

HEALTH EMPLOYEES' COMPUTER STAFF (STATE) AWARD 2023

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by NSW Ministry of Health.

(Case No. 212324 of 2023)

Before Chief Commissioner Constant

17 August 2023

AWARD

PART A

Arrangement

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

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 2023 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.

4. Dispute Resolution

The dispute resolution procedure contained in the Health Employees Conditions of Employment (State) Award 2023 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 2024 by a party to this Award.

7. Area, Incidence and Duration

- (i) This Award takes effect from 1 July 2023 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 2023.

- (ii) This Award rescinds and replaces the Health Employees Computer Staff (State) Award 2022 published 4 November 2022 (393 I.G. 63) 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

In the period 1 July 2023 to the commencement of the first full pay period on or after 1 July 2023, the applicable rates of pay are those that applied immediately prior to the first full pay period on or after 1 July 2023.

MONETARY RATES

Table 1 – Salaries

Classification	Rate from ffppoa 01-Jul-2023 Per annum \$
Computer Manager	
Grade 1	
1st Year	109,802
2nd Year	112,998
3rd Year	116,734
4th Year	119,914
5th Year	124,152
6th Year and Thereafter	127,349
Grade 2	
1st Year	124,152
2nd Year	127,349
3rd Year	133,773
4th Year and Thereafter	140,163
Analyst	
1st Year	90,582
2nd Year	93,305
3rd Year	96,932
4th Year	99,635
5th Year	102,945
6th Year and Thereafter	105,637
Senior Analyst	
1st Year	109,802
2nd Year	112,998
3rd Year	116,734
4th Year	119,914
5th Year	124,152
6th Year and Thereafter	127,349
Programmers	
Trainee	
1st Year	53,703
2nd Year	55,155
3rd Year	57,177
4th Year	58,535
5th Year	59,902
6th Year	61,850

7th Year	63,894
8th Year	65,988
9th Year and Thereafter	69,810
Programmer	
1st Year	73,518
2nd Year	77,620
3rd Year	82,251
4th Year	90,582
5th Year	96,932
6th Year and Thereafter	99,635
Supervisor	
1st Year	102,945
2nd Year	105,638
3rd Year	109,802
4th Year and Thereafter	112,998
Computer Operator	
Grade 1	
1st Year	55,155
2nd Year	57,177
3rd Year	58,535
4th Year and Thereafter	59,902
Grade 2	
1st Year	61,850
2nd Year	63,894
3rd Year and Thereafter	65,988
Senior	
Grade 1	
1st Year	69,810
2nd Year	71,446
3rd Year	73,518
4th Year and Thereafter	75,251
Grade 2	
1st Year	77,620
2nd Year	79,441
3rd Year	82,251
4th Year and Thereafter	84,431
Field Implementation Officer	
1st Year	77,620
2nd Year	79,441
3rd Year	82,251
4th Year and Thereafter	84,431
Network Analyst	
1st Year	80,811
2nd Year and Thereafter	83,205

N. CONSTANT, *Chief Commissioner*

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