

IRC No. 2681 of 2006 – Grayson DP – Award Variation – effective 30 November 2007	(365 IG 277)
IRC No. 2097 of 2008 – McLeay C – New Award – effective 12 November 2008	(367 IG 1169)
IRC No. 1762 of 2008 – Bishop C – Award Variation – effective 17 September 2008	(368 IG 420)
IRC No. 1198 of 2011 – Full Bench – Award Variation – effective 1 July 2011	(371 IG 1165)
IRC No. 184 of 2012 – Staff J – Award Review Variation – effective 19 March 2012	(373 IG 186)
IRC No. 681 of 2012 – Staff J – Award Variation – effective 1 July 2012	(374 IG 628)
IRC No. 1202 of 2012 – Blackman J – Award Variation – effective 14 December 2012	(375 IG 423)
IRC No. 375 of 2013 – Boland P – Award Variation – effective 1 July 2013	(375 IG 859)
IRC No. 257 of 2014 – Full Bench – Award Variation – effective 1 July 2014	(377 IG 689)
IRC No. 438 of 2015 – Walton P – New Award – effective 1 July 2015	(377 IG 1592)
IRC No. 790 of 2015 – Tabbaa C – Award Variation – effective 2 September 2015	(378 IG 88)
Case No. 2016/00198869 – Murphy C – New Award – effective 1 July 2016	(380 IG 378)
Case No. 2017/00194577 – Kite C – New Award – effective 1 July 2017	(382 IG 305)
Case No. 2018/00198624 – Murphy C – New Award – effective 1 July 2018	(IG pending)

HEALTH PROFESSIONAL AND MEDICAL SALARIES (STATE) AWARD 2018

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

AWARD

PART A

Arrangement

Clause No.	Subject Matter
1	Definitions
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PART A

1. Definitions

Unless the context otherwise indicates or requires the several expressions hereunder defined shall have their respective meaning assigned to them:

"ADA" means the adjusted daily average of occupied beds calculated in accordance with the following formula:

$$\text{ADA} = \text{Daily Average} + \text{Neo-natal Adjustment} + \text{Non-inpatient Adjustment}$$

Where:

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

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

Non inpatient =
Adjustment

Total NIOOS Equivalents for the Period
10 x Number of Days in the Period

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

"Employer" means the Secretary of the Ministry of Health exercising employer functions on behalf of the Government of NSW (and includes a delegate of the Secretary).

"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

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

3. Salary Sacrifice to Superannuation

- (i) Notwithstanding the salaries prescribed in Clause 2. Salaries as varied from time to time, an employee may elect, subject to the agreement of the employee's employer, to sacrifice a part or all of the salary payable under the salaries clause to additional employer superannuation contributions. Such election must be made prior to the commencement of the period of service to which the earnings relate. The amount sacrificed together with any salary packaging arrangements under Clause 7. Salary Packaging, of this Award may be made up to one hundred (100) per cent of the salary payable under the salaries clause, or up to one hundred (100) per cent of the currently applicable superannuable salary, whichever is the lesser.

In this clause, 'superannuable salary' means the employee's salary as notified from time to time to the New South Wales public sector superannuation trustee corporations.

- (ii) Any pre-tax and post-tax payroll deductions must be taken into account prior to determining the amount of available salary to be packaged. Such payroll deductions may include but are not limited to superannuation payments, HECS payments, child support payments, judgement debtor/garnishee orders, union fees and private health fund membership fees.
- (iii) Where the employee has elected to sacrifice a part or all of the available payable salary to additional employer superannuation contributions:
- (a) The employee shall be provided with a copy of the signed agreement. The salary sacrifice agreement shall be terminated at any time at the employee's election and shall cease upon termination of the employee's services with the employer.
- (b) Subject to Australian taxation law, the amount of salary sacrificed will reduce the salary subject to appropriate PAYE taxation deductions by the amount sacrificed; and
- (c) Any allowance, penalty rate, overtime, payment for unused leave entitlements, weekly workers' compensation, or other payment, other than any payment for leave taken in service, to which an employee is entitled under the relevant Award or any applicable Award, Act, or statute which is expressed to be determined by reference to an employee's salary, shall be calculated by reference to the salary which would have applied to the employee under the salaries clause of the relevant Award in the absence of any salary sacrifice to superannuation made under this Award.
- (iv) The employee may elect to have the specified amount of payable salary which is sacrificed to additional employer superannuation contributions:

