

BROKEN HILL HEALTH EMPLOYEES' (STATE) AWARD 2025

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Ministry of Health.

(Case No. 413362 of 2025)

Before Commissioner Muir

10 November 2025

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 20 February 2025 (397 IG 639) and all variations thereof.
- 2.3 This Award takes effect from 1 July 2025 and shall remain in force for a period of two years. The rates of pay in Schedule 1 will apply from the first full pay period on or after (ffppoa) 1 July 2025 (column 3) and the first full pay period on or after (ffppoa) 1 July 2026 (column 4).
- 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 For each 12 months of employment employees will accrue 5 weeks (190 hours) annual leave, plus one additional day for each public holiday which falls during a period of annual leave. Annual leave will accrue progressively throughout an employee's employment.
- 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

- 7.1 The terms of the Health Industry Status of Employment (State) Award , 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

Other than as provided for in the *Industrial Relations Act 1996*, there will be no further claims/demands or proceedings instituted before the NSW Industrial Relations Commission 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 the nominal expiry of the Award unilaterally made by a party to this Award unless otherwise agreed by the parties.

This clause does not prevent the Parties from continuing collaborative discussions during the life of the Award to deliver additional enhancements to remuneration and/or conditions of employment, and to achieve additional industry wide and systemic efficiencies and productivity improvements to the delivery of Government services to the public. Changes to conditions or salaries may be jointly progressed and, if agreed, an application to vary the Award may be made by consent prior to the nominal expiry of the Award.

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 2025 \$	COLUMN 4 ffppoa 1 July 2026 \$
BI Boiler Attendant			
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award	1257.36	1307.65
BI Catering			
Assistant			
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award	1393.61	1449.35

Officer			
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award	1500.88	1560.92
BI Clerk			
Junior			
16 Years	Health Employees Conditions of Employment (State) Award	662.55	689.05
17 Years	Health Employees Conditions of Employment (State) Award	747.69	777.60
18 Years	Health Employees Conditions of Employment (State) Award	850.97	885.01
19 Years	Health Employees Conditions of Employment (State) Award	953.39	991.53
20 Years	Health Employees Conditions of Employment (State) Award	1046.92	1088.80
Grade 1			
Year 1	Health Employees Conditions of Employment (State) Award	1104.67	1148.86
Year 2	Health Employees Conditions of Employment (State) Award	1148.87	1194.82
Year 3	Health Employees Conditions of Employment (State) Award	1190.95	1238.59
Year 4	Health Employees Conditions of Employment (State) Award	1219.04	1267.80
Year 5	Health Employees Conditions of Employment (State) Award	1247.03	1296.91
Grade 2			
Year 1	Health Employees Conditions of Employment (State) Award	1288.52	1340.06
Year 2	Health Employees Conditions of Employment (State) Award	1331.68	1384.95
Grade 3			
Year 1	Health Employees Conditions of Employment (State) Award	1374.38	1429.36
Year 2	Health Employees Conditions of Employment (State) Award	1418.18	1474.91
Grade 4			
Year 1	Health Employees Conditions of Employment (State) Award	1454.54	1512.72
Year 2	Health Employees Conditions of Employment (State) Award	1487.87	1547.38
Grade 5			
Year 1	Health Employees Conditions of Employment (State) Award	1532.25	1593.54
Year 2	Health Employees Conditions of Employment (State) Award	1567.65	1630.36
Grade 6			
Year 1	Health Employees Conditions of Employment (State) Award	1616.77	1681.44
Year 2	Health Employees Conditions of Employment (State) Award	1654.74	1720.93
Grade 7			
Year 1	Health Employees Conditions of Employment (State) Award	1712.90	1781.42
Year 2	Health Employees Conditions of Employment (State) Award	1758.39	1828.73

