

HEALTH PROFESSIONAL AND MEDICAL SALARIES (STATE) AWARD 2022

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

AWARD

PART A

Arrangement

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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:

ADA = Daily Average + Neo-natal Adjustment + Non-inpatient Adjustment

Where:

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

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

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

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

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

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

2. Salaries

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

3. Salary Sacrifice to Superannuation

- (i) Notwithstanding the salaries prescribed in Clause 2, Salaries, as varied from time to time, an employee may elect, subject to the agreement of the employee's employer, to sacrifice a part or all of the salary payable under the salaries clause to additional employer superannuation contributions. Such election must be made prior to the commencement of the period of service to which the earnings relate. The amount sacrificed together with any salary packaging arrangements under Clause 6, 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 2021, as varied or replaced from time to time, shall apply to all persons covered by this Award.
- (ii) Conditions of employment relevant to a classification(s) identified within an Award listed in Part C, shall apply.
- (iii) Where inconsistency exists between the conditions provided by this clause, subclause (ii) shall apply.

5. Dispute Resolution

The dispute resolution procedures contained in the Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021, as varied or replaced from time to time, shall apply.

6. Salary Packaging

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

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

- (ii) Where an employee elects to package an amount of salary:
 - (a) Subject to Australian taxation law, the packaged amount of salary will reduce the salary subject to PAYE taxation deductions by that packaged amount.
 - (b) Any allowance, penalty rate, overtime payment, payment for unused leave entitlements, weekly workers' compensation, or other payment other than any payment for leave taken in service, to which an employee is entitled under this Award or statute which is expressed to be determined by reference to an employee's salary, shall be calculated by reference to the salary which would have applied to the employee under this Award in the absence of any salary packaging or salary sacrificing made under this Award.

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

7. No Extra Claims

Other than as provided for in the *Industrial Relations Act 1996* and the *Industrial Relations (Public Sector Conditions of Employment) Regulation 2014* (or its successor however described), 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 2023 by a party to this Award.

8. Area, Incidence and Duration

- (i) This Award takes effect from 1 July 2022 and shall remain in force for a period of one year. The rates and allowances in the second column in Table 1 of Part B - Monetary Rates, will apply from the first full pay period on or after (ffppoa) 1 July 2022.
- (ii) This Award rescinds and replaces the Health Professional and Medical Salaries (State) Award 2021 published 11 March 2022 (391 I.G. 660) and all variations thereof.
- (iii) This Award shall apply to persons employed in classifications contained herein employed in the New South Wales Health Service under s115(1) of the *Health Services Act 1997*, or their successors, assignees or transmittes.

PART B - MONETARY RATES

Table 1 - Salaries and Allowances

Classification	Frequency	Rate to apply prior to ffppoa 01/07/2022 \$	Rate from ffppoa 01/07/2022 \$
Aboriginal Health Worker			
1st Year	Per annum	55,492	56,896
2nd Year	Per annum	58,770	60,257
3rd Year	Per annum	61,993	63,561
4th Year	Per annum	65,294	66,946
5th Year	Per annum	68,395	70,125
6th Year	Per annum	71,643	73,456
7th Year	Per annum	74,823	76,716
8th Year	Per annum	78,470	80,455
9th Year	Per annum	81,731	83,799
Senior Aboriginal Health Worker			
1st Year	Per annum	84,942	87,091
2nd Year	Per annum	88,238	90,470
Principal Aboriginal Health Worker			
1st Year	Per annum	90,725	93,020
2nd Year	Per annum	94,643	97,037
Aboriginal Health Practitioner			
1st Year	Per annum	61,993	63,561
2nd Year	Per annum	65,294	66,946
3rd Year	Per annum	68,395	70,125
4th Year	Per annum	71,643	73,456
5th Year	Per annum	74,857	76,751
6th Year	Per annum	78,470	80,455
7th Year	Per annum	81,731	83,799
Aboriginal Health Education Officer Graduate			
** This classification and rates are applicable only to employees engaged under this classification up to 2 September 2015. The classification is not to be applied to employees engaged after this date.			
1st Year	Per week	1,224.95	1,255.94
2nd Year	Per week	1,284.31	1,316.80
3rd Year	Per week	1,364.53	1,399.05
4th Year	Per week	1,440.76	1,477.21
5th Year	Per week	1,525.61	1,564.21
6th Year	Per week	1,604.52	1,645.11
7th Year	Per week	1,672.26	1,714.57
8th Year	Per week	1,738.72	1,782.71
9th Year	Per week	1,813.77	1,859.66
An Aboriginal Health Education Officer-Graduate who has completed 12 months service at the salary			

