

BROKEN HILL HEALTH EMPLOYEES' (STATE) AWARD

AWARD

1. Definitions

In this Award:

BIC Agreement means the industrial agreement made in or around 1997 between the Health Administration Corporation and the Barrier Industrial Council (representing the Broken Hill Town Employees' Union, the Construction, Forestry, Mining & Energy Union, the Automotive, Metal and Engineering Union and the Federated Clerks Union of Australia), and all variations to that agreement.

BIC Classification means a classification contained in Column 1 of the table in Schedule 1.

Employee means a person employed:

- (1) in the NSW Health Service; and
- (2) in the Local Health District; and
- (3) in the County of Yancowinna; and
- (4) in a BIC Classification or in a State Award Classification.

Employer means the Health Secretary exercising on behalf of the Government of New South Wales the employer functions of the Government in relation to the staff employed in the Health Service, pursuant to s 116(3) of the Health Services Act 1997, or their delegate.

Existing Employee means a person who is an Employee on the date that this Award is made.

ffppooa as it appears in Schedules 1 and 2 means "first full pay period on or after".

Local Health District means the Far West Local Health District.

NSW Health Service means those persons who are employed under Chapter 9 Part 1 of the *Health Services Act 1997* by the Government of New South Wales in the service of the Crown.

Relevant State Award means:

- (1) in respect of a BIC Classification - the State Award in Column 2 of the table in Schedule 1 appearing against the classification; and
- (2) in respect of a State Award Classification - the State Award(s) in Column 3 of the Table in Schedule 4 appearing against the classification,

and any award which replaces any of the State Awards referred to in Schedule 1 or Schedule 4.

State Award means an award of the Commission which applies to the NSW Health Service and which would apply to a classification in which an Employee is engaged, but for that award excluding operation in the County of Yancowinna.

State Award Classification means a classification contained in Column 1 of the table in Schedule 4 but does not include a BIC Classification.

Union includes the Broken Hill Town Employees' Union, the Construction, Forestry, Mining and Energy Union (New South Wales Branch) and the Health Services Union NSW.

2. Area, Incidence and Duration

- 2.1. This Award applies to all Employees.
- 2.2. This Award rescinds and replaces all industrial instruments previously applying to the employment of Employees, including the BIC Agreement.
- 2.3. This Award takes effect on the date it is made by the Commission and will remain in force until 30 June 2024.
- 2.4. This Award will prevail over any State Award to the extent of any inconsistency.

3. Employees in Bic Classifications

Rates of pay

- 3.1. Employees employed in a BIC Classification will be paid the weekly rates of pay set out against their classification in Columns 3, 4, 5, 6, 7 and 8 of the table in Schedule 1, noting that:
 - 3.1.1. the weekly rates of pay set out in Columns 3, 4, 5, 6 and 7 of the table incorporate the Broken Hill Town & Versatility Allowance payable under subclause 3.2. The weekly rates of pay set out in Column 8 of the table do not incorporate the Broken Hill Town & Versatility Allowance payable under subclause 3.2;
 - 3.1.2. Column 3 of the table contains the rates payable from the first full pay period on or after 1 July 2019, including a 2.5% increase;
 - 3.1.3. Column 4 of the table contains the rates payable from the first full pay period on or after 1 July 2020, including a 0.3% increase;
 - 3.1.4. Column 5 of the table contains the rates payable from the first full pay period on or after 1 July 2021, including a 2.04% increase;
 - 3.1.5. Column 6 of the table contains the rates payable from the first full pay period on or after 1 July 2022, including a 2.53% increase;
 - 3.1.6. Column 7 of the table contains the rates payable from the first full pay period on or after 1 July 2023, including a \$3,502 flat rate increase to annual pay and a 4% increase to the Broken Hill Town and Versatility Allowance;
 - 3.1.7. Column 8 of the table contains the rates payable from the first full pay period on or after 25 September 2023. These rates are equivalent to the rates in Column 7, less the Broken Hill Town & Versatility Allowance, which remains payable under subclause 3.2.

Allowances

- 3.2. Employees employed in a BIC Classification will be paid a weekly Broken Hill Town & Versatility Allowance in the nature of salary as set out in the table in Schedule 2.
- 3.3. Employees employed in a BIC Classification who:
 - 3.3.1. are required to perform duties involved in the maintenance and supervision of swimming pools, pest control duties on a continuing basis or driving tractors (excluding employees who are employed as drivers) will be paid the Pool Allowance in the amount and frequency referred to in the table in Schedule 2;

- 3.3.2. are regularly required to perform work on sewerage works and grease traps, or other duties considered offensive by the Local Health District, will be paid the Offensive Work Allowance in the amount and frequency referred to in the table in Schedule 2;
 - 3.3.3. are required to type as a normal part of their duties, and who have gained certification for qualifications in typing speeds of over 45 words per minute, will be paid the Typing Qualification Allowance in the amount and frequency referred to in the table in Schedule 2;
 - 3.3.4. are not employed as a gardener but are required to prune shrubs will be paid the Pruning Allowance in the amount and frequency referred to in the table in Schedule 2; and
 - 3.3.5. undertake linen sterilising duties, hold a recognised and accredited certificate and perform sterilising duties at least one day per week will be paid the Sterilising Certificate Allowance in the amount and frequency referred to in the table in Schedule 2.
- 3.4. The allowances in clause 3.3 are paid in lieu of any equivalent allowances which would otherwise be payable to an Employee under a Relevant State Award, regardless of the amount of those allowances.

Other terms of employment

- 3.5. Other than as provided for in this Award, the terms and conditions of employment for an Employee in a BIC Classification will be determined by reference to the Relevant State Award for their classification.

4. Employees in State Award Classifications

- 4.1. To the extent necessary, the State Award Classifications will be defined by reference to the applicable State Award listed in Schedule 3, as varied or replaced from time to time.
- 4.2. The rates of pay for Employees in each State Award Classification will be determined by reference to the State Awards identified in Column 2 of the table in Schedule 4, as varied or replaced from time to time.
- 4.3. Subject to this Award, the other terms and conditions of employment for an Employee in a State Award Classification will be determined by reference to the Relevant State Award(s) for their classification.

5. Annual Leave

- 5.1. At the completion of each 12 months of employment, Employees will be entitled to 5 weeks annual leave, plus one additional day for each public holiday which falls during a period of annual leave.
- 5.2. Employees in a BIC Classification who are rostered to work their ordinary hours on Sundays and/or public holidays will be entitled to the following annual leave in addition to the entitlement in subclause 5.1:

Number of ordinary shifts worked on Sundays and/or public holidays during the year	Additional Annual Leave
4 to 10	1 day
11 to 17	2 days
18 to 24	3 days
25 to 31	4 days
32 or more	5 days

- 5.3. The entitlement in clause 5.1 is to be regarded as an Employee's "base" entitlement. It does not include any entitlement arising under a Relevant State Award for additional annual leave, including where an Employee works on a public holiday or is rostered to work and does work ordinary hours shifts on Sundays and/or public holidays.

Note: See for example clauses 15(i)(b) and 16(i)(b) of the Health Employees' Conditions of Employment (State) Award 2021, and clauses 11(i)(a) and 12(ii)(b) of the Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021

- 5.4. Arrangements for the management and taking of annual leave by Employees will be determined by reference to the Relevant State Award for their classification.