Grade 8			
Year 1	Health Employees Conditions of Employment (State) Award	1885.75	1961.18
Year 2	Health Employees Conditions of Employment (State) Award	1944.12	2021.88
BI Cook			
Cook	Health Employees Conditions of Employment (State) Award	1334.74	1388.13
BI CSSD Supervisor			
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award	1497.36	1557.25
BI Diet Supervisor			
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award	1393.61	1449.35
BI Diversional Therapist Without Diploma			
Year 1	Health Employees Conditions of Employment (State) Award	1210.89	1259.33
Year 2	Health Employees Conditions of Employment (State) Award	1233.75	1283.10
Year 3	Health Employees Conditions of Employment (State) Award	1260.30	1310.71
With Diploma			
Year 1	Health Employees Conditions of Employment (State) Award	1220.63	1269.46
Year 2	Health Employees Conditions of Employment (State) Award	1288.99	1340.55
Year 3	Health Employees Conditions of Employment (State) Award	1356.01	1410.25
Year 4	Health Employees Conditions of Employment (State) Award	1423.65	1480.60
Year 5	Health Employees Conditions of Employment (State) Award	1487.76	1547.27
BI EDSA			
Year 1	Health Employees Conditions of Employment (State) Award	1288.52	1340.06
Year 2	Health Employees Conditions of Employment (State) Award	1331.68	1384.95
EDSA Level 3			
Year 1	Health Employees Conditions of Employment (State) Award	1374.38	1429.36
Year 2	Health Employees Conditions of Employment (State) Award	1418.18	1474.91
BI Electronics Technician			
Year 1	Health Employees Conditions of Employment (State) Award	1731.38	1800.64
Year 2	Health Employees Conditions of Employment (State) Award	1795.72	1867.55
Electronics Technician 5%			
Year 1	Health Employees Conditions of Employment (State) Award	1817.02	1889.70
Year 2	Health Employees Conditions of Employment (State) Award	1884.53	1959.91
Electronics Technician 10%			
Year 1	Health Employees Conditions of Employment (State) Award	1902.77	1978.88

Year 2	Health Employees Conditions of Employment (State) Award	1973.33	2052.26
Electronics Technician 15%			
Year 1	Health Employees Conditions of Employment (State) Award	1988.18	2067.71
Year 2	Health Employees Conditions of Employment (State) Award	2062.35	2144.84
BI Field Implementation Officer			
Year 1	Health Employees Conditions of Employment (State) Award	1601.48	1665.54
Year 2	Health Employees Conditions of Employment (State) Award	1638.95	1704.51
Year 3	Health Employees Conditions of Employment (State) Award	1696.84	1764.71
Year 4	Health Employees Conditions of Employment (State) Award	1741.96	1811.64
BI Heavy Cleaner			
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award	1218.69	1267.44
BI Hospital Assistant			
Assistant			
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award	1193.37	1241.10
Leading Hand			
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award	1238.99	1288.55
BI Housekeeper			
Assist			
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award	1313.07	1365.59
Housekeeper			
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award	1375.84	1430.87
BI Kitchen Hand			
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award	1218.69	1267.44
BI Labourer			
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award	1218.69	1267.44
BI Patient Services Assistant			
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award	1285.60	1337.02
BI Machine Operator			
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award	1398.71	1454.66
BI Machinist			
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award	1228.78	1277.93
BI Leading Hand			
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award	1274.63	1325.62
BI Motor Vehicle Driver			
Motor Vehicle Driver up to 2950	Health Employees Conditions of Employment (State) Award	1220.52	1269.34
Motor Vehicle Driver up to 6250	Health Employees Conditions of Employment (State) Award	1238.40	1287.94

