 1	Health Employees Conditions of Employment (State) Award 2024	1244.12
Level 2	Health Employees Conditions of Employment (State) Award 2024	1303.61
Level 3	Health Employees Conditions of Employment (State) Award 2024	1355.66
BI Telephonist		
Grade 1		
Year 1	Health Employees Conditions of Employment (State) Award 2024	1101.15
Year 2	Health Employees Conditions of Employment (State) Award 2024	1120.93

Year 3	Health Employees Conditions of Employment (State) Award 2024	1165.62
Year 4	Health Employees Conditions of Employment (State) Award 2024	1193.79
Year 5	Health Employees Conditions of Employment (State) Award 2024	1241.52
Grade 2		
Year 1	Health Employees Conditions of Employment (State) Award 2024	1256.14
Year 2	Health Employees Conditions of Employment (State) Award 2024	1282.09
Year 3	Health Employees Conditions of Employment (State) Award 2024	1307.12
BI Team Leader		
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award 2024	1439.77
BI Trades		
Apprentice		
SC53% Year 1 and Thereafter	Public Health Service Employees Skilled Trades (State) Award 2024	756.95
SC64% Year 1 and Thereafter	Public Health Service Employees Skilled Trades (State) Award 2024	910.42
SC75% Year 1 and Thereafter	Public Health Service Employees Skilled Trades (State) Award 2024	1063.86
SC86% Year 1 and Thereafter	Public Health Service Employees Skilled Trades (State) Award 2024	1217.07
HSC64% Year 1 and Thereafter	Public Health Service Employees Skilled Trades (State) Award 2024	910.42
HSC75% Year 1 and Thereafter	Public Health Service Employees Skilled Trades (State) Award 2024	1063.86
HSC86% Year 1 and Thereafter	Public Health Service Employees Skilled Trades (State) Award 2024	1217.07
HSC97% Year 1 and Thereafter	Public Health Service Employees Skilled Trades (State) Award 2024	1370.28
Tradesman		
Year 1 and Thereafter	Public Health Service Employees Skilled Trades (State) Award 2024	1412.30
Tradesman 2321 (+ 5%) Level 2	Public Health Service Employees Skilled Trades (State) Award 2024	1481.99
Tradesman 2321 (+ 10%) Level 3	Public Health Service Employees Skilled Trades (State) Award 2024	1551.47
Tradesman 2321 (+ 15%) Level 4	Public Health Service Employees Skilled Trades (State) Award 2024	1621.17
Tradesman 2321 (+ 20%) Level 5	Public Health Service Employees Skilled Trades (State) Award 2024	1691.35
BI Ward Services Officer		
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award 2024	1292.88

SCHEDULE 2

BIC CLASSIFICATION ALLOWANCES

Allowance Description	Frequency	ffppoa 1 July 2024 \$
Broken Hill Town & Versatility Allowance	Per Week	53.40
Pool Allowance	Per Week	13.97
Offensive Work	Per Week	5.19
Typing Qualification	Annual	848.76
Sterilising Certificate	Per Week	16.92
Pruning	Per Shift	3.41

SCHEDULE 3

Health and Community Employees Psychologists (State) Award 2021
Health Employees' (State) Award 2021
Health Employees' Administrative Staff (State) Award 2021
Health Employees' Computer Staff (State) Award 2021
Health Employees' Conditions of Employment (State) Award 2021
Health Employees' Dental Officers (State) Award 2021
Health Employees' Dental Prosthetists and Dental Technicians (State) Award 2021
Health Employees' Engineers (State) Award 2021
Health Employees' General Administrative Staff (State) Award 2021
Health Employees' Interpreters' (State) Award 2021
Health Employees' Medical Radiation Scientists (State) Award 2021
Health Employees' Oral Health Therapists (State) Award 2021
Health Employees' Pharmacists (State) Award 2021
Health Employees' Technical (State) Award 2021
Health Managers (State) Award 2021
Health Professional and Medical Salaries (State) Award 2021
Hospital Scientists (State) Award 2021
NSW Health Service Aboriginal Health Workers' (State) Award 2021
NSW Health Service Health Professionals (State) Award 2021
Public Hospital (Training Wage) (State) Award 2021
Public Hospital Dental Assistants (State) Award 2021
Public Hospital Medical Physicists (State) Award 2021
Public Hospital Medical Record Librarians (State) Award 2021
Public Hospital Professional Engineers' (Bio-medical Engineers) (State) Award 2021
Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award
Public Hospitals Library Staff (State) Award 2021
Teachers' (NSW Health Early Childhood Service Centres) Salaries and Miscellaneous Conditions
Public Health Service Employees Skilled Trades (State) Award 2021