6. Long Service Leave

- 6.1. Existing Employees in BIC Classifications will accrue long service leave as follows:
- 6.1.1. for service prior to 22 April 1998 - 2 weeks per year of service;
 - 6.1.2. for service between 23 April 1998 and 31 December 1998 - 1.6 weeks per year of service; and
 - 6.1.3. for service from 1 January 1999 - 1.3 weeks per annum for the first 10 years of service and 2 weeks per year of service for each additional year of service.
- 6.2. Subject to clause 6.4, Employees to whom subclause 6.1 does not apply will accrue long service leave in accordance with the Relevant State Award for their classification.
- 6.3. Arrangements for the management and taking of long service leave by Employees will be determined by reference to the Relevant State Award for their classification.
- 6.4. Nothing in this Award is intended to remove or reduce the entitlement to long service leave of an Existing Employee in a State Award Classification. If an Existing Employee in a State Award Classification has, at the date this Award is made, an entitlement to long service leave exceeding that referred to in subclause 6.2, that entitlement is preserved.

7. Status of Employment

The terms of the Health Industry Status of Employment (State) Award 2023, as varied or replaced from time to time, will be taken to apply to Employees.

8. Dispute Resolution

- 8.1. Where a dispute arises about an industrial matter in a section of the Local Health District which cannot be resolved between the affected Employees or their representative(s) and the supervising staff, it will be referred to the Designated Manager of the relevant hospital, health institution or service unit, or their nominee, who will arrange for the matter to be discussed with the Employee(s) concerned and, if requested, a local representative or representatives of the Union(s) to which the Employee(s) belong(s).
- 8.2. If the matter is not resolved within a reasonable time, it must be referred by the Designated Manager to the Chief Executive Officer (however called) of the Local Health District, or their nominee, and may be referred by the affected Employee(s) to the Union's head office. Discussions at this level must take place within a reasonable time with a view to resolving the issue in dispute.
- 8.3. If the matter remains unresolved, and with a view to the amicable and timely settlement of all disputes, the dispute may be referred by one of the disputing parties to the Industrial Relations Commission for determination in accordance with the provisions of the *Industrial Relations Act 1996*.
- 8.4. While these procedures are being followed, there must be no stoppage of work or the imposition of any form of ban or limitation of work.
- 8.5. Unless the parties otherwise agree, the status quo must continue while these procedures are being followed. For this purpose, "status quo" means the work procedures and practices in place:
- 8.5.1. immediately before the dispute arose; or

8.5.2. immediately before any change to those procedures or practices, which caused the dispute to arise, was made.

8.6. The Employer must ensure that all practices applied during the operation of these procedures are in accordance with safe working practices.

9. Anti-Discrimination

9.1. It is intention of the parties bound by this award to seek to achieve the object in section 3(f) of the *Industrial Relations Act 1996* to prevent and eliminate discrimination in the workplace. This includes discrimination on the grounds of race, sex, marital status, disability, homosexuality, transgender identity, age and responsibilities as a carer.

9.2. It follows that in fulfilling their obligations under the dispute resolution procedure prescribed by this Award the parties have obligations to take all reasonable steps to ensure that the operation of the provisions of this Award are not directly or indirectly discriminatory in their effects. It will be consistent with the fulfilment of these obligations for the parties to make application to vary any provision of the Award which, by its terms or operation, has a direct or indirect discriminatory effect.

9.3. Under the *Anti-Discrimination Act 1977*, it is unlawful to victimise an employee because the employee has made or may make or has been involved in a complaint of unlawful discrimination or harassment.

9.4. Nothing in this clause is taken to affect:

9.4.1. any conduct or act which is specifically exempted from anti-discrimination legislation;

9.4.2. offering or providing junior rates of pay to persons under 21 years of age;

9.4.3. any act or practice of a body established to propagate religion which is exempted under section 56(d) of the *Anti-Discrimination Act 1977*; or

9.4.4. a party to this award from pursuing matters of unlawful discrimination in any State or Federal jurisdiction.

9.5. This clause does not create legal rights or obligations in addition to those imposed upon the parties by the legislation referred to in this clause.

NOTES -

(a) Employers and employees may also be subject to Commonwealth anti-discrimination legislation.

(b) Section 56(d) of the *Anti-Discrimination Act 1977* provides:

"Nothing in this Act affects ... any other act or practice of a body established to propagate religion that conforms to the doctrines of that religion or is necessary to avoid injury to the religious susceptibilities of the adherents of that religion."

10. No Extra Claims

Other than as provided for in the *Industrial Relations Act 1996* and the Industrial Relations (Public Sector Conditions of Employment) Regulation 2014 (or its successor however described), a party must not make any further claims or demands, or institute proceedings in the Industrial Relations Commission, seeking an increase or reduction in the wages, salaries, rates of pay, allowances or conditions of employment of Employees that would take effect prior to 30 June 2024.

SCHEDULE 1

BIC CLASSIFICATIONS, RELEVANT STATE AWARDS AND RATES OF PAY

COLUMN 1 BIC Classification	COLUMN 2 Relevant State Award	COLUMN 3 ffppooa 1.7.19	COLUMN 4 ffppooa 1.7.20	COLUMN 5 ffppooa 1.7.21	COLUMN 6 Ffppoa 1.7.22	COLUMN 7 Ffppoa 1.7.23	COLUMN 8 Ffppoa 25.9.23 (rate less BHTVA)
BI Boiler Attendant	Health Employees' Conditions of Employment (State) Award 2021	1096.49	1099.77	1122.22	1150.61	1219.71	1168.12
BI Assist catering officer	Health Employees' Conditions of Employment (State) Award 2021	1217.11	1220.76	1245.67	1277.19	1346.29	1294.70
BI Catering officer	Health Employees' Conditions of Employment (State) Award 2021	1312.08	1316.03	1342.87	1376.84	1445.94	1394.35
BI Clerk Junior 16 Years	Health Employees' Conditions of Employment (State) Award 2021	569.89	571.6	583.26	598.02	667.12	615.53
BI Clerk Junior 17 Years	Health Employees' Conditions of Employment (State) Award 2021	645.27	647.2	660.4	677.11	746.21	694.62
BI Clerk Junior 18 Years	Health Employees' Conditions of Employment (State) Award	736.69	738.91	753.98	773.06	842.16	790.57

COLUMN 1 BIC Classification	COLUMN 2 Relevant State Award	COLUMN 3 ffppooa 1.7.19	COLUMN 4 ffppooa 1.7.20	COLUMN 5 ffppooa 1.7.21	COLUMN 6 Ffppoa 1.7.22	COLUMN 7 Ffppoa 1.7.23	COLUMN 8 Ffppoa 25.9.23 (rate less BHTVA)
	2021						
BI Clerk Junior 19 Years	Health Employees' Conditions of Employment (State) Award 2021	827.37	829.85	846.79	868.21	937.31	885.72
BI Clerk Junior 20 Years	Health Employees' Conditions of Employment (State) Award 2021	910.19	912.91	931.53	955.1	1024.20	972.61
BI Clerk Grade 1 Year 1	Health Employees' Conditions of Employment (State) Award 2021	961.33	964.2	983.86	1008.75	1077.85	1026.26
BI Clerk Grade 1 Year 2	Health Employees' Conditions of Employment (State) Award 2021	1000.43	1003.43	1023.91	1049.81	1118.91	1067.32
BI Clerk Grade 1 Year 3	Health Employees' Conditions of Employment (State) Award 2021	1037.70	1040.82	1062.04	1088.91	1158.01	1106.42
BI Clerk Grade 1 Year 4	Health Employees' Conditions of Employment (State) Award 2021	1062.57	1065.75	1087.49	1115	1184.10	1132.51
BI Clerk Grade	Health Employees'	1087.34	1090.6	1112.85	1141.01	1210.11	1158.52

