HEALTH EMPLOYEES' GENERAL ADMINISTRATIVE STAFF (STATE) AWARD 2025

AWARD

PART A

Arrangement

Clause No. Subject Matter

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PART A

1. Definitions

"Employer" Means the Secretary Exercising Employer Functions on Behalf of the Government of New South Wales.

"Union" Means the Health Services Union NSW.

2. Conditions of Service

The *Health Employees Conditions of Employment (State) Award 2025*, 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 2023*, as varied or replaced from time to time, shall also apply to relevant employees.

3. Salaries and Wages

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

4. Dispute Resolution

The dispute resolution procedures contained in the *Health Employees Conditions of Employment (State) Award 2025* 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

The parties have agreed to a Memorandum of Understanding on 18 September 2025 in relation to claims impacting this Award. Consequently, this clause does not preclude the parties from pursuing arbitrated outcomes in the Industrial Relations Commission, consistent with the terms of the MOU, which can take effect as determined by the Industrial Relations Commission.

The Industrial Relations Commission recognises that other than the matters dealt with in, or contemplated by the agreed MOU, or as otherwise provided for in the Industrial Relations Act 1996, parties have given an undertaking not to pursue 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 the 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.

7. Area, Incidence and Duration

(i) This Award takes effect from 1 July 2025 and shall remain in force for a period of two years. The rates in the third column in Table 1 of Part B - Monetary Rates, will apply from the first full pay period on or after (ffppoa) 1 July 2025 and the rates in the fourth column in Table 1 of Part B – Monetary Rates shall apply from the first full pay period on or after (ffppoa) 1 July 2026.

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(ii) This Award rescinds and replaces the *Health Employees' General Administrative Staff (State) Award 2024* published 24 January 2025 (397 I.G. 374) 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 transmittees, excluding the County of Yancowinna.

PART B

MONETARY RATES

Table 1 - Salaries

In the period 1 July 2025 to the commencement of the first full pay period on or after 1 July 2025, the applicable rates of pay are those that applied immediately prior to the first full pay period on or after 1 July 2025.

Classification	Frequency	Ffppoa 01-Jul-2025 $	Ffppoa 01-Jul-2026 $
General Administrative			
Grade 1	Weekly	1279.13	1330.30
Grade 2	Weekly	1327.88	1381.00
Grade 3	Weekly	1371.93	1426.81
Grade 4	Weekly	1415.96	1472.60
Grade 5	Weekly	1438.96	1496.52
Grade 6	Weekly	1483.48	1542.82
Grade 7	Weekly	1531.80	1593.07
Grade 8	Weekly	1615.32	1679.93
Grade 9	Weekly	1755.47	1825.69
Grade 10	Weekly	1809.24	1881.61
Grade 11	Weekly	1896.34	1972.19
Grade 12	Weekly	2023.89	2104.85
Grade 13	Weekly	2164.65	2251.24
Grade 14 and Thereafter	Weekly	2297.80	2389.71
Special Grade			
Special Grade - R.P.A. - Services Manager	Weekly	2370.66	2465.49
Special Grade - R.P.A. - Supply Manager	Weekly	2851.65	2965.72