- (a) paid into the superannuation scheme established under the *First State Superannuation Act 1992* as optional employer contributions; or
 - (b) subject to the employer's agreement, paid into a private sector complying superannuation scheme as employer superannuation contributions.
- (v) Where an employee elects to salary sacrifice in terms of subclause (iv) above, the employer will pay the sacrificed amount into the relevant superannuation fund.
- (vi) Where the employee is a member of a superannuation scheme established under:
- (a) the *Police Regulation (Superannuation) Act 1906*;
 - (b) the *Superannuation Act 1916*;
 - (c) the *State Authorities Superannuation Act 1987*;
 - (d) the *State Authorities Non-contributory Superannuation Act 1987*; or
 - (e) the *First State Superannuation Act 1992*.

The employee's employer must ensure that the amount of any additional employer superannuation contributions specified in subclause (i) above is included in the employee's superannuable salary which is notified to the New South Wales public sector superannuation trustee corporations.

- (vii) Where, prior to electing to sacrifice a part or all of their salary to superannuation, an employee had entered into an agreement with their employer to have superannuation contributions made to a superannuation fund other than a fund established under legislation listed in subclause (vi) above, the employer will continue to base contributions to that fund on the salary payable under Clause 2 Salaries to the same extent as applied before the employee sacrificed that amount of salary to superannuation. This clause applies even though the superannuation contributions made by the employer may be in excess of the superannuation guarantee requirements after the salary sacrifice is implemented.

4. Conditions of Service

- (i) The *Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award* as varied 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*, 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 Services Salary Packaging Policy and Procedure Manual, as amended from time to time. Such election must be made prior to the commencement of the period of service to which the earnings relate. Where an employee also elects to salary sacrifice to superannuation under this Award, the combined amount of salary packaging/sacrificing may be up to 100 per cent of salary.

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

- (ii) Where an employee elects to package an amount of salary:
 - (a) Subject to Australian taxation law, the packaged amount of salary will reduce the salary subject to PAYE taxation deductions by that packaged amount.
 - (b) Any allowance, penalty rate, overtime payment, payment for unused leave entitlements, weekly workers' compensation, or other payment other than any payment for leave taken in service, to which an employee is entitled under this Award or statute which is expressed to be determined by reference to an employee's salary, shall be calculated by reference to the salary which would have applied to the employee under this Award in the absence of any salary packaging or salary sacrificing made under this Award.
 - (c) 'Salary' for the purpose of this clause, for superannuation purposes, and for the calculation of Award entitlements, shall mean the Award salary as specified in Clause 2. Salaries, and which shall include 'approved employment benefits' which refer to fringe benefit savings, administration costs, and the value of packaged benefits.
- (iii) Any pre-tax and post-tax payroll deductions must be taken into account prior to determining the amount of available salary to be packaged. Such payroll deductions may include but are not limited to superannuation payments, HECS payments, child support payments, judgement debtor/garnishee orders, union fees, and private health fund membership fees.
- (iv) The salary packaging scheme utilises a fringe benefit taxation exemption status conferred on public hospitals and 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 Salary Packaging Policy and Procedure Manual.
- (vii) Where an employee ceases to salary package, arrangements will be made to convert the agreed package amount to salary. Any costs associated with the conversion will be borne by the employee, and the employer shall not be liable to make up any salary lost as a consequence of the employee's decision to convert to salary.
- (viii) Employees accepting the offer to salary package do so voluntarily. Employees are advised to seek independent financial advice and counselling to apprise them of the implications of salary packaging on their individual personal financial situations.
- (ix) The employer and the employee shall comply with the procedures set out in the NSW Health Services Salary Packaging Policy and Procedure Manual as amended from time to time.