COLUMN 1 BIC Classification	COLUMN 2 Relevant State Award	COLUMN 3 ffppooa 1.7.19	COLUMN 4 ffppooa 1.7.20	COLUMN 5 ffppooa 1.7.21	COLUMN 6 Ffppoa 1.7.22	COLUMN 7 Ffppoa 1.7.23	COLUMN 8 Ffppoa 25.9.23 (rate less BHTVA)
1 Year 5	Conditions of Employment (State) Award 2021						
BI Clerk - Grade 2 Year 1	Health Employees' Conditions of Employment (State) Award 2021	1124.06	1127.44	1,150.44	1179.55	1248.65	1197.06
BI Clerk - Grade 2 Year 2	Health Employees' Conditions of Employment (State) Award 2021	1162.28	1165.76	1,189.55	1219.65	1288.75	1237.16
BI Clerk - Grade 3 Year 1	Health Employees' Conditions of Employment (State) Award 2021	1200.10	1203.69	1228.25	1259.32	1328.42	1276.83
BI Clerk - Grade 3 Year 2	Health Employees' Conditions of Employment (State) Award 2021	1238.86	1242.58	1267.93	1300.01	1369.11	1317.52
BI Clerk - Grade 4 Year 1	Health Employees' Conditions of Employment (State) Award 2021	1271.05	1274.87	1300.88	1333.79	1402.89	1351.30
BI Clerk - Grade 4 Year 2	Health Employees' Conditions of Employment (State) Award 2021	1300.56	1304.45	1331.07	1364.75	1433.85	1382.26

COLUMN 1 BIC Classification	COLUMN 2 Relevant State Award	COLUMN 3 ffppooa 1.7.19	COLUMN 4 ffppooa 1.7.20	COLUMN 5 ffppooa 1.7.21	COLUMN 6 Ffppoa 1.7.22	COLUMN 7 Ffppoa 1.7.23	COLUMN 8 Ffppoa 25.9.23 (rate less BHTVA)
BI Clerk - Grade 5 Year 1	Health Employees' Conditions of Employment (State) Award 2021	1339.86	1343.88	1371.30	1405.99	1475.09	1423.50
BI Clerk - Grade 5 Year 2	Health Employees' Conditions of Employment (State) Award 2021	1371.19	1375.31	1403.37	1438.88	1507.98	1456.39
BI Clerk - Grade 6 Year 1	Health Employees' Conditions of Employment (State) Award 2021	1414.70	1418.94	1447.88	1484.51	1553.61	1502.02
BI Clerk - Grade 6 Year 2	Health Employees' Conditions of Employment (State) Award 2021	1448.29	1452.64	1482.28	1519.78	1588.88	1537.29
BI Clerk - Grade 7 Year 1	Health Employees' Conditions of Employment (State) Award 2021	1499.79	1504.29	1534.98	1573.81	1642.91	1591.32
BI Clerk - Grade 7 Year 2	Health Employees' Conditions of Employment (State) Award 2021	1540.05	1544.68	1576.19	1616.07	1685.17	1633.58
BI Clerk - Grade 8 Year 1	Health Employees' Conditions of Employment	1652.81	1657.76	1691.59	1734.39	1803.49	1751.90

COLUMN 1 BIC Classification	COLUMN 2 Relevant State Award	COLUMN 3 ffppooa 1.7.19	COLUMN 4 ffppooa 1.7.20	COLUMN 5 ffppooa 1.7.21	COLUMN 6 Ffppoa 1.7.22	COLUMN 7 Ffppoa 1.7.23	COLUMN 8 Ffppoa 25.9.23 (rate less BHTVA)
	(State) Award 2021						
BI Clerk - Grade 8 Year 2	Health Employees' Conditions of Employment (State) Award 2021	1704.49	1709.61	1744.49	1788.63	1857.73	1806.14
BI Cook	Health Employees' Conditions of Employment (State) Award 2021	1164.99	1168.49	1192.32	1222.49	1291.59	1240.00
BI CSSD Super	Health Employees' Conditions of Employment (State) Award 2021	1308.97	1312.89	1339.68	1373.57	1442.67	1391.08
BI Diet Supervisor	Health Employees' Conditions of Employment (State) Award 2021	1217.11	1220.76	1245.67	1277.19	1346.29	1294.70
BI Diversional Therapist No Dip Year 1	Health Employees' Conditions of Employment (State) Award 2021	1055.36	1058.52	1080.11	1107.44	1176.54	1124.95
BI Diversional Therapist No Dip Year 2	Health Employees' Conditions of Employment (State) Award 2021	1075.59	1078.82	1100.82	1128.67	1197.77	1146.18

COLUMN 1 BIC Classification	COLUMN 2 Relevant State Award	COLUMN 3 ffppooa 1.7.19	COLUMN 4 ffppooa 1.7.20	COLUMN 5 ffppooa 1.7.21	COLUMN 6 Ffppoa 1.7.22	COLUMN 7 Ffppoa 1.7.23	COLUMN 8 Ffppoa 25.9.23 (rate less BHTVA)
BI Diversional Therapist No Dip Year 3	Health Employees' Conditions of Employment (State) Award 2021	1099.09	1102.39	1124.88	1153.34	1222.44	1170.85
BI Diversional Therapist With Dip Year 1	Health Employees' Conditions of Employment (State) Award 2021	1063.96	1067.15	1088.93	1116.48	1185.58	1133.99
BI Diversional Therapist With Dip Year 2	Health Employees' Conditions of Employment (State) Award 2021	1124.49	1127.86	1150.87	1179.99	1249.09	1197.50
BI Diversional Therapist With Dip Year 3	Health Employees' Conditions of Employment (State) Award 2021	1183.83	1187.39	1211.61	1242.26	1311.36	1259.77
BI Diversional Therapist With Dip Year 4	Health Employees' Conditions of Employment (State) Award 2021	1243.70	1247.44	1272.89	1305.09	1374.19	1322.60
BI Diversional Therapist With Dip Year 5	Health Employees' Conditions of Employment (State) Award 2021	1300.46	1304.36	1330.98	1364.65	1433.75	1382.16
BI EDSA Year 1	Health Employees' Conditions of Employment	1124.06	1127.44	1150.44	1179.55	1248.65	1197.06

COLUMN 1 BIC Classification	COLUMN 2 Relevant State Award	COLUMN 3 ffppooa 1.7.19	COLUMN 4 ffppooa 1.7.20	COLUMN 5 ffppooa 1.7.21	COLUMN 6 Ffppoa 1.7.22	COLUMN 7 Ffppoa 1.7.23	COLUMN 8 Ffppoa 25.9.23 (rate less BHTVA)
	(State) Award 2021						
BI EDSA Year 2	Health Employees' Conditions of Employment (State) Award 2021	1162.28	1165.76	1189.55	1219.65	1288.75	1237.16
BI EDSA - Level 3 Year 1	Health Employees' Conditions of Employment (State) Award 2021	1200.10	1203.69	1228.25	1259.32	1328.42	1276.83
BI EDSA - Level 3 Year 2	Health Employees' Conditions of Employment (State) Award 2021	1238.86	1242.58	1267.93	1300.01	1369.11	1317.52
BI Electronics Tech Year 1	Health Employees' Conditions of Employment (State) Award 2021	1516.15	1520.71	1551.72	1590.98	1660.08	1608.49
BI Electronics Tech Year 2	Health Employees' Conditions of Employment (State) Award 2021	1573.12	1577.84	1610.02	1650.75	1719.85	1668.26
BI Electronics Tech 5% Year 1	Health Employees' Conditions of Employment (State) Award 2021	1591.98	1596.75	1629.32	1670.54	1739.64	1688.05