prescribed on the maximum of the scale and has demonstrated to the satisfaction of the employer by the work performed and the results achieved, the aptitude, abilities and qualities of mind warranting such payment, may progress to the following rate:			
10th Year	Per week	1,905.16	1,953.36
11th Year	Per week	1,996.79	2,047.31
Senior Aboriginal Health Education Officer Graduate			
** This classification and rates are applicable only to employees engaged under this classification up to 2 September 2015. The classification is not to be applied to employees engaged after this date.			
1st Year	Per week	1,996.24	2,046.74
2nd Year	Per week	2,078.92	2,131.52
3rd Year	Per week	2,161.95	2,216.65
Analyst, Chemist, Microbiologist, & Scientific Officer (Transferred Staff of Division of Analytical Laboratories)			
Grade 1			
1st Year	Per annum	66,106	67,778
2nd Year	Per annum	68,711	70,449
3rd Year	Per annum	72,543	74,378
4th Year	Per annum	77,756	79,723
5th Year	Per annum	83,265	85,372
6th Year	Per annum	88,202	90,434
Grade 2			
1st Year	Per annum	92,519	94,860
2nd Year	Per annum	95,264	97,674
3rd Year	Per annum	98,168	100,652
4th Year	Per annum	102,108	104,691
Grade 3			
1st Year	Per annum	106,366	109,057
2nd Year	Per annum	109,745	112,522
3rd Year	Per annum	111,931	114,763
Grade 4			
1st Year	Per annum	117,380	120,350
2nd Year	Per annum	120,938	123,998
3rd Year	Per annum	123,337	126,457
Grade 5			
1st Year	Per annum	128,174	131,417
2nd Year	Per annum	132,014	135,354
Part-Time Graduate Analyst (Per Hour)	Per hour	43.66	44.76
Biomedical Engineer			
Grade 1			
1st Year of service	Per annum	68,216	69,942
2nd Year of service	Per annum	72,367	74,198
3rd Year of service	Per annum	77,356	79,313
4th Year of service	Per annum	82,666	84,757
5th Year of service and thereafter	Per annum	88,011	90,238
Grade 2			
1st Year of service	Per annum	93,469	95,834
2nd Year of service	Per annum	96,484	98,925

3rd Year of service	Per annum	99,507	102,025
4th Year of service and thereafter	Per annum	102,511	105,105
Grade 3			
1st Year of service	Per annum	108,229	110,967
2nd Year of service	Per annum	111,777	114,605
3rd Year of service	Per annum	115,344	118,262
4th Year of service and thereafter	Per annum	119,390	122,411
Grade 4			
1st Year of service	Per annum	124,705	127,860
2nd Year of service	Per annum	128,344	131,591
3rd Year of service and thereafter	Per annum	131,953	135,291
Grade 5			
1st Year of service	Per annum	137,424	140,901
2nd Year of service and thereafter	Per annum	140,007	143,549
Grade 6			
1st Year of service	Per annum	142,616	146,224
2nd Year of service and thereafter	Per annum	145,253	148,928
Career Medical Officers			
Grade 1			
1st Year	Per annum	130,532	133,834
2nd Year	Per annum	140,606	144,163
3rd Year	Per annum	146,762	150,475
4th Year	Per annum	151,717	155,555
5th Year	Per annum	157,708	161,698
Grade 2			
1st Year	Per annum	163,774	167,917
2nd Year	Per annum	168,864	173,136
3rd Year	Per annum	178,763	183,286
4th Year	Per annum	194,491	199,412
Senior			
1st Year	Per annum	209,419	214,717
Thereafter	Per annum	224,755	230,441
Transitional Grades - only applicable to eligible employees employed on 20/04/2005			
Grade 1	Per annum	178,763	183,286
Grade 2	Per annum	194,491	199,412
Grade 3	Per annum	209,419	214,717
Clerk Of Works			
Clerk Of Works	Per annum	88,331	90,566
Co-Ordinators			
Group 1 - Cooma, Young, Ballina, Byron, Brunswick, Casino, Kyogle	Per annum	86,814	89,010
Group 3 - Moree, Tweed Heads, SW Zone - Zone 1, 2 and 5; Grafton, Armidale, Port Macquarie	Per annum	93,153	95,510
Group 5 - Tamworth	Per annum	101,829	104,405
Group 6 - Dubbo	Per annum	105,980	108,661
Allowances-Co-Ordinators			

The Co-ordinators allowance is applicable only to Co-ordinators in AHS and to individuals occupying Coordinators positions as at 30/3/87 who were earning a higher salary including allowances than those determined above as at 30/3/87. Future occupants, other than those in AHS, receive the salary for the positions listed above			
Co-Ordinators			
Team Leaders Allowance			
In charge of 5-10 staff	Per week	45.30	46.40
In charge of 11-25 staff	Per week	75.50	77.40
In charge of 26-40 staff	Per week	105.90	108.60
In charge of more than 40 staff	Per week	121.10	124.20
Area Co-ordinators Allowance	Per week	166.70	170.90
Drug Alcohol Counsellor Non Graduate			
Grade 1			
1st Year	Per annum	55,468	56,871
2nd Year	Per annum	58,761	60,248
3rd Year	Per annum	61,986	63,554
4th Year	Per annum	65,258	66,909
5th Year	Per annum	68,366	70,096
Grade 2			
1st Year	Per annum	71,632	73,444
2nd Year	Per annum	74,823	76,716
Allowances - Drug And Alcohol Counsellors - Non-Graduate			
Drug and Alcohol Counsellor - 2 years on maximum	Per week	65.60	67.30
Dental Assistants			
Grade 1			
1st Year	Per annum	58,735	60,221
2nd Year	Per annum	60,158	61,680
3rd Year	Per annum	61,504	63,060
4th Year	Per annum	62,978	64,571
Grade 2			
1st Year	Per annum	64,347	65,975
2nd Year	Per annum	66,785	68,475
3rd Year	Per annum	68,943	70,687
4th Year	Per annum	70,850	72,643
Grade 3			
1st Year	Per annum	77,801	79,769
2nd Year	Per annum	80,653	82,694
Dental Assistant Supervision Allowance			
2-5 Staff Year	Per week	35.50	36.40
6-10 Staff Year	Per week	50.30	51.60
11-15 Staff Year	Per week	64.20	65.80
16-19 Staff Year	Per week	78.40	80.40
Dental Officers			
Level 1			
1st Year	Per annum	93,693	96,063
2nd Year	Per annum	107,952	110,683