7. No Extra Claims

Other than as provided for in the *Industrial Relations Act 1996* and the *Industrial Relations (Public Sector Conditions of Employment) Regulation 2014*, there shall be no further claims/demands or proceedings instituted before the Industrial Relations Commission of New South Wales for extra or reduced wages, salaries, rates of

pay, allowances or conditions of employment with respect to the employees covered by the Award that take effect prior to 30 June 2019 by a party to this Award.

8. Area, Incidence and Duration

- (i) This Award takes effect from 1 July 2018 and shall remain in force for a period of one year. The wages rates as outlined in Table 1 – Salaries and Allowances, will apply from the first full pay period on or after (ffppoa) 1 July 2018.
- (ii) This Award rescinds and replaces the *Health Professional and Medical Salaries (State) Award* published 9 February 2018 (382 IG 305) and all variations thereof.
- (iii) This Award shall apply to persons employed in classifications contained herein employed in the New South Wales Health Service under s115(1) of the *Health Services Act 1997*, or their successors, assignees or transmittes.

PART B - MONETARY RATES

Table 1 – Salaries and Allowances

Classification	Rate from ffppoa 01/07/2018 2.5% \$ per annum
Aboriginal Health Worker	
1st year	52,898
2nd year	56,022
3rd year	59,095
4th year	62,242
5th year	65,198
6th year	68,294
7th year	71,325
8th year	74,801
9th year	77,909
Senior Aboriginal Health Worker	
1st year	80,971
2nd year	84,112
Principal Aboriginal Health Worker	
1st year	86,483
2nd year	90,219
Aboriginal Health Practitioner	
1st year	59,095
2nd year	62,242
3rd year	65,198
4th year	68,294
5th year	71,357
6th year	74,801
7th year	77,909
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)	1167.68
2nd year (per week)	1224.25
3rd year (per week)	1300.72
4th year (per week)	1373.39
5th year (per week)	1454.27
6th year (per week)	1529.49

7th year	(per week)	1594.08
8th year	(per week)	1657.42
9th year	(per week)	1728.96
An Aboriginal Health Education Officer-Graduate who has completed 12 months service at the salary prescribed on the maximum of the scale and has demonstrated to the satisfaction of the employer by the work performed and the results achieved, the aptitude, abilities and qualities of mind warranting such payment, may progress to the following rate:		
10th year	(per week)	1816.09
11th year	(per week)	1903.42
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)	1902.90
2nd year	(per week)	1981.73
3rd year	(per week)	2060.86
Analyst, Chemist, Microbiologist, & Scientific Officer (Transferred Staff of Division of Analytical Laboratories)		
Grade 1		
1st year		63,015
2nd year		65,499
3rd year		69,151
4th year		74,120
5th year		79,372
6th year		84,078
Grade 2		
1st year		88,193
2nd year		90,810
3rd year		93,578
4th year		97,335
Grade 3		
1st year		101,393
2nd year		104,614
3rd year		106,698
Grade 4		
1st year		111,892
2nd year		115,284
3rd year		117,570
Grade 5		
1st year		122,181
2nd year		125,842
Part-Time Graduate Analyst		
(per hour)		41.62
Biomedical Engineers		
Grade 1		
1st year of service		65,026
2nd year of service		68,983
3rd year of service		73,739
4th year of service		78,801
5th year of service and thereafter		83,896
Grade 2		
1st year of service		89,099
2nd year of service		91,973
3rd year of service		94,855
4th year of service and thereafter		97,719
Grade 3		
1st year of service		103,169
2nd year of service		106,550