COLUMN 1 BIC Classification	COLUMN 2 Relevant State Award	COLUMN 3 ffppooa 1.7.19	COLUMN 4 ffppooa 1.7.20	COLUMN 5 ffppooa 1.7.21	COLUMN 6 Ffppoa 1.7.22	COLUMN 7 Ffppoa 1.7.23	COLUMN 8 Ffppoa 25.9.23 (rate less BHTVA)
BI Electronics Tech 5% Year 2	Health Employees' Conditions of Employment (State) Award 2021	1651.74	1656.69	1690.49	1733.26	1802.36	1750.77
BI Electronics Tech 10% Year 1	Health Employees' Conditions of Employment (State) Award 2021	1667.88	1672.89	1707.02	1750.21	1819.31	1767.72
BI Electronics Tech 10% Year 2	Health Employees' Conditions of Employment (State) Award 2021	1730.35	1735.54	1770.95	1815.76	1884.86	1833.27
BI Electronics Tech 15% Year 1	Health Employees' Conditions of Employment (State) Award 2021	1743.49	1748.72	1784.40	1829.55	1898.65	1847.06
BI Electronics Tech 15% Year 2	Health Employees' Conditions of Employment (State) Award 2021	1809.18	1814.60	1851.61	1898.46	1967.56	1915.97
BI Field Implementation Officer Year 1	Health Employees' Conditions of Employment (State) Award 2021	1401.15	1405.35	1434.02	1470.3	1539.40	1487.81
BI Field Implementation Officer Year 2	Health Employees' Conditions of Employment	1434.31	1438.61	1467.97	1505.11	1574.21	1522.62

COLUMN 1 BIC Classification	COLUMN 2 Relevant State Award	COLUMN 3 ffppooa 1.7.19	COLUMN 4 ffppooa 1.7.20	COLUMN 5 ffppooa 1.7.21	COLUMN 6 Ffppoa 1.7.22	COLUMN 7 Ffppoa 1.7.23	COLUMN 8 Ffppoa 25.9.23 (rate less BHTVA)
	(State) Award 2021						
BI Field Implementation Officer Year 3	Health Employees' Conditions of Employment (State) Award 2021	1485.56	1490.03	1520.43	1558.9	1628.00	1576.41
BI Field Implementation Officer Year 4	Health Employees' Conditions of Employment (State) Award 2021	1525.52	1530.09	1561.31	1600.81	1669.91	1618.32
BI Heavy Duty Cleaner	Health Employees' Conditions of Employment (State) Award 2021	1062.25	1065.44	1087.17	1114.68	1183.78	1132.19
BI Hospital Assistant	Health Employees' Conditions of Employment (State) Award 2021	1039.84	1042.95	1064.23	1091.16	1160.26	1108.67
BI Leading Hand Hospital Assist	Health Employees' Conditions of Employment (State) Award 2021	1080.23	1083.47	1105.57	1133.54	1202.64	1151.05
BI Assist Housekeeper	Health Employees' Conditions of Employment (State) Award 2021	1145.82	1149.25	1172.69	1202.36	1271.46	1219.87

COLUMN 1 BIC Classification	COLUMN 2 Relevant State Award	COLUMN 3 ffppooa 1.7.19	COLUMN 4 ffppooa 1.7.20	COLUMN 5 ffppooa 1.7.21	COLUMN 6 Ffppoa 1.7.22	COLUMN 7 Ffppoa 1.7.23	COLUMN 8 Ffppoa 25.9.23 (rate less BHTVA)
BI Housekeeper	Health Employees' Conditions of Employment (State) Award 2021	1201.37	1204.98	1229.56	1260.67	1329.77	1278.18
BI Kitchen Hand	Health Employees' Conditions of Employment (State) Award 2021	1062.25	1065.44	1087.17	1114.68	1183.78	1132.19
BI Labourer	Health Employees' Conditions of Employment (State) Award 2021	1062.25	1065.44	1087.17	1114.68	1183.78	1132.19
BI Patient Services Assist	Health Employees' Conditions of Employment (State) Award 2021	1121.48	1124.84	1147.80	1176.84	1245.94	1194.35
BI Machine Operator	Health Employees' Conditions of Employment (State) Award 2021	1221.63	1225.30	1250.29	1281.92	1351.02	1299.43
BI Machinist	Health Employees' Conditions of Employment (State) Award 2021	1071.20	1074.40	1096.32	1124.06	1193.16	1141.57
BI Leading Hand Machinist	Health Employees' Conditions of Employment	1111.78	1115.11	1137.86	1166.65	1235.75	1184.16

COLUMN 1 BIC Classification	COLUMN 2 Relevant State Award	COLUMN 3 ffppooa 1.7.19	COLUMN 4 ffppooa 1.7.20	COLUMN 5 ffppooa 1.7.21	COLUMN 6 Ffppoa 1.7.22	COLUMN 7 Ffppoa 1.7.23	COLUMN 8 Ffppoa 25.9.23 (rate less BHTVA)
	(State) Award 2021						
BI Motor Vehicle Driver up to 2950	Health Employees' Conditions of Employment (State) Award 2021	1063.87	1067.06	1088.83	1116.38	1185.48	1133.89
BI Motor Vehicle Driver up to 6250	Health Employees' Conditions of Employment (State) Award 2021	1079.69	1082.94	1105.03	1132.99	1202.09	1150.50
BI Pharmacy Assist - Grade 1 Year 1	Health Employees' Conditions of Employment (State) Award 2021	1075.40	1078.63	1100.63	1128.48	1197.58	1145.99
BI Pharmacy Assist - Grade 1 Year 2	Health Employees' Conditions of Employment (State) Award 2021	1098.75	1102.04	1124.52	1152.97	1222.07	1170.48
BI Pharmacy Assist - Grade 1 Year 3	Health Employees' Conditions of Employment (State) Award 2021	1117.37	1120.73	1143.59	1172.52	1241.62	1190.03
BI Pharmacy Assist - Grade 1 Year 4	Health Employees' Conditions of Employment (State) Award 2021	1147.00	1150.44	1173.92	1203.62	1272.72	1221.13