3rd Year	Per annum	115,079	117,990
4th Year	Per annum	122,203	125,295
Level 2			
1st Year	Per annum	129,334	132,606
2nd Year	Per annum	136,462	139,914
Level 3			
1st Year	Per annum	144,233	147,882
2nd Year	Per annum	148,571	152,330
3rd Year	Per annum	151,366	155,196
Level 4			
1st Year	Per annum	172,815	177,187
2nd Year	Per annum	177,790	182,288
Dental Officer Management Allowance			
Level 1 (Per Annum)	Per annum	7,138	7,319
Level 2 (Per Annum)	Per annum	14,412	14,777
Area Director Oral Health Clinical Services			
Level 1	Per annum	189,916	194,721
Level 2	Per annum	208,905	214,190
Level 3	Per annum	240,652	246,740
Dental Specialist			
1st Year of service	Per annum	163,284	167,415
2nd Year of service	Per annum	169,597	173,888
3rd Year of service	Per annum	175,868	180,317
4th Year of service	Per annum	182,503	187,120
5th Year of service	Per annum	189,143	193,928
* For supplementary payment in lieu of private Practice or On-call/Recall Allowance refer to Determination - Dental Staff Specialists Part A, B and C			
Senior Clinical Specialist			
Senior Clinical Specialist	Per annum	198,379	203,398
Dental Specialist Management Allowance			
Dental Specialist Management Allowance	Per annum	10,705	10,976
Dental Technicians			
Trainee			
Stage 1 - (first 6 months)	Per annum	41,592	42,644
Stage 2 - (6 months to 1 year)	Per annum	43,005	44,093
Stage 3 - (1 year to 18 months)	Per annum	47,526	48,728
Stage 4 - (18 months to 2 years)	Per annum	49,285	50,532
Level 1			
1st Year	Per annum	64,347	65,975
2nd Year	Per annum	66,785	68,475
3rd Year	Per annum	68,943	70,687
4th Year	Per annum	70,850	72,643
5th Year	Per annum	75,735	77,651
Level 2			
1st Year	Per annum	75,735	77,651
2nd Year	Per annum	78,372	80,355

Level 3			
1st Year	Per annum	80,997	83,046
2nd Year	Per annum	86,114	88,293
Level 4			
1st Year	Per annum	90,303	92,588
2nd Year	Per annum	91,770	94,092
Level 5			
1st Year	Per annum	100,902	103,455
2nd Year	Per annum	105,614	108,286
Deputy Chief Dental Technician (Sydney Dental Hospital - 2008 current occupant only)			
2nd year	Per annum	102,118	104,702
Dental Prosthetists			
Level 1			
1st Year	Per annum	80,997	83,046
2nd Year	Per annum	86,114	88,293
Level 2			
1st Year	Per annum	90,303	92,588
2nd Year	Per annum	91,770	94,092
Level 3			
1st Year	Per annum	100,902	103,455
2nd Year	Per annum	105,614	108,286
Oral Health Therapists			
Level 1			
1st Year	Per annum	65,778	67,442
2nd Year	Per annum	68,255	69,982
3rd Year	Per annum	72,461	74,294
4th Year	Per annum	77,438	79,397
Level 2			
1st Year	Per annum	82,783	84,877
2nd Year	Per annum	88,034	90,261
3rd Year	Per annum	92,318	94,654
4th Year	Per annum	95,298	97,709
Level 3			
1st Year	Per annum	102,500	105,093
2nd Year	Per annum	105,932	108,612
Level 4			
1st Year	Per annum	111,227	114,041
2nd Year	Per annum	114,007	116,891
Sole Practitioner Allowance (Oral Health Therapist)			
Sole Practitioner Allowance (Oral Health Therapist)	Per annum	7,202	7,384
Director Of Animal Care Westmead			
Director Of Animal Care Westmead	Per annum	126,937	130,149
Trainee Environmental Health Officer			
1st Year	Per annum	52,320	53,644
2nd Year	Per annum	54,247	55,619