SCHEDULE 4

STATE AWARD CLASSIFICATIONS

COLUMN 1 Classification	COLUMN 2 State Award – Pay Rates	COLUMN 3 State Award - Conditions of Employment
Health Manager Level 1	Health Managers (State) Award 2021	Health Employees' Conditions of Employment (State) Award 2021
Health Manager Level 2	Health Managers (State) Award 2021	Health Employees' Conditions of Employment (State) Award 2021
Health Manager Level 3	Health Managers (State) Award 2021	Health Employees' Conditions of Employment (State) Award 2021
Health Manager Level 4	Health Managers (State) Award 2021	Health Employees' Conditions of Employment (State) Award 2021
Health Manager Level 5	Health Managers (State) Award 2021	Health Employees' Conditions of Employment (State) Award 2021 Health Managers Level 5 and above - approval for an allocated day off Determination
Health Manager Level 6	Health Managers (State) Award 2021	Health Employees' Conditions of Employment (State) Award 2021 Health Managers Level 5 and above – approval for an allocated day off Determination
Welfare Officer Level 2	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021
Welfare Officer Level 3	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021
Welfare Officer Level 4	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021
Health Education Officer (Graduate)	Health Education Officer Determination Health Professional Salaries (State) Award	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021
Health Education Officer (Non-Graduate)	Health Education Officer Determination Health Professional Salaries (State) Award	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021
Senior Health Education Officer (Non- Graduate)	Health Education Officer Determination Health Professional Salaries (State) Award	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021
Dietitian Level 1	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021 Grading Committees - Social Workers and Dietitians Determination
Dietitian Level 3	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021 Grading Committees - Social Workers and Dietitians Determination

COLUMN 1 Classification	COLUMN 2 State Award – Pay Rates	COLUMN 3 State Award - Conditions of Employment
Dietitian Level 4	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021 Grading Committees - Social Workers and Dietitians Determination
Dietitian Level 5	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021 Grading Committees - Social Workers and Dietitians Determination
Podiatrist Level 4	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021
Social Worker Level 1	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021 Grading Committees - Social Workers and Dietitians Determination
Social Worker Level 2	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021 Grading Committees - Social Workers and Dietitians Determination
Social Worker Level 3	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021 Grading Committees - Social Workers and Dietitians Determination
Social Worker Level 4	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021 Grading Committees - Social Workers and Dietitians Determination
Social Worker Level 5	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021 Grading Committees - Social Workers and Dietitians Determination
Sexual Assault Worker Level 1	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021
Sexual Assault Worker Level 2	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021
Sexual Assault Worker Level 3	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021

COLUMN 1 Classification	COLUMN 2 State Award – Pay Rates	COLUMN 3 State Award - Conditions of Employment
Sexual Assault Worker Level 4	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021
Sexual Assault Worker Level 5	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021
Aboriginal Health Worker	Health Professional and Medical Salaries (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021 NSW Health Service Aboriginal Health Workers' (State) Award 2021
Aboriginal Health Practitioner	Health Professional and Medical Salaries (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021 NSW Health Service Aboriginal Health Workers' (State) Award 2021
Principal Aboriginal Health Worker	Health Professional and Medical Salaries (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021 NSW Health Service Aboriginal Health Workers' (State) Award 2021
Counsellor Level 1	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021
Counsellor Level 2	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021
Counsellor Level 3	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021
Counsellor Level 4	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021
Dental Assistant Grade 1	Health Professional and Medical Salaries (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021 Public Hospital Dental Assistants (State) Award 2021
Dental Assistant Grade 2	Health Professional and Medical Salaries (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021 Public Hospital Dental Assistants (State) Award 2021
Dental Officer Level 3	Health Professional and Medical Salaries (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021 Public Hospital Dental Officers (State) Award 2021

COLUMN 1 Classification	COLUMN 2 State Award – Pay Rates	COLUMN 3 State Award - Conditions of Employment
Assistant Engineer Grade 2	Health Employees Engineers (State) Award 2021	Health Employees' Conditions of Employment (State) Award 2021
Occupational Therapist Level 1	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021
Occupational Therapist Level 3	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021
Occupational Therapist Level 5	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021
Oral Health Therapist Level 1	Health Professional and Medical Salaries (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021 Health Employees Oral Health Therapists (State) Award 2021
Oral Health Therapist Level 2	Health Professional and Medical Salaries (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021 Health Employees Oral Health Therapists (State) Award 2021
Psychologist	Health and Community Employees Psychologists (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021 Health and Community Employees Psychologists (State) Award 2021
Senior Psychologist	Health and Community Employees Psychologists (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021 Health and Community Employees Psychologists (State) Award 2021
Physiotherapist Level 1	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021
Physiotherapist Level 3	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021
Speech Pathologist Level 1	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021
Speech Pathologist Level 3	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021
Maintenance Super (Non-Trades) I/C	Health Employees (State) Award 2021	Health Employees' Conditions of Employment (State) Award 2021
Trainee	Public Hospital (Training Wage) (State) Award 2021	Public Hospital (Training Wage) (State) Award 2021
Hospital Scientist (Scientific Officer)	Health Professional and Medical Salaries (State) Award 2021	Hospital Scientists (State) Award 2021

COLUMN 1 Classification	COLUMN 2 State Award – Pay Rates	COLUMN 3 State Award - Conditions of employment
Senior Hospital Scientist In- Charge of Section	Health Professional and Medical Salaries (State) Award 2021	Hospital Scientists (State) Award 2021

C. MUIR *Commissioner.*

Printed by the authority of the Industrial Registrar.