COLUMN 1 BIC Classification	COLUMN 2 Relevant State Award	COLUMN 3 ffppooa 1.7.19	COLUMN 4 ffppooa 1.7.20	COLUMN 5 ffppooa 1.7.21	COLUMN 6 Ffppoa 1.7.22	COLUMN 7 Ffppoa 1.7.23	COLUMN 8 Ffppoa 25.9.23 (rate less BHTVA)
BI Pharmacy Assist - Grade 2 Year 1	Health Employees' Conditions of Employment (State) Award 2021	1147.00	1150.44	1173.92	1203.62	1272.72	1221.13
BI Pharmacy Assist - Grade 2 Year 2	Health Employees' Conditions of Employment (State) Award 2021	1173.59	1177.13	1201.14	1231.53	1300.63	1249.04
BI Grad Pharmacist Unregistered	Health Employees' Conditions of Employment (State) Award 2021	1325.54	1329.52	1356.63	1390.95	1460.05	1408.46
BI Pharmacist - Grade 1 Year 1	Health Employees' Conditions of Employment (State) Award 2021	1403.83	1408.04	1436.77	1473.12	1542.22	1490.63
BI Pharmacist - Grade 1 Year 2	Health Employees' Conditions of Employment (State) Award 2021	1497.22	1501.70	1532.32	1571.09	1640.19	1588.60
BI Pharmacist - Grade 1 Year 3	Health Employees' Conditions of Employment (State) Award 2021	1597.24	1602.04	1634.72	1676.08	1745.18	1693.59
BI Pharmacist - Grade 1 Year 4	Health Employees' Conditions of Employment	1776.00	1781.33	1817.66	1863.65	1932.75	1881.16

COLUMN 1 BIC Classification	COLUMN 2 Relevant State Award	COLUMN 3 ffppooa 1.7.19	COLUMN 4 ffppooa 1.7.20	COLUMN 5 ffppooa 1.7.21	COLUMN 6 Ffppoa 1.7.22	COLUMN 7 Ffppoa 1.7.23	COLUMN 8 Ffppoa 25.9.23 (rate less BHTVA)
	(State) Award 2021						
BI Pharmacist - Grade 1 Year 5	Health Employees' Conditions of Employment (State) Award 2021	1831.68	1837.17	1874.65	1922.08	1991.18	1939.59
BI Pharmacist - Grade 2 Year 1	Health Employees' Conditions of Employment (State) Award 2021	1966.82	1972.72	2012.97	2063.9	2133.00	2081.41
BI Pharmacist - Grade 2 Year 2	Health Employees' Conditions of Employment (State) Award 2021	2031.02	2037.12	2078.68	2131.27	2200.37	2148.78
BI Pharmacist - Grade 2 Year 3	Health Employees' Conditions of Employment (State) Award 2021	2086.26	2092.52	2135.21	2189.23	2258.33	2206.74
BI Pharmacist - Grade 3 Year 1	Health Employees' Conditions of Employment (State) Award 2021	2309.61	2316.54	2363.80	2423.6	2492.70	2441.11
BI Pharmacist - Grade 3 Year 2	Health Employees' Conditions of Employment (State) Award 2021	2372.28	2379.39	2427.93	2489.36	2558.46	2506.87

COLUMN 1 BIC Classification	COLUMN 2 Relevant State Award	COLUMN 3 ffppooa 1.7.19	COLUMN 4 ffppooa 1.7.20	COLUMN 5 ffppooa 1.7.21	COLUMN 6 Ffppoa 1.7.22	COLUMN 7 Ffppoa 1.7.23	COLUMN 8 Ffppoa 25.9.23 (rate less BHTVA)
BI Pharmacy Tech - Grade 1 Year 1	Health Employees' Conditions of Employment (State) Award 2021	1147.00	1150.44	1173.92	1203.62	1272.72	1221.13
BI Pharmacy Tech - Grade 1 Year 2	Health Employees' Conditions of Employment (State) Award 2021	1172.61	1176.13	1200.13	1230.49	1299.59	1248.00
BI Pharmacy Tech - Grade 1 Year 3	Health Employees' Conditions of Employment (State) Award 2021	1199.01	1202.61	1227.15	1258.2	1327.30	1275.71
BI Pharmacy Tech - Grade 1 Year 4	Health Employees' Conditions of Employment (State) Award 2021	1225.40	1229.08	1254.16	1285.89	1354.99	1303.40
BI Pharmacy Tech - Grade 2 Year 1	Health Employees' Conditions of Employment (State) Award 2021	1252.31	1256.07	1281.70	1314.13	1383.23	1331.64
BI Pharmacy Tech - Grade 2 Year 2	Health Employees' Conditions of Employment (State) Award 2021	1296.47	1300.36	1326.89	1360.46	1429.56	1377.97
BI Pharmacy Tech - Grade 2 Year 3	Health Employees' Conditions of Employment	1337.17	1341.19	1368.54	1403.16	1472.26	1420.67

COLUMN 1 BIC Classification	COLUMN 2 Relevant State Award	COLUMN 3 ffppooa 1.7.19	COLUMN 4 ffppooa 1.7.20	COLUMN 5 ffppooa 1.7.21	COLUMN 6 Ffppoa 1.7.22	COLUMN 7 Ffppoa 1.7.23	COLUMN 8 Ffppoa 25.9.23 (rate less BHTVA)
	(State) Award 2021						
BI Pharmacy Tech - Grade 2 Year 4	Health Employees' Conditions of Employment (State) Award 2021	1372.61	1376.73	1404.82	1440.36	1509.46	1457.87
BI Pharmacy Tech - Grade 3 Year 1	Health Employees' Conditions of Employment (State) Award 2021	1465.65	1470.04	1500.02	1537.97	1607.07	1555.48
BI Pharmacy Tech - Grade 3 Year 2	Health Employees' Conditions of Employment (State) Award 2021	1513.45	1518.00	1548.97	1588.16	1657.26	1605.67
BI Pharmacy Tech - Grade 4 Year 1	Health Employees' Conditions of Employment (State) Award 2021	1564.18	1568.88	1600.89	1641.39	1710.49	1658.90
BI Pharmacy Tech - Grade 4 Year 2	Health Employees' Conditions of Employment (State) Award 2021	1658.75	1663.72	1697.67	1740.62	1809.72	1758.13
BI Pathology Assist Year 1	Health Employees' Conditions of Employment (State) Award 2021	1167.68	1171.19	1195.08	1225.32	1294.42	1242.83

COLUMN 1 BIC Classification	COLUMN 2 Relevant State Award	COLUMN 3 ffppooa 1.7.19	COLUMN 4 ffppooa 1.7.20	COLUMN 5 ffppooa 1.7.21	COLUMN 6 Ffppoa 1.7.22	COLUMN 7 Ffppoa 1.7.23	COLUMN 8 Ffppoa 25.9.23 (rate less BHTVA)
BI Pathology Assist Year 2	Health Employees' Conditions of Employment (State) Award 2021	1,199.33	1202.92	1227.47	1258.52	1327.62	1276.03
BI Pathology Assist Year 3	Health Employees' Conditions of Employment (State) Award 2021	1231.64	1235.33	1260.54	1292.43	1361.53	1309.94
BI Porter	Health Employees' Conditions of Employment (State) Award 2021	1085.18	1088.43	1110.64	1138.74	1207.84	1156.25
BI Theatre Porter	Health Employees' Conditions of Employment (State) Award 2021	1109.52	1112.85	1135.55	1164.28	1233.38	1181.79
BI Supervising Porter	Health Employees' Conditions of Employment (State) Award 2021	1125.35	1128.72	1151.75	1180.89	1249.99	1198.40
BI Foreperson Porter	Health Employees' Conditions of Employment (State) Award 2021	1407.50	1411.72	1440.51	1476.95	1546.05	1494.46
BI Radiographer - Level 1	Health Employees' Conditions of Employment	1279.34	1283.18	1309.35	1342.48	1411.58	1359.99