3rd year of service	109,951
4th year of service and thereafter	113,808
Grade 4	
1st year of service	118,874
2nd year of service	122,343
3rd year of service and thereafter	125,783
Grade 5	
1st year of service	130,999
2nd year of service and thereafter	133,461
Grade 6	
1st year of service	135,948
2nd year of service and thereafter	138,461
Career Medical Officers	
Grade 1	
Year 1	124,428
Year 2	134,032
Year 3	139,900
Year 4	144,623
Year 5	150,335
Grade 2	
Year 1	156,117
Year 2	160,969
Year 3	170,405
Year 4	185,398
Senior	
Year 1	199,627
Thereafter	214,247
Transitional Grades - only applicable to eligible employees employed on 20/04/2005	
Grade 1	170,405
Grade 2	185,398
Grade 3	199,627
Clerk Of Works	
	84,201
Co-Ordinators	
Group 1 - Cooma, Young, Ballina, Byron, Brunswick, Casino, Kyogle	82,755
Group 3 - Moree, Tweed Heads, SW Zone	88,798
- Zone 1, 2 and 5; Grafton, Armidale, Port Macquarie	
Group 5 - Tamworth	97,068
Group 6 - Dubbo	101,024
Allowances-Co-Ordinators	
The Co-ordinators allowance is applicable only to Co-ordinators in AHS and to individuals occupying Co-ordinators positions as at 30/3/87 who were earning a higher salary including allowances than those determined above as at 30/3/87.	
Future occupants, other than those in AHS, receive the salary for the positions listed above	
Team Leaders Allowance	
In-charge 5 - 10 staff (per week)	43.20
In-charge 11 - 25 staff (per week)	72.00
In-charge 26 - 40 staff (per week)	101.00
In-charge of more than 40 staff (per week)	115.40
Area Co-ordinator's Allowance (per week)	158.90
Drug & Alcohol Counsellors – Non-Graduates	
Grade 1	
1st year	52,874
2nd year	56,014
3rd year	59,088
4th year	62,207
5th year	65,170

Grade 2	
1st year	68,283
2nd year	71,325
Allowances - Drug And Alcohol Counsellors - Non-Graduate	
Drug and Alcohol Counsellor - 2 years on maximum (per week)	62.50
Dental Assistants	
Grade 1	
1st year	55,989
2nd year	57,345
3rd year	58,628
4th year	60,033
Grade 2	
1st year	61,339
2nd year	63,662
3rd year	65,720
4th year	67,538
Grade 3	
1st year	74,164
2nd year	76,883
Dental Assistants Supervision Allowance	
2-5 staff year (per week)	33.90
6-10 staff year (per week)	48.00
11-15 staff year (per week)	61.20
16-19 staff year (per week)	74.70
Dental Officers	
Level 1	
1st year	89,312
2nd year	102,905
3rd year	109,699
4th year	116,490
Level 2	
1st year	123,287
2nd year	130,082
Level 3	
1st year	137,489
2nd year	141,625
3rd year	144,289
Level 4	
1st year	164,735
2nd year	169,478
Dental Officer Management Allowance	
Level 1 (per annum)	6,804
Level 2 (per annum)	13,739
Area Director Oral Health Clinical Services	
Level 1 (per annum)	181,036
Level 2 (per annum)	199,139
Level 3 (per annum)	229,401
Dental Specialists	
1st year of service	155,650
2nd year of service	161,667
3rd year of service	167,645
4th year of service	173,970
5th year of service	180,300
* 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	189,104

Dental Specialist Management Allowance	(per annum)	10,205
Dental Technicians		
Trainee		
Stage 1 - (first 6 months)		39,647
Stage 2 - (6 months to 1 year)		40,994
Stage 3 - (1 year to 18 months)		45,304
Stage 4 - (18 months to 2 years)		46,981
Level 1		
1st year		61,339
2nd year		63,662
3rd year		65,720
4th year		67,538
5th year		72,194
Level 2		
1st year		72,194
2nd year		74,704
Level 3		
1st year		77,211
2nd year		82,088
Level 4		
1st year		86,081
2nd year		87,479
Level 5		
1st year		96,184
2nd year		100,676
Deputy Chief Dental Technician (Sydney Dental Hospital - 2008 current occupant only)		
2nd year		97,343
Oral Health Therapists		
Level 1		
1st year		62,702
2nd year		65,063
3rd year		69,073
4th year		73,818
Level 2		
1st year		78,912
2nd year		83,918
3rd year		88,001
4th year		90,843
Level 3		
1st year		97,708
2nd year		100,979
Level 4		
1st year		106,026
2nd year		108,677
Sole Practitioner Allowance (Oral Health Therapist) (per annum)		6,865
Dental Prosthetists		
Level 1		
1st year		77,211
2nd year		82,088
Level 2		
1st year		86,081
2nd year		87,479
Level 3		
1st year		96,184
2nd year		100,676
Director of Animal Care - Westmead		121,002