3rd Year	Per annum	56,189	57,611
4th Year	Per annum	58,119	59,589
Environmental Health Officer			
1st Year	Per annum	63,931	65,548
2nd Year	Per annum	67,004	68,699
3rd Year	Per annum	71,161	72,961
4th Year	Per annum	75,166	77,068
5th Year	Per annum	79,600	81,614
6th Year	Per annum	83,722	85,840
7th Year	Per annum	87,223	89,430
8th Year	Per annum	90,710	93,005
9th Year	Per annum	94,650	97,045
<p>In order to progress to Year 10 of the scale, an Environmental Health Officer must have:</p> <ul style="list-style-type: none"> (i) completed 12 months service at the salary prescribed on the maximum of the scale; and (ii) have demonstrated to the satisfaction of the employer by the work performed and the results achieved, the aptitude and qualities of mind warranting such payment. <p>After 12 months satisfactory work performance on Year 10, the officer will progress to the year 11 rate. Under no circumstances can Environmental Health Officers receive Year 10 or Year 11 rates unless they fulfil these criteria.</p>			
10th Year - Performance Barrier	Per annum	99,413	101,928
11th Year - Performance Barrier	Per annum	104,174	106,810
Senior Environmental Health Officer			
1st Year	Per annum	108,470	111,214
2nd Year	Per annum	112,808	115,662
Transferred Environmental Health Officer - 35hrs per week			
11th Year - Performance Barrier	Per annum	104,174	106,810
Transferred Senior Environmental Health Officer - 35hrs per week			
1st Year	Per annum	108,470	111,214
2nd Year	Per annum	112,808	115,662
Health Education Officer Non-Graduate			
1st Year of service	Per annum	55,468	56,871
2nd Year of service	Per annum	58,758	60,245
3rd Year of service	Per annum	61,985	63,553
4th Year of service	Per annum	65,258	66,909
5th Year of service	Per annum	68,364	70,094
6th Year of service	Per annum	71,624	73,436
7th Year of service	Per annum	74,821	76,714
8th Year of service	Per annum	78,463	80,448
9th Year of service & thereafter	Per annum	81,734	83,802
Health Education Officer Graduate			
1st Year of service	Per annum	63,931	65,548
2nd Year of service	Per annum	67,004	68,699
3rd Year of service	Per annum	71,161	72,961
4th Year of service	Per annum	75,166	77,068
5th Year of service	Per annum	79,600	81,614
6th Year of service	Per annum	83,722	85,840
7th Year of service	Per annum	87,223	89,430

8th Year of service	Per annum	90,710	93,005
9th Year of service	Per annum	94,650	97,045
A Graduate Health Education Officer who:- (i) has completed 12 months service at the salary prescribed on the maximum of the scale; (ii) has demonstrated to the satisfaction of the employer (or Delegate via Grading Committee) by the work performed and the results achieved, the aptitude, abilities and qualities of mind warranting such payment, may progress to the following rate:			
On Maximum for 12 months	Per annum	99,413	101,928
and after 12 months service in receipt of this rate, shall be paid the following rate subject to approval of the Grading Committee.			
On Maximum for further 12 months	Per annum	104,188	106,824
Senior Health Education Officer Non-Graduate			
1st Year of service	Per annum	84,952	87,101
2nd Year of service	Per annum	88,289	90,523
Senior Health Education Officer Graduate			
1st Year of service	Per annum	104,174	106,810
2nd Year of service	Per annum	108,470	111,214
3rd Year of service	Per annum	112,808	115,662
Part Time Health Education Officer			
Non-Graduate (Per Hour)	Per hour	41.00	42.00
Graduate (Per Hour)	Per hour	48.00	49.00
Transferred Health Education Officer - Graduate (As at 01/10/1986)			
9th Year of service	Per annum	94,650	97,045
On Maximum for 12 months	Per annum	99,413	101,928
On Maximum for further 12 months	Per annum	104,188	106,824
Ethnic Health Worker			
Part-time Ethnic Health Worker (Per Hour)	Per hour	41.22	42.26
Part-time Ethnic Day Care Co-ordinator (Per Hour)	Per hour	41.64	42.69
Hospital Scientists / Medical Technologists			
Chief Hospital Scientist			
If sole Hospital Scientist in a hospital or in-charge of other Hospital Scientists or trainees at Hospitals having an A.D.A. of occupied beds of:			
Chief Hospital Scientist <200 ADA			
1st Year	Per week	2,315.39	2,373.97
2nd Year	Per week	2,379.81	2,440.02
3rd Year	Per week	2,460.54	2,522.79
If in-charge of other Hospital Scientists or trainees at hospitals having an A.D.A. of occupied beds of:			
Chief Hospital Scientist >200 ADA			
1st Year	Per week	2,460.54	2,522.79
2nd Year	Per week	2,535.39	2,599.54
3rd Year	Per week	2,599.15	2,664.91
Allowances (Hospital Scientist)			
Fellowship of A.I.M.T. 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:	Per week	63.30	64.90
Senior Hospital Scientist (Senior Medical Technologist in-charge of section)			
1st Year	Per week	1,964.64	2,014.35

