

# HEALTH EMPLOYEES' COMPUTER STAFF (STATE) AWARD 2022

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

## AWARD

### PART A

#### Arrangement

Clause No.	Subject Matter
5	Anti-Discrimination
7	Area, Incidence and Duration
3	Conditions of Service
1	Definitions
4	Dispute Resolution
6	No Extra Claims
2	Salaries

#### PART B - MONETARY RATES

Table 1 - Salaries

### PART A

#### 1. Definitions

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

"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.

#### 2. Salaries

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

#### 3. Conditions of Service

The Health Employees Conditions of Employment (State) Award 2021 as varied or replaced from time to time, shall apply to all persons covered by this Award.

In addition, the Health Industry Status of Employment (State) Award 2021, as varied or replaced from time to time, shall also apply to relevant employees.

#### 4. Dispute Resolution

The dispute resolution procedure contained in the Health Employees Conditions of Employment (State) Award 2021 as varied or replaced from time to time, shall apply.

#### 5. Anti-Discrimination

- (i) It is the 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.
- (ii) 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.
- (iii) 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.
- (iv) Nothing in this clause is to be taken to affect:
  - (a) any conduct or act which is specifically exempted from anti-discrimination legislation;
  - (b) offering or providing junior rates of pay to persons under 21 years of age;
  - (c) any act or practice of a body established to propagate religion which is exempted under section 56(d) of the *Anti-Discrimination Act 1977*;
  - (d) a party to this Award from pursuing matters of unlawful discrimination in any State or Federal jurisdiction.
- (v) 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."

## 6. 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.

## 7. 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 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 Employees Computer Staff (State) Award 2021 published 8 April 2022 (391 I.G. 828) 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, excluding the County of Yancowinna.

## PART B - MONETARY RATES

Table 1 - Salaries

Classification	Rate to apply prior to ffppoa 01-Jul-2022 \$ per annum	Rate ffppoa 01-Jul-2022 \$ per annum
<b>Computer Manager</b>		
<b>Grade 1</b>		
1st Year	103,677	106,300
2nd Year	106,794	109,496
3rd Year	110,438	113,232
4th Year	113,539	116,412
5th Year	117,673	120,650
6th Year and Thereafter	120,791	123,847
<b>Grade 2</b>		
1st Year	117,673	120,650
2nd Year	120,791	123,847
3rd Year	127,056	130,271
4th Year and Thereafter	133,289	136,661
<b>Analyst</b>		
1st Year	84,931	87,080
2nd Year	87,587	89,803
3rd Year	91,125	93,430
4th Year	93,761	96,133
5th Year	96,989	99,443
6th Year and Thereafter	99,615	102,135
<b>Senior Analyst</b>		
1st Year	103,677	106,300
2nd Year	106,794	109,496
3rd Year	110,438	113,232
4th Year	113,539	116,412
5th Year	117,673	120,650
6th Year and Thereafter	120,791	123,847
<b>Programmers</b>		
<b>Trainee</b>		
1st Year	48,962	50,201
2nd Year	50,378	51,653
3rd Year	52,351	53,675
4th Year	53,675	55,033
5th Year	55,008	56,400
6th Year	56,908	58,348
7th Year	58,902	60,392
8th Year	60,944	62,486
9th Year and Thereafter	64,672	66,308
<b>Programmer</b>		
1st Year	68,288	70,016
2nd Year	72,289	74,118
3rd Year	76,806	78,749
4th Year	84,931	87,080
5th Year	91,125	93,430
6th Year and Thereafter	93,761	96,133
<b>Supervisor</b>		
1st Year	96,989	99,443

2nd Year	99,616	102,136
3rd Year	103,677	106,300
4th Year and Thereafter	106,794	109,496
<b>Computer Operator</b>		
<b>Grade 1</b>		
1st Year	50,378	51,653
2nd Year	52,351	53,675
3rd Year	53,675	55,033
4th Year and Thereafter	55,008	56,400
<b>Grade 2</b>		
1st Year	56,908	58,348
2nd Year	58,902	60,392
3rd Year and Thereafter	60,944	62,486
<b>Senior</b>		
<b>Grade 1</b>		
1st Year	64,672	66,308
2nd Year	66,267	67,944
3rd Year	68,288	70,016
4th Year and Thereafter	69,979	71,749
<b>Grade 2</b>		
1st Year	72,289	74,118
2nd Year	74,065	75,939
3rd Year	76,806	78,749
4th Year and Thereafter	78,932	80,929
<b>Field Implementation Officer</b>		
1st Year	72,289	74,118
2nd Year	74,065	75,939
3rd Year	76,806	78,749
4th Year and Thereafter	78,932	80,929
<b>Network Analyst</b>		
1st Year	75,401	77,309
2nd Year and Thereafter	77,736	79,703