Environmental Health Officers	
1st year	60,942
2nd year	63,871
3rd year	67,833
4th year	71,652
5th year	75,879
6th year	79,808
7th year	83,144
8th year	86,469
9th year	90,225
In order to progress to Year 10 of the scale, an Environmental Health Officer must have:	
(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.	
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.	
10th year - Performance Barrier	94,766
11th year - Performance Barrier	99,303
Senior Environmental Health Officers	
1st year	103,398
2nd year	107,534
Trainee Environmental Health Officer	
1st year	49,874
2nd year	51,710
3rd year	53,562
4th year	55,042
Transferred Environmental Health Officer - 35 hours per week	
- 11th year - Performance Barrier	99,303
Transferred Senior Environmental Health Officer - 35 hours per week	
1st year	103,398
2nd year	107,534
Health Education Officer - Non-Graduate	
1st year of service	52,874
2nd year of service	56,011
3rd year of service	59,087
4th year of service	62,207
5th year of service	65,168
6th year of service	68,275
7th year of service	71,323
8th year of service	74,794
9th year of service & thereafter	77,912
Health Education Officer - Graduate	
1st year of service	60,942
2nd year of service	63,871
3rd year of service	67,833
4th year of service	71,652
5th year of service	75,879
6th year of service	79,808
7th year of service	83,144
8th year of service	86,469
9th year of service & thereafter	90,225

A Graduate Health Education Officer who:-	
(i) has completed 12 months service at the salary prescribed on the maximum of the scale;	
(ii) has demonstrated to the satisfaction of the employer (or Delegate via Grading Committee) by the work performed and the results achieved, the aptitude, abilities and qualities of mind warranting such payment, may progress to the following rate:	
On Maximum for 12 months	94,766
and after 12 months service in receipt of this rate, shall be paid the following rate subject to approval of the Grading Committee.	
On Maximum for further 12 months	99,317
Part-Time Health Education Officer	
Graduate (per hour)	45.60
Non-Graduate (per hour)	39.30
Senior Health Education Officer-Non-Graduate	
1st year of service	80,980
2nd year of service	84,161
Senior Health Education Officer - Graduate	
1st year of service	99,303
2nd year of service	103,398
3rd year of service	107,534
Part-time Ethnic Health Worker (per hour)	39.30
Part-time Ethnic Day Care Co-ordinator (per hour)	39.70
Transferred Health Education Officer - Graduate (As at 01/10/1986)	
9th year of service	90,225
On Maximum 12 months	94,766
On maximum further 12 months	99,317
Hospital Scientists / Medical Technologists	
Chief Hospital Scientist	
If sole Hospital Scientist in a hospital or in-charge of other Hospital Scientists or trainees at Hospitals having an A.D.A. of occupied beds of:	
Less than 200 ADA.	
1st year (per week)	2,207.13
2nd year (per week)	2,268.53
3rd year and thereafter (per week)	2,345.50
If in-charge of other Hospital Scientists or trainees at hospitals having an A.D.A. of occupied beds of:	
Over 200 ADA.	
1st year (per week)	2,345.50
2nd year (per week)	2,416.85
3rd year and thereafter (per week)	2,477.62
Fellowship of A.I.M.T Allowance (per week)	
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:	60.30
Senior Hospital Scientist (senior medical technologist in-charge of section)	
1st year (per week)	1,872.78
2nd year (per week)	1,935.29
3rd year and thereafter (per week)	1,989.22
Hospital Scientist (Medical Technologist)	
1st year (per week)	1,201.91
2nd year (per week)	1,246.81
3rd year (per week)	1,323.68
4th year (per week)	1,414.29
5th year (per week)	1,511.86
6th year (per week)	1,608.32
7th year (per week)	1,686.53
8th year (per week)	1,740.96
Hospital Scientist (Medical Technologist) - United Dental Hospital	
1st year (per week)	1,201.91