BI Pharmacy			
Assistant			
Grade 1			
Year 1	Health Employees Conditions of Employment (State) Award	1233.54	1282.88
Year 2	Health Employees Conditions of Employment (State) Award	1259.91	1310.31
Year 3	Health Employees Conditions of Employment (State) Award	1280.95	1332.19
Year 4	Health Employees Conditions of Employment (State) Award	1314.42	1367.00
Grade 2			
Year 1	Health Employees Conditions of Employment (State) Award	1314.42	1367.00
Year 2	Health Employees Conditions of Employment (State) Award	1344.47	1398.25
Unregistered			
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award	1516.07	1576.71
Pharmacist			
Grade 1			
Year 1	Health Employees Conditions of Employment (State) Award	1604.76	1668.95
Year 2	Health Employees Conditions of Employment (State) Award	1709.97	1778.37
Year 3	Health Employees Conditions of Employment (State) Award	1822.98	1895.90
Year 4	Health Employees Conditions of Employment (State) Award	2024.86	2105.85
Year 5	Health Employees Conditions of Employment (State) Award	2087.86	2171.37
Grade 2			
Year 1	Health Employees Conditions of Employment (State) Award	2240.49	2330.11
Year 2	Health Employees Conditions of Employment (State) Award	2312.95	2405.47
Year 3	Health Employees Conditions of Employment (State) Award	2375.32	2470.33
Grade 3			
Year 1	Health Employees Conditions of Employment (State) Award	2627.59	2732.69
Year 2	Health Employees Conditions of Employment (State) Award	2698.69	2806.64
Grade 4			
Year 1	Health Employees Conditions of Employment (State) Award	2698.69	2806.64
Year 2	Health Employees Conditions of Employment (State) Award	2787.78	2899.29
Grade 5			
Year 1	Health Employees Conditions of Employment (State) Award	2870.39	2985.21
Year 2	Health Employees Conditions of Employment (State) Award	2940.76	3058.39
Pharmacy Technician			
Grade 1			
Year 1	Health Employees Conditions of Employment (State) Award	1314.42	1367.00

Year 2	Health Employees Conditions of Employment (State) Award	1343.35	1397.08
Year 3	Health Employees Conditions of Employment (State) Award	1373.17	1428.10
Year 4	Health Employees Conditions of Employment (State) Award	1402.98	1459.10
Grade 2			
Year 1	Health Employees Conditions of Employment (State) Award	1433.38	1490.72
Year 2	Health Employees Conditions of Employment (State) Award	1483.25	1542.58
Year 3	Health Employees Conditions of Employment (State) Award	1529.21	1590.38
Year 4	Health Employees Conditions of Employment (State) Award	1569.26	1632.03
Grade 3			
Year 1	Health Employees Conditions of Employment (State) Award	1674.32	1741.29
Year 2	Health Employees Conditions of Employment (State) Award	1728.34	1797.47
Grade 4			
Year 1	Health Employees Conditions of Employment (State) Award	1785.64	1857.07
Year 2	Health Employees Conditions of Employment (State) Award	1892.45	1968.15
BI Pathology Assist			
Year 1	Health Employees Conditions of Employment (State) Award	1337.78	1391.29
Year 2	Health Employees Conditions of Employment (State) Award	1373.52	1428.46
Year 3	Health Employees Conditions of Employment (State) Award	1410.02	1466.42
BI Porters			
Porter	Health Employees Conditions of Employment (State) Award	1244.59	1294.37
Theatre Porter	Health Employees Conditions of Employment (State) Award	1272.08	1322.96
Supervising Porter	Health Employees Conditions of Employment (State) Award	1289.95	1341.55
Foreperson Porter	Health Employees Conditions of Employment (State) Award	1608.64	1672.99
BI Radiographer			
Level 1			
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award	1463.89	1522.45
Level 2			
Year 1	Health Employees Conditions of Employment (State) Award	1515.97	1576.61
Year 2	Health Employees Conditions of Employment (State) Award	1709.84	1778.23
Year 3	Health Employees Conditions of Employment (State) Award	1934.48	2011.86
Year 4	Health Employees Conditions of Employment (State) Award	2024.78	2105.77
Year 5	Health Employees Conditions of Employment (State) Award	2088.02	2171.54