2nd Year	Per week	2,030.22	2,081.58
3rd Year	Per week	2,086.80	2,139.60
Hospital Scientist (Medical technologist)			
1st Year	Per week	1,260.87	1,292.77
2nd Year	Per week	1,307.96	1,341.05
3rd Year	Per week	1,388.61	1,423.74
4th Year	Per week	1,483.67	1,521.21
5th Year	Per week	1,586.03	1,626.16
6th Year	Per week	1,687.21	1,729.90
7th Year	Per week	1,769.26	1,814.02
8th Year	Per week	1,826.34	1,872.55
Hospital Scientist (Medical Technologist) - United Dental Hospital			
1st Year	Per week	1,260.87	1,292.77
2nd Year	Per week	1,307.96	1,341.05
3rd Year	Per week	1,388.61	1,423.74
4th Year	Per week	1,483.67	1,521.21
5th Year	Per week	1,586.03	1,626.16
6th Year	Per week	1,687.21	1,729.90
7th Year	Per week	1,769.26	1,814.02
8th Year	Per week	1,826.34	1,872.55
Hospital Scientist (Scientific Officer)			
1st Year	Per week	1,260.87	1,292.77
2nd Year	Per week	1,307.96	1,341.05
3rd Year	Per week	1,388.61	1,423.74
4th Year	Per week	1,483.67	1,521.21
5th Year	Per week	1,586.03	1,626.16
6th Year	Per week	1,687.21	1,729.90
7th Year	Per week	1,769.26	1,814.02
8th Year	Per week	1,826.34	1,872.55
Senior or Chief Hospital Scientist (Senior Scientific Officer)			
1st Year	Per week	1,964.64	2,014.35
2nd Year	Per week	2,030.22	2,081.58
3rd Year	Per week	2,086.80	2,139.60
4th Year	Per week	2,315.39	2,373.97
5th Year	Per week	2,379.81	2,440.02
6th Year	Per week	2,460.54	2,522.79
7th Year	Per week	2,535.39	2,599.54
8th Year	Per week	2,599.15	2,664.91
<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	Per week	67.30	69.00

Principal Hospital Scientist (Principal Scientific Officer)			
1st Year	Per week	2,784.63	2,855.08
2nd Year	Per week	2,854.11	2,926.32
3rd Year	Per week	2,930.98	3,005.13
4th Year	Per week	3,000.77	3,076.69
5th Year	Per week	3,073.57	3,151.33
6th Year	Per week	3,145.40	3,224.98
7th Year	Per week	3,217.97	3,299.38
8th Year	Per week	3,291.62	3,374.90
9th Year	Per week	3,363.04	3,448.12
10th Year	Per week	3,437.45	3,524.42
Provided that a Principal Hospital Scientist shall not progress beyond the salary prescribed for the fourth year of the scale unless such officer holds a post-graduate degree in Science at least equivalent to the Degree of Doctor of Philosophy of an approved university or has been admitted as a Fellow of the Australian Association of Clinical Biochemists, or holds such qualifications as are deemed equivalent			
Trainee Hospital Scientist			
1st Year	Per week	682.04	699.30
2nd Year	Per week	737.84	756.51
3rd Year	Per week	848.83	870.31
4th Year	Per week	972.80	997.41
5th Year	Per week	1,094.41	1,122.10
6th Year	Per week	1,205.38	1,235.88
The Commencing salary of the Trainee Hospital Scientist who on appointment has completed part of a degree course shall be fixed having regard to that part of the course that has been successfully completed. Provided that each year of full-time or part-time study for an appropriate degree combined with employment as a Trainee Hospital Scientist shall be considered for salary purposes as the equivalent of one year's service in the Trainee Hospital Scientist scale.			
Senior Hospital Scientist In-Charge of Section			
1st Year	Per week	1,964.64	2,014.35
2nd Year	Per week	2,030.22	2,081.58
3rd Year	Per week	2,086.80	2,139.60
Senior Or Chief Hospital Scientist In-Charge Of Lab			
Less than 200 ADA			
1st Year	Per week	2,315.39	2,373.97
2nd Year	Per week	2,379.81	2,440.02
3rd Year	Per week	2,460.54	2,522.79
More than 200 ADA			
1st Year	Per week	2,460.54	2,522.79
2nd Year	Per week	2,535.39	2,599.54
3rd Year	Per week	2,599.15	2,664.91
Transferred Hospital Scientist (Scientific Officer) - Oliver Lathan Laboratory			
5th Year	Per week	1,586.03	1,626.16
6th Year	Per week	1,687.21	1,729.90
7th Year	Per week	1,769.26	1,814.02
8th Year and Thereafter	Per week	1,826.34	1,872.55
Transferred Senior or Chief Hospital Scientist (Senior Scientific Officer) - Oliver Lathan Laboratory			
1st Year	Per annum	102,512	105,106