2nd year	(per week)	1,246.81
3rd year	(per week)	1,323.68
4th year	(per week)	1,414.29
5th year	(per week)	1,511.86
6th year	(per week)	1,608.32
7th year	(per week)	1,686.53
8th year	(per week)	1,740.96
Hospital Scientist (Scientific Officer)		
1st year	(per week)	1,201.91
2nd year	(per week)	1,246.81
3rd year	(per week)	1,323.68
4th year	(per week)	1,414.29
5th year	(per week)	1,511.86
6th year	(per week)	1,608.32
7th year	(per week)	1,686.53
8th year and thereafter	(per week)	1,740.96
Senior or Chief Hospital Scientist (Senior Scientific Officer)		
1st year	(per week)	1,872.78
2nd year	(per week)	1,935.29
3rd year	(per week)	1,989.22
4th year	(per week)	2,207.13
5th year	(per week)	2,268.53
6th year	(per week)	2,345.50
7th year	(per week)	2,416.85
8th year and thereafter	(per week)	2,477.62
Allowances		
Provided that a Senior Hospital Scientist shall not progress beyond the salary prescribed for the third year of the scale unless such officer holds a post-graduate degree in Science at least equivalent to the degree of Master of Science of an approved university or has been admitted as a Member of the Australian Association of Clinical Biochemists or holds such qualifications as are deemed equivalent.		
Provided further that any Senior Hospital Scientist in receipt of the fourth year of service rate and above or Principal Hospital Scientist who holds the degree of Master of Science or is a Fellow of the Australian Institute of Medical Laboratory Scientists or holds appropriate equivalent qualifications shall be paid the following allowance:		
Senior/Principal H.S. Master of Science (per week)		64.20
Principal Hospital Scientist (Principal Scientific Officer)		
1st year	(per week)	2,654.44
2nd year	(per week)	2,720.65
3rd year	(per week)	2,793.94
4th year	(per week)	2,860.46
5th year	(per week)	2,929.86
6th year	(per week)	2,998.33
7th year	(per week)	3,067.52
8th year	(per week)	3,137.72
9th year	(per week)	3,205.79
10th year and thereafter	(per week)	3,276.72
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)	650.15
2nd year	(per week)	703.35
3rd year	(per week)	809.14
4th year	(per week)	927.31
5th year	(per week)	1,043.24
6th year	(per week)	1,149.01

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)	1,872.78
2nd year	(per week)	1,935.29
3rd year	(per week)	1,989.22
Senior Or Chief Hospital Scientist In-Charge Of Lab		
Less than 200 ADA		
1st year	(per week)	2,207.13
2nd year	(per week)	2,268.53
3rd year		2,345.50
More than 200 ADA		
1st year	(per week)	2,345.50
2nd year	(per week)	2,416.85
3rd year	(per week)	2,477.62
Transferred Hospital Scientist (Scientific Officer) - Oliver Latham Laboratory		
5th year	(per week)	1,511.86
6th year	(per week)	1,608.32
7th year	(per week)	1,686.53
8th year and thereafter	(per week)	1,740.96
Transferred Senior or Chief Hospital Scientist (Senior Scientific Officer) - Oliver Latham Laboratory		
1st year		97,719
2nd year		100,981
3rd year		103,795
4th year		115,165
5th year		118,369
6th year		122,385
7th year		126,108
8th year and thereafter		129,279
Transferred Principal Hospital Scientist (Principal Scientific Officer) - Oliver Latham Laboratory		
3rd year	(per week)	2,793.94
4th year	(per week)	2,860.46
5th year	(per week)	2,929.86
6th year	(per week)	2,998.33
7th year	(per week)	3,067.52
8th year	(per week)	3,137.72
9th year	(per week)	3,205.79
10th year & thereafter	(per week)	3,276.72
Transferred Hospital Scientist (Scientific Officer) - I.C.P.M.R.		
8th year	(per week)	1,740.96
Transferred Senior Hospital Scientist (Senior Scientific Officer) - I.C.P.M.R.		
1st year	(per week)	1,872.78
2nd year	(per week)	1,935.29
3rd year	(per week)	1,989.22
4th year	(per week)	2,207.13
5th year	(per week)	2,268.53
6th year	(per week)	2,345.50
7th year	(per week)	2,416.85
8th year and thereafter	(per week)	2,477.62
Library Staff		
Librarian Grade 1		
Year 1		63,015