Level 3			
Grade 1			
Year 1	Health Employees Conditions of Employment (State) Award	2240.43	2330.05
Year 2	Health Employees Conditions of Employment (State) Award	2312.95	2405.47
Grade 2			
Year 1	Health Employees Conditions of Employment (State) Award	2375.46	2470.48
Year 2	Health Employees Conditions of Employment (State) Award	2627.61	2732.71
Grade 3			
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award	2698.51	2806.45
Level 4			
Grade 1			
Year 1	Health Employees Conditions of Employment (State) Award	2698.51	2806.45
Year 2	Health Employees Conditions of Employment (State) Award	2786.36	2897.81
Grade 2			
Year 1	Health Employees Conditions of Employment (State) Award	2870.50	2985.32
Year 2	Health Employees Conditions of Employment (State) Award	2940.94	3058.58
Level 5			
Grade 1			
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award	3145.66	3271.49
Grade 2			
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award	3222.17	3351.06
Grade 3			
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award	3384.20	3519.57
Level 6			
Grade 1			
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award	3464.36	3602.93
Grade 2			
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award	3543.92	3685.68
Grade 3			
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award	3623.82	3768.77
BI Cardiac Technician			
Year 1	Health Employees Conditions of Employment (State) Award	1433.15	1490.48
Year 2	Health Employees Conditions of Employment (State) Award	1484.68	1544.07
Year 3	Health Employees Conditions of Employment (State) Award	1530.47	1591.69
Year 4 and Thereafter	Health Employees Conditions of Employment (State) Award	1570.95	1633.79

BI Cardiac Technologist			
Grade 1			
Year 1	Health Employees Conditions of Employment (State) Award	1463.79	1522.34
Year 2	Health Employees Conditions of Employment (State) Award	1515.76	1576.39
Year 3	Health Employees Conditions of Employment (State) Award	1604.76	1668.95
Year 4	Health Employees Conditions of Employment (State) Award	1709.68	1778.07
Year 5	Health Employees Conditions of Employment (State) Award	1822.77	1895.68
Year 6	Health Employees Conditions of Employment (State) Award	1934.44	2011.82
Year 7	Health Employees Conditions of Employment (State) Award	2024.86	2105.85
Year 8 and Thereafter	Health Employees Conditions of Employment (State) Award	2087.86	2171.37
Grade 2 (Sonographer or EPS)			
Year 1	Health Employees Conditions of Employment (State) Award	2024.86	2105.85
Year 2	Health Employees Conditions of Employment (State) Award	2087.86	2171.37
Year 3 and Thereafter	Health Employees Conditions of Employment (State) Award	2240.49	2330.11
BI Senior Cardiac Technologist			
Year 1	Health Employees Conditions of Employment (State) Award	2240.49	2330.11
Year 2 and Thereafter	Health Employees Conditions of Employment (State) Award	2312.86	2405.37
BI Remote Fire Safety Officer			
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award	1391.64	1447.31
BI Rehabilitation Supervisor			
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award	1481.31	1540.56
BI Secretary			
Grade 2			
Year 1	Health Employees Conditions of Employment (State) Award	1355.05	1409.25
Year 2	Health Employees Conditions of Employment (State) Award	1375.61	1430.63
Grade 3			
Year 1	Health Employees Conditions of Employment (State) Award	1454.54	1512.72
Year 2	Health Employees Conditions of Employment (State) Award	1487.87	1547.38
BI Technical Assistant			
Grade 1			
Year 1	Health Employees Conditions of Employment (State) Award	1222.34	1271.23
Year 2	Health Employees Conditions of Employment (State) Award	1244.59	1294.37
Year 3	Health Employees Conditions of Employment (State) Award	1271.84	1322.71