2nd Year	Per annum	105,934	108,614
3rd Year	Per annum	108,886	111,641
4th Year	Per annum	120,814	123,870
5th Year	Per annum	124,175	127,317
6th Year	Per annum	128,388	131,636
7th Year	Per annum	132,293	135,640
8th Year and Thereafter	Per annum	135,620	139,051
Transferred Hospital Scientist (Scientific Officer) - I.C.P.M.R.			
8th Year	Per week	1,826.34	1,872.55
Transferred Senior Hospital Scientist (Senior Scientific Officer) - I.C.P.M.R.			
1st Year	Per week	1,964.64	2,014.35
2nd Year	Per week	2,030.22	2,081.58
3rd Year	Per week	2,086.80	2,139.60
4th Year	Per week	2,315.39	2,373.97
5th Year	Per week	2,379.81	2,440.02
6th Year	Per week	2,460.54	2,522.79
7th Year	Per week	2,535.39	2,599.54
8th Year and Thereafter	Per week	2,599.15	2,664.91
Library Staff			
Library Assistant			
Year 1	Per annum	51,705	53,013
Year 2	Per annum	54,873	56,261
Year 3	Per annum	58,312	59,787
Year 4	Per annum	62,658	64,243
Year 5	Per annum	64,972	66,616
Librarian Grade 1			
Year 1	Per annum	66,106	67,778
Year 2	Per annum	69,948	71,718
Year 3	Per annum	73,906	75,776
Year 4	Per annum	78,510	80,496
Year 5	Per annum	82,450	84,536
Year 6	Per annum	86,370	88,555
Librarian Grade 2			
Year 1	Per annum	89,993	92,270
Year 2	Per annum	93,520	95,886
Year 3	Per annum	98,168	100,652
Year 4	Per annum	102,108	104,691
Librarian Grade 3			
Year 1	Per annum	107,482	110,201
Year 2	Per annum	110,799	113,602
Year 3	Per annum	115,149	118,062
Year 4	Per annum	119,749	122,779
Librarian Grade 4			
Year 1	Per annum	123,337	126,457
Year 2	Per annum	126,967	130,179

Year 3	Per annum	130,714	134,021
Year 4	Per annum	134,787	138,197
Library Technician - Grade 1			
Year 1	Per annum	66,106	67,778
Year 2	Per annum	69,948	71,718
Year 3	Per annum	73,906	75,776
Year 4	Per annum	78,510	80,496
Medical Officers			
Intern			
Intern	Per annum	71,283	73,086
Resident			
1st Year	Per annum	83,554	85,668
2nd Year	Per annum	91,899	94,224
3rd Year	Per annum	104,084	106,717
4th Year	Per annum	112,996	115,855
Registrar			
1st Year	Per annum	104,084	106,717
2nd Year	Per annum	112,996	115,855
3rd Year	Per annum	121,941	125,026
4th Year	Per annum	130,532	133,834
Senior Registrar			
For the purposes of calculation of payments to officers pursuant to the provisions of this Award, one hour's pay shall be calculated in accordance with the following formula: Annual Salary x 1/ 52.17857 x 38 and one day's pay shall be calculated by multiplying one hour's pay (as calculated in accordance with the above formula) by 7.6			
Senior Registrar	Per annum	146,762	150,475
Allowances (Medical Officers)			
Higher Medical Qualification Allowance (Medical Officers)	Per week	61.60	63.20
The above allowance is paid to officers who obtain an appropriate higher medical qualification subsequent to graduation. It does not apply to an officer appointed as a Senior Registrar. The salary prescribed for a Senior Registrar has taken into account that a higher medical qualification is a prerequisite for appointment.			
Higher Medical Qualification Allowance - After 5 Years	Per week	30.80	31.60
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.			
Part-Time Medical Officers			
(These rates are from Agreement No. 1 of 1975 and are applicable to part-time medical officers employed as at 1 June 1993 who did not elect to convert to permanent part-time employment)			
Less than 3 years post-graduate experience (per hour)	Per hour	60.33	61.86
More than 3 years post-graduate experience (per hour)	Per hour	70.71	72.50
More than 6 years post-graduate experience (per hour)	Per hour	85.08	87.23
Provided that no officer may be employed for more than 24 hours in any period of 7 consecutive days. Formula: Part-time Medical Officer with less than 3 years post-graduate experience = 1st year Registrar divided by 52.17857 divided by 38 plus 15%. Part-time Medical Officer with more than 3 years post-graduate experience = 3rd year Registrar divided by 52.17857 divided by 38 plus 15%. Part-time Medical Officer with more than 6 years post-graduate experience = Senior Registrar divided by 52.17857 divided by 38 plus 15%			
Transferred Medical Officers			

Less than 6 years post graduate experience (per hour)	Per hour	68.49	70.22
6 to less than ten years post graduate experience (per hour)	Per hour	85.08	87.23
10 years or more post-graduate experience (per hour)	Per hour	107.85	110.58
Possess Dip. of Psychological Medical (per hour)	Per hour	101.28	103.84
Dip. of Psychological Medical more than 2 years (per hour)	Per hour	107.85	110.58
Medical Officer - 5th Schedule - 10th year (per annum)	Per annum	154,370	158,276
Community Physician			
Community Physician	Per annum	193,973	198,881
Medical Records Administrator			
1st Year	Per annum	63,192	64,791
2nd Year	Per annum	65,761	67,425
3rd Year	Per annum	69,225	70,976
4th Year	Per annum	72,411	74,243
5th Year	Per annum	75,692	77,607
6th Year	Per annum	79,386	81,394
7th Year and Thereafter	Per annum	82,739	84,832
Medical Records Manager			
Grade 1	Per annum	90,907	93,207
Grade 2	Per annum	94,079	96,459
Grade 3	Per annum	97,737	100,210
Grade 4	Per annum	105,498	108,167
Grade 5	Per annum	109,178	111,940
Grade 6	Per annum	113,081	115,942
Grade 7	Per annum	117,265	120,232
Grade 8	Per annum	126,259	129,453
Country Regions	Per annum	109,178	111,940
Research/Analyst/Specialist Dept. Or Section			
Research/Analyst/Specialist Dept. Or Section	Per annum	88,202	90,434
Medical Superintendents			
Chief Executive Officer			
Level 1	Per annum	244,353	250,535
- 16% Clinical Loading (CEO L1)	Per annum	39,096	40,086
Level 2	Per annum	232,852	238,743
- 16% Clinical Loading (CEO L2)	Per annum	37,256	38,199
Level 3	Per annum	221,349	226,949
- 16% Clinical Loading (CEO L3)	Per annum	35,416	36,312
Level 4	Per annum	179,224	183,758
- 16% Clinical Loading (CEO L4)	Per annum	28,676	29,401
Level 5	Per annum	163,898	168,045
- 16% Clinical Loading (CEO L5)	Per annum	26,224	26,887
Medical Super / Deputy Chief Executive Officer			
Level 1	Per annum	232,852	238,743
- 16% Clinical Loading (MSDCEO L1)	Per annum	37,256	38,199
Level 2	Per annum	221,349	226,949