Year 2	66,678
Year 3	70,450
Year 4	74,839
Year 5	78,595
Year 6	82,332
Librarian Grade 2	
Year 1	85,785
Year 2	89,147
Year 3	93,578
Year 4	97,335
Librarian Grade 3	
Year 1	102,457
Year 2	105,619
Year 3	109,765
Year 4	114,150
Librarian Grade 4	
Year 1	117,570
Year 2	121,031
Year 3	124,603
Year 4	128,485
Library Assistant	
Year 1	49,287
Year 2	52,307
Year 3	55,585
Year 4	59,728
Year 5	61,935
Library Technician - Grade 1	
Year 1	63,015
Year 2	66,678
Year 3	70,450
Year 4	74,839
Medical Officers	
Intern	67,950
Resident	
1st year	79,648
2nd year	87,603
3rd year	99,218
4th year	107,713
Registrar	
1st year	99,218
2nd year	107,713
3rd year	116,240
4th year	124,428
Senior Registrar	
	139,900
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	
Allowances	
Higher Medical Qualification Allowance	(per week)
	58.70

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) The qualification allowance is paid when an officer in his/her fifth and subsequent years of registrar-ship is expected to meet the formal requirements of a higher medical qualification in that year.	29.40
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)	57.50
More than 3 years post-graduate experience (per hour)	67.40
More than 6 years post-graduate experience (per hour)	81.10
Provided that no officer may be employed for more than 24 hours in any period of 7 consecutive days.	
Formula: Part-time Medical Officer with less than 3 years post-graduate experience = 1st year Registrar divided by 52.17857 divided by 38 plus 15%	
Part-time Medical Officer with more than 3 years post-graduate experience = 3rd year Registrar divided by 52.17857 divided by 38 plus 15%.	
Part-time Medical Officer with more than 6 years post-graduate experience = Senior Registrar divided by 52.17857 divided by 38 plus 15%	
Transferred Medical Officers	
Less than 6 years post graduate experience (per hour)	65.29
6 to less than ten years post graduate experience (per hour)	94.10
10 years or more post-graduate experience (per hour)	102.80
Possess Dip. of Psychological Medical (per hour)	96.56
Dip. of Psychological Medical more than 2 years (per hour)	102.80
Medical Officer - 5th Schedule - 10th year (per annum)	147,153
Community Physician	184,903
Medical Records Administrator	
1st year	60,238
2nd year	62,686
3rd year	65,988
4th year	69,025
5th year	72,153
6th year	75,674
7th year and thereafter	78,870
Research/Analyst/Specialist Dept. Or Section	84,078
Medical Records Manager	
Grade 1	86,658
Grade 2	89,680
Grade 3	93,168
Grade 4	100,566
Grade 5	104,073
Grade 6	107,794
Grade 7	111,782
Grade 8	120,356
Country Regions	104,073
Medical Superintendents	
Chief Executive Officer	
Level 1	232,929
- 16% Clinical Loading	37,269

Level 2	221,965
- 16% Clinical Loading	35,514
Level 3	211,000
- 16% Clinical Loading	33,760
Level 4	170,845
- 16% Clinical Loading	27,335
Level 5	156,235
- 16% Clinical Loading	24,998
Medical Super/Deputy Chief Executive Officer	
Level 1	221,965
- 16% Clinical Loading	35,514
Level 2	211,000
- 16% Clinical Loading	33,760
Level 3	196,397
- 16% Clinical Loading	31,424
Level 4	156,235
- 16% Clinical Loading	24,998
Level 5	148,927
- 16% Clinical Loading	23,828
Deputy Medical Superintendent	
Level 1	196,397
- 16% Clinical Loading	31,424
Level 2	170,845
- 16% Clinical Loading	27,335
Level 3	156,235
- 16% Clinical Loading	24,998
Assistant Medical Superintendent	
Level 1	
- 1st year	163,548
- 16% Clinical Loading	26,168
- 2nd year	170,845
- 16% Clinical Loading	27,335
Level 2	
- 1st year	148,927
- 16% Clinical Loading	23,828
- 2nd year	156,235
- 16% Clinical Loading	24,998
Level 3	
- 1st year	141,642
- 16% Clinical Loading	22,663
- 2nd year	148,927
- 16% Clinical Loading	23,828
Level 4	
- 1st year	127,026
- 16% Clinical Loading	20,324
- 2nd year	134,335
- 16% Clinical Loading	21,494
Clinical Superintendent	
Level 1	
- 1st year	148,927
- 16% Clinical Loading	23,828
- 2nd year	156,235
- 16% Clinical Loading	24,998
Level 2	
- 1st year	141,642
- 16% Clinical Loading	22,663