Grade 2			
Year 1	Health Employees Conditions of Employment (State) Award	1244.59	1294.37
Year 2	Health Employees Conditions of Employment (State) Award	1271.84	1322.71
Grade 3			
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award	1293.88	1345.64
BI Assistant Bio/Med			
Level 1	Health Employees Conditions of Employment (State) Award	1293.88	1345.64
Level 2	Health Employees Conditions of Employment (State) Award	1355.75	1409.98
Level 3	Health Employees Conditions of Employment (State) Award	1409.89	1466.29
BI Telephonist			
Grade 1			
Year 1	Health Employees Conditions of Employment (State) Award	1145.20	1191.01
Year 2	Health Employees Conditions of Employment (State) Award	1165.77	1212.40
Year 3	Health Employees Conditions of Employment (State) Award	1212.24	1260.73
Year 4	Health Employees Conditions of Employment (State) Award	1241.54	1291.20
Year 5	Health Employees Conditions of Employment (State) Award	1291.18	1342.83
Grade 2			
Year 1	Health Employees Conditions of Employment (State) Award	1306.39	1358.65
Year 2	Health Employees Conditions of Employment (State) Award	1333.37	1386.70
Year 3	Health Employees Conditions of Employment (State) Award	1359.40	1413.78
BI Team Leader			
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award	1497.36	1557.25
BI Trades			
Apprentice			
SC53% Year 1 and Thereafter	Public Health Service Employees Skilled Trades (State) Award	787.23	818.72
SC64% Year 1 and Thereafter	Public Health Service Employees Skilled Trades (State) Award	946.84	984.71
SC75% Year 1 and Thereafter	Public Health Service Employees Skilled Trades (State) Award	1106.41	1150.67
SC86% Year 1 and Thereafter	Public Health Service Employees Skilled Trades (State) Award	1265.75	1316.38
HSC64% Year 1 and Thereafter	Public Health Service Employees Skilled Trades (State) Award	946.84	984.71
HSC75% Year 1 and Thereafter	Public Health Service Employees Skilled Trades (State) Award	1106.41	1150.67
HSC86% Year 1 and Thereafter	Public Health Service Employees Skilled Trades (State) Award	1265.75	1316.38
HSC97% Year 1 and Thereafter	Public Health Service Employees Skilled Trades (State) Award	1425.09	1482.09

Tradesman			
Year 1 and Thereafter	Public Health Service Employees Skilled Trades (State) Award	1468.79	1527.54
Tradesman 2321 (+ 5%) Level 2	Public Health Service Employees Skilled Trades (State) Award	1541.27	1602.92
Tradesman 2321 (+ 10%) Level 3	Public Health Service Employees Skilled Trades (State) Award	1613.53	1678.07
Tradesman 2321 (+ 15%) Level 4	Public Health Service Employees Skilled Trades (State) Award	1686.02	1753.46
Tradesman 2321 (+ 20%) Level 5	Public Health Service Employees Skilled Trades (State) Award	1759.00	1829.36
BI Ward Services Officer			
Year 1 and Thereafter	Health Employees Conditions of Employment (State) Award	1344.60	1398.38

SCHEDULE 2

BIC CLASSIFICATION ALLOWANCES

Allowance Description	Frequency	ffppoa 1 July 2025 \$	ffppoa 1 July 2026 \$
Broken Hill Town & Versatility Allowance	Per Week	55.54	57.76
Pool Allowance	Per Week	14.53	15.11
Offensive Work	Per Week	5.40	5.62
Typing Qualification	Annual	882.96	918.28
Sterilising Certificate	Per Week	17.60	18.30
Pruning	Per Shift	3.55	3.69

SCHEDULE 3

Health and Community Employees Psychologists (State) Award
Health Employees' (State) Award
Health Employees' Administrative Staff (State) Award
Health Employees' Computer Staff (State) Award
Health Employees' Conditions of Employment (State) Award
Health Employees' Dental Officers (State) Award
Health Employees' Dental Prosthetists and Dental Technicians (State) Award
Health Employees' Engineers (State) Award
Health Employees' General Administrative Staff (State) Award
Health Employees' Interpreters' (State) Award
Health Employees' Medical Radiation Scientists (State) Award
Health Employees' Oral Health Therapists (State) Award
Health Employees' Pharmacists (State) Award
Health Employees' Technical (State) Award
Health Managers (State) Award
Health Professional and Medical Salaries (State) Award
Hospital Scientists (State) Award
NSW Health Service Aboriginal Health Workers' (State) Award
NSW Health Service Health Professionals (State) Award
Public Hospital (Training Wage) (State) Award
Public Hospital Dental Assistants (State) Award
Public Hospital Medical Physicists (State) Award