- 16% Clinical Loading (MSDCEO L2)	Per annum	35,416	36,312
Level 3	Per annum	206,030	211,243
- 16% Clinical Loading (MSDCEO L3)	Per annum	32,965	33,799
Level 4	Per annum	163,898	168,045
- 16% Clinical Loading (MSDCEO L4)	Per annum	26,224	26,887
Level 5	Per annum	156,231	160,184
- 16% Clinical Loading (MSDCEO L5)	Per annum	24,997	25,629
Deputy Medical Superintendent			
Level 1	Per annum	206,030	211,243
- 16% Clinical Loading (DMS L1)	Per annum	32,965	33,799
Level 2	Per annum	179,224	183,758
- 16% Clinical Loading (DMS L2)	Per annum	28,676	29,401
Level 3	Per annum	163,898	168,045
- 16% Clinical Loading (DMS L3)	Per annum	26,224	26,887
Assistant Medical Superintendent			
Level 1			
1st Year	Per annum	171,570	175,911
- 16% Clinical Loading (AMS L1)	Per annum	27,451	28,146
2nd Year	Per annum	179,224	183,758
- 16% Clinical Loading (AMS L1Y2)	Per annum	28,676	29,401
Level 2			
1st Year	Per annum	156,231	160,184
- 16% Clinical Loading (AMS L2)	Per annum	24,997	25,629
2nd Year	Per annum	163,898	168,045
- 16% Clinical Loading (AMS L2Y2)	Per annum	26,224	26,887
Level 3			
1st Year	Per annum	148,590	152,349
- 16% Clinical Loading (AMS L3)	Per annum	23,774	24,376
2nd Year	Per annum	156,231	160,184
- 16% Clinical Loading (AMS L3Y2)	Per annum	24,997	25,629
Level 4			
1st Year	Per annum	133,257	136,628
- 16% Clinical Loading (AMS L4)	Per annum	21,321	21,860
2nd Year	Per annum	140,923	144,488
- 16% Clinical Loading (AMS L4Y2)	Per annum	22,548	23,118
Clinical Superintendent			
Level 1			
1st Year	Per annum	156,231	160,184
- 16% Clinical Loading (CS L1)	Per annum	24,997	25,629
2nd Year	Per annum	163,898	168,045
- 16% Clinical Loading (CS L1Y2)	Per annum	26,224	26,887
Level 2			
1st Year	Per annum	148,590	152,349
- 16% Clinical Loading (CS L1)	Per annum	23,774	24,376
2nd Year	Per annum	156,231	160,184