- 2nd year	148,927
- 16% Clinical Loading	23,828
Allowances	
16% Clinical Loading - Medical Superintendents are paid a salary supplement of 16% of the appropriate base Award salary as varied from time to time with respect to their clinical work performed as part of their function.	
The qualification allowance shall only apply to those officers who were receiving this allowance as of April 1986 and have continued to remain in the position held by them as of that date.	
Higher Medical Qualification Allowance - where an officer holds a higher medical qualification relevant to his/her hospital work (per week)	52.70
Diploma Hospital Administration issued AIHA (per week)	31.00
Diploma or Degree Hospital Administration from a University-where the officer has no higher medical qualification, but holds a diploma or degree in Hospital Administration (per week)	31.00
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.	
Medical Administration Training Scheme	
1st year	120,665
2nd year	127,026
3rd year	141,642
4th year	148,927
5th year	156,235
6th year	163,548
7th year	170,845
Exception of Annual Leave & Clinical Loading	
Annual Leave entitlement is 4 weeks	
No Clinical Loading is payable.	
Music Therapist - Unqualified	
1st year (per hour)	29.21
2nd year (per hour)	29.83
3rd year and thereafter (per hour)	30.34
Nurse Counsellor Non-Graduate	
1st year of service	55,182
2nd year of service	57,786

3rd year of service	61,106
4th year of service	64,176
5th year of service	67,466
Nurse Counsellor Graduate	
1st year of service	61,511
2nd year of service	64,463
3rd year of service	68,505
4th year of service	72,150
5th year of service	76,443
6th year of service	79,895
7th year of service	83,163
8th year of service	86,073
9th year of service	90,247
Remedial Gymnast (Qualified)	
1st year	53,405
2nd year	55,030
3rd year	58,296
4th year	61,339
5th year	64,472
6th year & thereafter	67,586
Sessional Rates	
Music Therapist (per session*)	224.00
Occupational Therapist (per session*)	224.00
Orthoptist (per session*)	224.00
Physiotherapist (per session*)	224.00
Podiatrist (per session*)	224.00
Speech Pathologist (per session*)	224.00
*Session = 3½ hours	
Sexual Assault Workers - Non-Graduate	
Grade 1	
1st year	52,868
2nd year	56,014
3rd year	59,087
4th year	62,206
5th year	65,166
Grade 2	
1st year	68,275
2nd year	71,318
Social Educators	
1st year	63,871
2nd year	67,833
3rd year	71,652
4th year	75,877
5th year	79,808
6th year	83,114
7th year	86,471
8th year & thereafter	90,225
Program Director	
1st year	114,908
2nd year	117,570
Welfare Officers - Non-Graduate	
Grade 1	
1st year	52,868
2nd year	56,014
3rd year	59,087
4th year	62,206

5th year	65,166
Grade 2	
1st year	68,275
2nd year & thereafter	71,318
Allowance	
Welfare Officer - Non-Graduate 2 years on maximum (per week)	66.50

PART C - LIST OF AWARDS

Public Hospitals (Medical Superintendents) Award

Public Hospitals (Career Medical Officers) (State) Award

Public Hospital (Medical Officers) Award

Hospital Scientists (State) Award

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

Public Hospitals Librarians (State) Award

Public Hospital Medical Record Librarians Award

Public Hospital Dental Assistants (State) Award

Health Employees Oral Health Therapists (State) Award

Health Employees Dental Officers (State) Award

Health Employees Dental Prosthetists and Dental Technicians (State) Award