COLUMN 1 BIC Classification	COLUMN 2 Relevant State Award	COLUMN 3 ffppooa 1.7.19	COLUMN 4 ffppooa 1.7.20	COLUMN 5 ffppooa 1.7.21	COLUMN 6 Ffppoa 1.7.22	COLUMN 7 Ffppoa 1.7.23	COLUMN 8 Ffppoa 25.9.23 (rate less BHTVA)
	(State) Award 2021						
BI Radiographer - Level 2 Year 1	Health Employees' Conditions of Employment (State) Award 2021	1325.45	1329.42	1356.54	1390.86	1459.96	1408.37
BI Radiographer - Level 2 Year 2	Health Employees' Conditions of Employment (State) Award 2021	1497.09	1501.58	1532.21	1570.97	1640.07	1588.48
BI Radiographer - Level 2 Year 3	Health Employees' Conditions of Employment (State) Award 2021	1696.00	1701.07	1735.76	1779.67	1848.77	1797.18
BI Radiographer - Level 2 Year 4	Health Employees' Conditions of Employment (State) Award 2021	1775.90	1781.23	1817.57	1863.55	1932.65	1881.06
BI Radiographer - Level 2 Year 5	Health Employees' Conditions of Employment (State) Award 2021	1831.91	1837.40	1874.88	1922.31	1991.41	1939.82
BI Radiographer - Level 3 Grade 1 Year 1	Health Employees' Conditions of Employment (State) Award 2021	1966.82	1972.72	2012.97	2063.9	2133.00	2081.41

COLUMN 1 BIC Classification	COLUMN 2 Relevant State Award	COLUMN 3 ffppoa 1.7.19	COLUMN 4 ffppoa 1.7.20	COLUMN 5 ffppoa 1.7.21	COLUMN 6 Ffppoa 1.7.22	COLUMN 7 Ffppoa 1.7.23	COLUMN 8 Ffppoa 25.9.23 (rate less BHTVA)
BI Radiographer - Level 3 Grade 1 Year 2	Health Employees' Conditions of Employment (State) Award 2021	2031.02	2037.12	2078.68	2131.27	2200.37	2148.78
BI Radiographer - Level 3 Grade 2 Year 1	Health Employees' Conditions of Employment (State) Award 2021	2086.38	2092.63	2135.33	2189.35	2258.45	2206.86
BI Radiographer - Level 3 Grade 2 Year 2	Health Employees' Conditions of Employment (State) Award 2021	2309.61	2316.54	2363.80	2423.6	2492.70	2441.11
BI Radiographer - Level 3 Grade 3	Health Employees' Conditions of Employment (State) Award 2021	2372.39	2379.51	2428.04	2489.47	2558.57	2506.98
BI Radiographer - Level 4 Grade 1 Year 1	Health Employees' Conditions of Employment (State) Award 2021	2372.39	2379.51	2428.04	2489.47	2558.57	2506.98
BI Radiographer - Level 4 Grade 1 Year 2	Health Employees' Conditions of Employment (State) Award 2021	2450.15	2457.49	2507.64	2571.08	2640.18	2588.59
BI Radiographer - Level 4 Grade 2 Year 1	Health Employees' Conditions of Employment	2524.66	2532.23	2583.88	2649.25	2718.35	2666.76

COLUMN 1 BIC Classification	COLUMN 2 Relevant State Award	COLUMN 3 ffppooa 1.7.19	COLUMN 4 ffppooa 1.7.20	COLUMN 5 ffppooa 1.7.21	COLUMN 6 Ffppoa 1.7.22	COLUMN 7 Ffppoa 1.7.23	COLUMN 8 Ffppoa 25.9.23 (rate less BHTVA)
	(State) Award 2021						
BI Radiographer - Level 4 Grade 2 Year 2	Health Employees' Conditions of Employment (State) Award 2021	2587.01	2594.76	2647.70	2714.69	2783.79	2732.20
BI Radiographer - Level 5 Grade 1	Health Employees' Conditions of Employment (State) Award 2021	2768.26	2776.57	2833.20	2904.88	2973.98	2922.39
BI Radiographer - Level 5 Grade 2	Health Employees' Conditions of Employment (State) Award 2021	2836.00	2844.50	2902.53	2975.96	3045.06	2993.47
BI Radiographer - Level 5 Grade 3	Health Employees' Conditions of Employment (State) Award 2021	2979.44	2988.38	3049.34	3126.49	3195.59	3144.00
BI Radiographer - Level 6 Grade 1	Health Employees' Conditions of Employment (State) Award 2021	3050.41	3059.56	3121.97	3200.96	3270.06	3218.47
BI Radiographer Level 6 Grade 2	Health Employees' Conditions of Employment (State) Award 2021	3120.84	3130.20	3194.07	3274.88	3343.98	3292.39

COLUMN 1 BIC Classification	COLUMN 2 Relevant State Award	COLUMN 3 ffppooa 1.7.19	COLUMN 4 ffppooa 1.7.20	COLUMN 5 ffppooa 1.7.21	COLUMN 6 Ffppoa 1.7.22	COLUMN 7 Ffppoa 1.7.23	COLUMN 8 Ffppoa 25.9.23 (rate less BHTVA)
BI Radiographer Level 6 Grade 3	Health Employees' Conditions of Employment (State) Award 2021	3191.57	3201.15	3266.46	3349.1	3418.20	3366.61
BI Remote Fire Safety Officer	Health Employees' Conditions of Employment (State) Award 2021	1215.38	1219.03	1243.89	1275.36	1344.46	1292.87
BI Rehabilitation Super	Health Employees' Conditions of Employment (State) Award 2021	1294.74	1298.63	1325.13	1358.66	1427.76	1376.17
BI Secretary - Grade 2 Year 1	Health Employees' Conditions of Employment (State) Award 2021	1182.96	1186.53	1210.73	1241.36	1310.46	1258.87
BI Secretary - Grade 2 Year 2	Health Employees' Conditions of Employment (State) Award 2021	1201.18	1204.79	1229.36	1260.46	1329.56	1277.97
BI Secretary - Grade 3 Year 1	Health Employees' Conditions of Employment (State) Award 2021	1271.05	1274.87	1300.88	1333.79	1402.89	1351.30
BI Secretary - Grade 3 Year 2	Health Employees' Conditions of Employment	1300.56	1304.45	1331.07	1364.75	1433.85	1382.26

COLUMN 1 BIC Classification	COLUMN 2 Relevant State Award	COLUMN 3 ffppooa 1.7.19	COLUMN 4 ffppooa 1.7.20	COLUMN 5 ffppooa 1.7.21	COLUMN 6 Ffppoa 1.7.22	COLUMN 7 Ffppoa 1.7.23	COLUMN 8 Ffppoa 25.9.23 (rate less BHTVA)
	(State) Award 2021						
BI Tech Assist - Grade 1 Year 1	Health Employees' Conditions of Employment (State) Award 2021	1065.48	1068.67	1090.48	1118.07	1187.17	1135.58
BI Tech Assist - Grade 1 Year 2	Health Employees' Conditions of Employment (State) Award 2021	1085.18	1088.43	1110.64	1138.74	1207.84	1156.25
BI Tech Assist - Grade 1 Year 3	Health Employees' Conditions of Employment (State) Award 2021	1109.31	1112.63	1135.34	1164.06	1233.16	1181.57
BI Tech Assist - Grade 2 Year 1	Health Employees' Conditions of Employment (State) Award 2021	1085.18	1088.43	1110.64	1138.74	1207.84	1156.25
BI Tech Assist - Grade 2 Year 2	Health Employees' Conditions of Employment (State) Award 2021	1109.31	1112.63	1135.34	1164.06	1233.16	1181.57
BI Tech Assist - Grade 3	Health Employees' Conditions of Employment (State) Award 2021	1128.81	1132.20	1155.31	1184.54	1253.64	1202.05