- 16% Clinical Loading (CS L2Y2)	Per annum	24,997	25,629
Allowances (Medical Superintendents)			
16% Clinical Loading - Medical Superintendents are paid a salary supplement of 16% of the appropriate base Award salary as varied from time to time with respect to their clinical work performed as part of their function. The qualification allowance shall only apply to those officers who were receiving this allowance as of April 1986 and have continued to remain in the position held by them as of that date			
Higher Medical Qualification Allowance - Where an officer holds a higher medical qualification relevant to their hospital work (Medical Superintendents)	Per week	55.30	56.70
Diploma Hospital Administration issued AIHA	Per week	32.53	33.35
Diploma or Degree Hospital Administration from a University - where the officer has no higher medical qualification, but holds a diploma or degree in Hospital Administration	Per week	32.53	33.35
Hospitals are graded at level indicated below:			
Level 1 - Royal Prince Alfred Hospital, Prince Henry/Prince of Wales Hospital Group, Royal North Shore Hospital, The Parramatta Hospitals, Royal Newcastle Hospital			
Level 2 - St. Vincents Hospital, Darlinghurst, St. George Hospital, Royal Alexandra Hospital for Children			
Level 3 - Sydney Hospital, Hornsby & Ku-Ring-Gai Hospital, Wollongong Hospital, Bankstown Hospital, Blacktown District Hospital, Gosford Hospital, Liverpool Hospital, Mater Misericordiae Hospital - Waratah, Sutherland Hospital, Royal Hospital for Women, Tamworth Group, Moree Group, Armidale Group, Maitland Group.			
Level 4 - Albury Base Hospital, Auburn District Hospital, Balmain District Hospital, Broken Hill & District Hospital, Canterbury Hospital, Cessnock District Hospital, Dubbo Base Hospital, Fairfield District Hospital, Grafton Base Hospital, Lewisham Hospital, Lismore Base Hospital, Mater Misericordiae Hospital - North Sydney, Manning River District Hospital, Mount Druitt Hospital, Nepean District Hospital, Orange Base Hospital, Ryde Hospital, Wagga Wagga Base Hospital, Port Kembla District Hospital, Manly District Hospital, St. Margaret's Hospital for Women, Mona Vale District Hospital, Wallsend Hospital, Goulburn Group, Queanbeyan Group, Bega Group, Young Group, Hastings Valley, Group, Macleay Valley Group.			
Level 5 - Langton Clinic, Royal Ryde Homes, Griffith Base Hospital, Western Suburbs Hospital, Bathurst District Hospital, Blue Mountains District Anzac Memorial Hospital, Camden Hospital, Lithgow District Hospital, Marrickville District Hospital, Royal South Sydney Hospital, St. Joseph's Hospital - Auburn, St. Luke's Hospital, Hawkesbury District Hospital, Harbour District Hospital, Campbelltown District Hospital, Rachel Forster Hospital.			
Music Therapist Unqualified			
1st Year (Per Hour)	Per hour	30.64	31.42
2nd Year (Per Hour)	Per hour	31.30	32.09
3rd Year (Per Hour)	Per hour	31.83	32.64
Nurse Counsellor Non-Graduate			
1st year of service	Per annum	57,889	59,354
2nd year of service	Per annum	60,621	62,155
3rd year of service	Per annum	64,104	65,726
4th year of service	Per annum	67,323	69,026
5th year of service	Per annum	70,775	72,566
Nurse Counsellor Graduate			
1st year of service	Per annum	64,528	66,161
2nd year of service	Per annum	67,625	69,336
3rd year of service	Per annum	71,866	73,684
4th year of service	Per annum	75,689	77,604
5th year of service	Per annum	80,192	82,221
6th year of service	Per annum	83,814	85,934

7th year of service	Per annum	87,242	89,449
8th year of service	Per annum	90,295	92,579
9th year of service	Per annum	94,674	97,069
Remedial Gymnast (Qualified)			
1st Year	Per annum	56,024	57,441
2nd Year	Per annum	57,729	59,190
3rd Year	Per annum	61,155	62,702
4th Year	Per annum	64,347	65,975
5th Year	Per annum	67,635	69,346
6th Year and Thereafter	Per annum	70,901	72,695
Sessional Rates			
Sessional Music Therapist	Per session*	235.00	240.90
Sessional Occupational Therapist	Per session*	235.00	240.90
Sessional Orthoptist	Per session*	235.00	240.90
Sessional Physiotherapist	Per session*	235.00	240.90
Sessional Podiatrist	Per session*	235.00	240.90
Sessional Speech Pathologist	Per session*	235.00	240.90
*Session = 3½ hours			
Sexual Assault Workers - Non-Graduate			
Grade 1			
1st Year	Per annum	55,462	56,865
2nd Year	Per annum	58,761	60,248
3rd Year	Per annum	61,985	63,553
4th Year	Per annum	65,257	66,908
5th Year	Per annum	68,362	70,092
Grade 2			
1st Year	Per annum	71,624	73,436
2nd Year	Per annum	74,816	76,709
Social Educators			
1st Year	Per annum	67,004	68,699
2nd Year	Per annum	71,161	72,961
3rd Year	Per annum	75,166	77,068
4th Year	Per annum	79,598	81,612
5th Year	Per annum	83,722	85,840
6th Year	Per annum	87,223	89,430
7th Year	Per annum	90,713	93,008
8th Year and Thereafter	Per annum	94,650	97,045
Program Director			
1st Year	Per annum	120,544	123,594
2nd Year	Per annum	123,337	126,457
Welfare Officers - Non-Graduate			
Grade 1			
1st Year	Per annum	55,462	56,865
2nd Year	Per annum	58,761	60,248
3rd Year	Per annum	61,985	63,553

4th Year	Per annum	65,257	66,908
5th Year	Per annum	68,362	70,092
Grade 2			
1st Year	Per annum	71,624	73,436
2nd Year	Per annum	74,816	76,709
Allowance (Welfare Officer)			
Welfare Officer - Non-Graduate 2 years on maximum	Per week	69.80	71.60

PART C - LIST OF AWARDS

Awards as varied or replaced from time to time.

Public Hospitals Medical Superintendents (State) Award 2021

Public Hospital Career Medical Officers (State) Award 2021

Public Hospital Medical Officers (State) Award 2021

Hospital Scientists (State) Award 2021

Public Hospitals Professional Engineers (Biomedical Engineers) (State) Award 2021

Public Hospitals Librarians (State) Award 2021

Public Hospitals Medical Record Librarians Award 2021

Public Hospitals Dental Assistants (State) Award 2021

Health Employees Oral Health Therapists (State) Award 2021

Health Employees Dental Officers (State) Award 2021

Health Employees Dental Prosthetists and Dental Technicians (State) Award 2021