Public Hospital Medical Record Librarians (State) Award
Public Hospital Professional Engineers' (Bio-medical Engineers) (State) Award
Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award
Public Hospitals Library Staff (State) Award
Teachers' (NSW Health Early Childhood Education and Care Centres) Salaries and Miscellaneous Conditions Award
Public Health Service Employees Skilled Trades (State) Award

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	Health Employees' Conditions of Employment (State) Award
Health Manager Level 2	Health Managers (State) Award	Health Employees' Conditions of Employment (State) Award
Health Manager Level 3	Health Managers (State) Award	Health Employees' Conditions of Employment (State) Award
Health Manager Level 4	Health Managers (State) Award	Health Employees' Conditions of Employment (State) Award
Health Manager Level 5	Health Managers (State) Award	Health Employees' Conditions of Employment (State) Award Health Managers Level 5 and above - approval for an allocated day off Determination
Health Manager Level 6	Health Managers (State) Award	Health Employees' Conditions of Employment (State) Award Health Managers Level 5 and above – approval for an allocated day off Determination
Welfare Officer Level 2	NSW Health Service Health Professionals (State) Award	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award
Welfare Officer Level 3	NSW Health Service Health Professionals (State) Award	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award
Welfare Officer Level 4	NSW Health Service Health Professionals (State) Award	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award
Health Education Officer (Graduate)	Health Education Officer Determination Health Professional Salaries (State) Award	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award
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
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
Dietitian Level 1	NSW Health Service Health Professionals (State) Award	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award

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

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

COLUMN 1 Classification	COLUMN 2 State Award – Pay Rates	COLUMN 3 State Award - Conditions of Employment
Dental Assistant Grade 2	Health Professional and Medical Salaries (State) Award	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award Public Hospital Dental Assistants (State) Award
Dental Officer Level 3	Health Professional and Medical Salaries (State) Award	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award Public Hospital Dental Officers (State) Award
Assistant Engineer Grade 2	Health Employees Engineers (State) Award	Health Employees' Conditions of Employment (State) Award
Occupational Therapist Level 1	NSW Health Service Health Professionals (State) Award	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award
Occupational Therapist Level 3	NSW Health Service Health Professionals (State) Award	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award
Occupational Therapist Level 5	NSW Health Service Health Professionals (State) Award	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award
Oral Health Therapist Level 1	Health Professional and Medical Salaries (State) Award	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award Health Employees Oral Health Therapists (State) Award
Oral Health Therapist Level 2	Health Professional and Medical Salaries (State) Award	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award Health Employees Oral Health Therapists (State) Award
Psychologist	Health and Community Employees Psychologists (State) Award	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award Health and Community Employees Psychologists (State) Award
Senior Psychologist	Health and Community Employees Psychologists (State) Award	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award Health and Community Employees Psychologists (State) Award
Physiotherapist Level 1	NSW Health Service Health Professionals (State) Award	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award
Physiotherapist Level 3	NSW Health Service Health Professionals (State) Award	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award

COLUMN 1 Classification	COLUMN 2 State Award – Pay Rates	COLUMN 3 State Award - Conditions of Employment
Speech Pathologist Level 1	NSW Health Service Health Professionals (State) Award	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award
Speech Pathologist Level 3	NSW Health Service Health Professionals (State) Award	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award
Maintenance Super (Non-Trades) I/C	Health Employees (State) Award	Health Employees' Conditions of Employment (State) Award
Trainee	Public Hospital (Training Wage) (State) Award	Public Hospital (Training Wage) (State) Award
Hospital Scientist (Scientific Officer)	Health Professional and Medical Salaries (State) Award	Hospital Scientists (State) Award
Senior Hospital Scientist In-Charge of Section	Health Professional and Medical Salaries (State) Award	Hospital Scientists (State) Award

C. MUIR, *Commissioner*

Printed by the authority of the Industrial Registrar.