COLUMN 1 BIC Classification	COLUMN 2 Relevant State Award	COLUMN 3 ffppooa 1.7.19	COLUMN 4 ffppooa 1.7.20	COLUMN 5 ffppooa 1.7.21	COLUMN 6 Ffppoa 1.7.22	COLUMN 7 Ffppoa 1.7.23	COLUMN 8 Ffppoa 25.9.23 (rate less BHTVA)
BI Technical Assist Bio/Med - Level 1	Health Employees' Conditions of Employment (State) Award 2021	1128.81	1132.20	1155.31	1184.54	1253.64	1202.05
BI Technical Assist Bio/Med - Level 2	Health Employees' Conditions of Employment (State) Award 2021	1183.62	1187.16	1211.37	1242.02	1311.12	1259.53
BI Technical Assist Bio/Med - Level 3	Health Employees' Conditions of Employment (State) Award 2021	1231.53	1235.22	1260.42	1292.31	1361.41	1309.82
BI Telephonist - Grade 1 Year 1	Health Employees' Conditions of Employment (State) Award 2021	997.19	1000.18	1020.58	1046.40	1115.50	1063.91
BI Telephonist - Grade 1 Year 2	Health Employees' Conditions of Employment (State) Award 2021	1015.41	1018.44	1039.22	1065.51	1134.61	1083.02
BI Telephonist - Grade 1 Year 3	Health Employees' Conditions of Employment (State) Award 2021	1056.54	1059.71	1081.33	1108.69	1177.79	1126.20
BI Telephonist - Grade 1 Year 4	Health Employees' Conditions of Employment	1082.48	1085.74	1107.88	1135.91	1205.01	1153.42

COLUMN 1 BIC Classification	COLUMN 2 Relevant State Award	COLUMN 3 ffppooa 1.7.19	COLUMN 4 ffppooa 1.7.20	COLUMN 5 ffppooa 1.7.21	COLUMN 6 Ffppoa 1.7.22	COLUMN 7 Ffppoa 1.7.23	COLUMN 8 Ffppoa 25.9.23 (rate less BHTVA)
	(State) Award 2021						
BI Telephonist - Grade 1 Year 5	Health Employees' Conditions of Employment (State) Award 2021	1126.43	1129.82	1152.86	1182.03	1251.13	1199.54
BI Telephonist - Grade 2 Year 1	Health Employees' Conditions of Employment (State) Award 2021	1139.88	1143.31	1166.63	1196.15	1265.25	1213.66
BI Telephonist - Grade 2 Year 2	Health Employees' Conditions of Employment (State) Award 2021	1163.80	1167.28	1191.09	1221.22	1290.32	1238.73
BI Telephonist - Grade 2 Year 3	Health Employees' Conditions of Employment (State) Award 2021	1186.84	1190.39	1214.68	1245.41	1314.51	1262.92
BI Team Leader	Health Employees' Conditions of Employment (State) Award 2021	1308.97	1312.89	1339.68	1373.57	1442.67	1391.08
BI Apprentice Tradesperson SC53%	Public Health Service Employees Skilled Trades (State) Award 2021	680.27	682.32	696.23	713.84	782.94	731.35

COLUMN 1 BIC Classification	COLUMN 2 Relevant State Award	COLUMN 3 ffppooa 1.7.19	COLUMN 4 ffppooa 1.7.20	COLUMN 5 ffppooa 1.7.21	COLUMN 6 Ffppoa 1.7.22	COLUMN 7 Ffppoa 1.7.23	COLUMN 8 Ffppoa 25.9.23 (rate less BHTVA)
BI Apprentice Tradesperson SC64%	Public Health Service Employees Skilled Trades (State) Award 2021	821.56	824.03	840.85	862.12	931.22	879.63
BI Apprentice Tradesperson SC75%	Public Health Service Employees Skilled Trades (State) Award 2021	962.85	965.74	985.44	1010.37	1079.47	1027.88
BI Apprentice Tradesperson SC86%	Public Health Service Employees Skilled Trades (State) Award 2021	1,103.91	1,107.23	1,129.82	1158.4	1227.50	1175.91
BI Apprentice Tradesperson HSC 64%	Public Health Service Employees Skilled Trades (State) Award 2021	821.56	824.03	840.85	862.12	931.22	879.63
BI Apprentice Tradesperson HSC75%	Public Health Service Employees Skilled Trades (State) Award 2021	962.85	965.74	985.44	1010.37	1079.47	1027.88
BI Apprentice Tradesperson HSC86%	Public Health Service Employees Skilled Trades (State) Award 2021	1,103.91	1,107.23	1,129.82	1158.4	1227.50	1175.91
BI Apprentice Tradesperson HSC97%	Public Health Service Employees Skilled	1,244.99	1248.71	1274.19	1306.43	1375.53	1323.94

COLUMN 1 BIC Classification	COLUMN 2 Relevant State Award	COLUMN 3 ffppooa 1.7.19	COLUMN 4 ffppooa 1.7.20	COLUMN 5 ffppooa 1.7.21	COLUMN 6 Ffppoa 1.7.22	COLUMN 7 Ffppoa 1.7.23	COLUMN 8 Ffppoa 25.9.23 (rate less BHTVA)
	Trades (State) Award 2021						
BI Tradesman Level 1	Public Health Service Employees Skilled Trades (State) Award 2021	1283.66	1287.52	1313.79	1347.03	1416.13	1364.54
BI Tradesman Level 2 (+5%)	Public Health Service Employees Skilled Trades (State) Award 2021	1347.84	1351.88	1379.46	1414.36	1483.46	1431.87
BI Tradesman Level 3 (+10%)	Public Health Service Employees Skilled Trades (State) Award 2021	1411.80	1416.04	1444.93	1481.49	1550.59	1499.00
BI Tradesman Level 4 (+15%)	Public Health Service Employees Skilled Trades (State) Award 2021	1476.00	1480.42	1510.62	1548.84	1617.94	1566.35
BI Tradesman Level 5 (+20%)	Public Health Service Employees Skilled Trades (State) Award 2021	1540.61	1545.24	1576.75	1616.64	1685.74	1634.15
BI Ward Services Officer	Health Employees' Conditions of Employment (State) Award 2021	1173.72	1177.24	1201.26	1231.65	1300.75	1249.16

SCHEDULE 2

BIC CLASSIFICATION ALLOWANCES

<u>Allowance</u>	<u>Frequency</u>	<u>ffppooa</u> <u>1.7.19</u>	<u>ffppooa</u> <u>1.7.20</u>	<u>ffppooa</u> <u>1.7.21</u>	<u>Ffppoa</u> <u>1.7.22</u>	<u>Ffppoa</u> <u>1.7.23</u>
Broken Hill Town & Versatility Allowance	Weekly	47.28	47.43	48.39	49.61	51.59
Pool Allowance	Weekly	12.37	12.41	12.66	12.98	13.50
Offensive Work Allowance	Weekly	4.59	4.61	4.70	4.82	5.01
Typing Qualification Allowance	Annual	751.43	753.68	769.06	788.52	820.06
Sterilising Certificate Allowance	Weekly	14.98	15.02	15.33	15.72	16.35
Pruning Allowance	Per Shift	3.01	3.02	3.08	3.16	3.29

SCHEDULE 3

Health and Community Employees Psychologists (State) Award 2021
Health Employees' (State) Award 2021
Health Employees' Administrative Staff (State) Award 2021
Health Employees' Computer Staff (State) Award 2021
Health Employees' Conditions of Employment (State) Award 2021
Health Employees' Dental Officers (State) Award 2021
Health Employees' Dental Prosthetists and Dental Technicians (State) Award 2021
Health Employees' Engineers (State) Award 2021
Health Employees' General Administrative Staff (State) Award 2021
Health Employees' Interpreters' (State) Award 2021
Health Employees' Medical Radiation Scientists (State) Award 2021
Health Employees' Oral Health Therapists (State) Award 2021
Health Employees' Pharmacists (State) Award 2021
Health Employees' Technical (State) Award 2021
Health Managers (State) Award 2021
Health Professional and Medical Salaries (State) Award 2021

Hospital Scientists (State) Award 2021
NSW Health Service Aboriginal Health Workers' (State) Award 2021
NSW Health Service Health Professionals (State) Award 2021
Public Hospital (Training Wage) (State) Award 2021
Public Hospital Dental Assistants (State) Award 2021
Public Hospital Medical Physicists (State) Award 2021
Public Hospital Medical Record Librarians (State) Award 2021
Public Hospital Professional Engineers' (Bio-medical Engineers) (State) Award 2021
Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021
Public Hospitals Library Staff (State) Award 2021
Teachers' (NSW Health Early Childhood Service Centres) Salaries and Miscellaneous Conditions Award 2019
Public Health Service Employees Skilled Trades (State) Award 2021

SCHEDULE 4

STATE AWARD CLASSIFICATIONS

COLUMN 1	COLUMN 2	COLUMN 3
Classification	State Award – Pay Rates	State Award - Conditions of employment
Health Manager Level 1	Health Managers (State) Award 2021	Health Employees' Conditions of Employment (State) Award 2021
Health Manager Level 2	Health Managers (State) Award 2021	Health Employees' Conditions of Employment (State) Award 2021
Health Manager Level 3	Health Managers (State) Award 2021	Health Employees' Conditions of Employment (State) Award 2021
Health Manager Level 4	Health Managers (State) Award 2021	Health Employees' Conditions of Employment (State) Award 2021

COLUMN 1	COLUMN 2	COLUMN 3
Classification	State Award – Pay Rates	State Award - Conditions of employment
Health Manager Level 5	Health Managers (State) Award 2021	Health Employees' Conditions of Employment (State) Award 2021 Health Managers Level 5 and above - approval for an allocated day off Determination
Health Manager Level 6	Health Managers (State) Award 2021	Health Employees' Conditions of Employment (State) Award 2021 Health Managers Level 5 and above - approval for an allocated day off Determination
Welfare Officer Level 2	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021
Welfare Officer Level 3	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021
Welfare Officer Level 4	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021
Health Education Officer (Graduate)	Health Education Officer Determination Health Professional and Medical Salaries (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021
Health Education Officer (Non-Graduate)	Health Education Officer Determination Health Professional and Medical Salaries (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021
Senior Health Education Officer (Non-Graduate)	Health Education Officer Determination Health Professional and Medical Salaries (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021
Dietitian Level 1	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021 Grading Committees - Social Workers and Dietitians Determination

COLUMN 1 Classification	COLUMN 2 State Award – Pay Rates	COLUMN 3 State Award - Conditions of employment
Dietitian Level 3	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021 Grading Committees - Social Workers and Dietitians Determination
Dietitian Level 4	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021 Grading Committees - Social Workers and Dietitians Determination
Dietitian Level 5	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021 Grading Committees - Social Workers and Dietitians Determination
Podiatrist Level 4	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021
Social Worker Level 1	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021 Grading Committees - Social Workers and Dietitians Determination
Social Worker Level 2	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021 Grading Committees - Social Workers and Dietitians Determination
Social Worker Level 3	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021 Grading Committees - Social Workers and Dietitians Determination

COLUMN 1 Classification	COLUMN 2 State Award – Pay Rates	COLUMN 3 State Award - Conditions of employment
Social Worker Level 4	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021 Grading Committees - Social Workers and Dietitians Determination
Social Worker Level 5	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021 Grading Committees - Social Workers and Dietitians Determination
Sexual Assault Worker Level 1	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021
Sexual Assault Worker Level 2	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021
Sexual Assault Worker Level 3	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021
Sexual Assault Worker Level 4	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021
Sexual Assault Worker Level 5	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021
Aboriginal Health Worker	Health Professional and Medical Salaries (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021 NSW Health Service Aboriginal Health Workers' (State) Award 2021

COLUMN 1	COLUMN 2	COLUMN 3
Classification	State Award – Pay Rates	State Award - Conditions of employment
Aboriginal Health Practitioner	Health Professional and Medical Salaries (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021 NSW Health Service Aboriginal Health Workers' (State) Award 2021
Principal Aboriginal Health Worker	Health Professional and Medical Salaries (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021 NSW Health Service Aboriginal Health Workers' (State) Award 2021
Counsellor Level 1	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021
Counsellor Level 2	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021
Counsellor Level 3	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021
Counsellor Level 4	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021
Dental Assistant Grade 1	Health Professional and Medical Salaries (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021 Public Hospital Dental Assistants (State) Award 2021
Dental Assistant Grade 2	Health Professional and Medical Salaries (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021 Public Hospital Dental Assistants (State) Award 2021

COLUMN 1 Classification	COLUMN 2 State Award – Pay Rates	COLUMN 3 State Award - Conditions of employment
Dental Officer Level 3	Health Professional and Medical Salaries (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021 Public Hospital Dental Officers (State) Award 2021
Assistant Engineer Grade 2	Health Employees Engineers (State) Award 2021	Health Employees' Conditions of Employment (State) Award 2021
Occupational Therapist Level 1	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021
Occupational Therapist Level 3	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021
Occupational Therapist Level 5	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021
Oral Health Therapist Level 1	Health Professional and Medical Salaries (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021 Health Employees Oral Health Therapists (State) Award 2021
Oral Health Therapist Level 2	Health Professional and Medical Salaries (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021 Health Employees Oral Health Therapists (State) Award 2021
Psychologist	Health and Community Employees Psychologists (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021 Health and Community Employees Psychologists (State) Award 2021

COLUMN 1	COLUMN 2	COLUMN 3
Classification	State Award – Pay Rates	State Award - Conditions of employment
Senior Psychologist	Health and Community Employees Psychologists (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021 Health and Community Employees Psychologists (State) Award 2021
Physiotherapist Level 1	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021
Physiotherapist Level 3	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021
Speech Pathologist Level 1	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021
Speech Pathologist Level 3	NSW Health Service Health Professionals (State) Award 2021	Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2021
Maintenance Super (Non-Trades) I/C	Health Employees (State) Award 2021	Health Employees' Conditions of Employment (State) Award 2021
Trainee	Public Hospital (Training Wage) (State) Award 2021	Public Hospital (Training Wage) (State) Award 2021
Hospital Scientist (Scientific Officer)	Health Professional and Medical Salaries (State) Award 2021	Hospital Scientists (State) Award 2021
Senior Hospital Scientist In-Charge of Section	Health Professional and Medical Salaries (State) Award 2021	Hospital Scientists (State) Award 2021