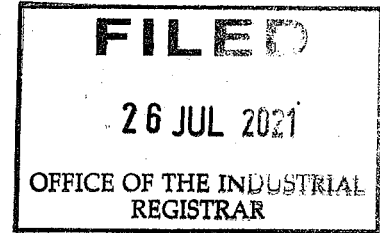


PART A



1. ARRANGEMENT

Clause No. Subject matter

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PART B – AWARDS, CLASSIFICATIONS AND MONETARY RATES

Schedule 1: BIC Classifications and rates of Pay (inclusive of BHTVA)

Schedule 2: State Award classification and relevant State Awards

Schedule 2: Relevant State Awards

Schedule 4 – Preserved BIC allowances

PART A

2. DEFINITIONS

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

BIC Agreement is the 1997 industrial agreement (and variations thereof) between the Far West Area Health Service and the Barrier Industrial Council representing the Broken Hill Town Employees Union, Conservation, Forestry, Mining and Energy Union, Automotive, Metal and Engineering Union and the Federated Clerks Union of Australia.

BIC Classification is a classification that was previously covered by the BIC Agreement as listed in the NSW Health's Information Bulletin IB2018_039 'Increased Rates of Pay and Allowances for Broken Hill Health Services Employees'.

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

Hospital means a public hospital as defined in section 15 of the Health Services Act 1997.

Local Health District means the Far West Local Health District.

Relevant State Award is an award that has application to the NSW Health Service that would have application to the classification in which the employee is engaged, but for the relevant state award expressly excluding operation within the Country of Yancowinna.

NSW Health Service all persons employed under Chapter 9, Part 1 of the Health Services Act 1997 in the NSW public health system.

Secretary means the Secretary, NSW Health.

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

3. AREA, INCIDENCE AND DURATION

- i) This Award only applies to persons in the NSW Health Service under section 115 (1) of the Health Services Act 1997 or their successors, assignees or transmittes, employed in the Far West Local Health District in the County of Yancowinna in classifications listed in Schedule 1 of Part B, or employed in a classification listed in Schedule 2 of Part B or otherwise in a classification in a State Award listed in Schedule 3 of Part B.
- ii) This Award rescinds and replaces all prior industrial agreements, which are now terminated, including the BIC Agreement and all variations thereof.
- iii) This Award provides for a 2.5 % increase in existing rates of pay for employees under Clause 5 of this Award which takes effect from the first full pay period on or after 1 July 2019 for the financial year 2019/2020, a 0.3 % increase which takes effect from the first full pay period on or after 1 July 2020 for the financial year 2020/2021 and a 2.04 % increase which takes effect

from the first full pay period on or after 1 July 2021. These increases are provided for in Schedule 1 of Part B of this Award.

- a) Pay increases for employees under Clause 4 of this Award have been applied in line with the relevant State Award increases. Employees under Clause 4 do not get any further pay increases under this Award.
- iv) Apart from the wage rates, this Award takes effect from the date on which it is made by the Commission and shall remain in force for a period of three years.
- v) Where there is any inconsistency between this Award and a State Award, then the provisions of this Award will take precedence.

4. EMPLOYEES IN SCHEDULE 2 AND SCHEDULE 3 CLASSIFICATIONS

- i) This Clause applies to the following persons employed in the County of Yancowinna:
 - a) On the date on which this Award is made by the Commission, in a classification listed in Schedule 2 of Part B.
 - b) On a date after this Award is made by the Commission, in a classification listed and /or defined in a relevant State Award listed in Schedule 3 of Part B, where that classification is not included in Schedule 1 of this Award as one that has transitioned from a BIC classification.
- ii) Employees for whom this Clause applies are employed in the classification as established and defined in the relevant State Award as varied from time to time.
- iii) With the exception of the Annual Leave provision specified in Clause 6 of this Award, on and from the date this Award is made, employees under this clause shall be employed by reference to the full terms and conditions and wage rates and allowances of the relevant State Award listed in Schedule 2 and /or Schedule 3, as varied from time to time.

5. EMPLOYEES IN BIC CLASSIFICATIONS

- i) This Clause applies to the following persons:
 - a) Those employed, on the date on which this Award is made by the Commission, in a BIC classification listed in Schedule 1 of Part B, even where that classification has subsequently transitioned to a State classification.
 - b) Those employed in the County of Yancowinna, on a date after this Award is made by the Commission, in a BIC classification or its corresponding State classification as listed in Schedule 1 of Part B.

- ii) With the exception of the provisions in Clause 5 (iii), 5 (iv) and 5 (vi) and Clause 6 of this Award, on and from the date on which this Award is made, employees under this Clause shall have their terms and conditions of employment and allowances established by reference to the relevant State Award as varied from time to time, identified in Schedule 1 of this Award .
- iii) Wage rates are set down in Schedule 1 of this Award, as varied from time to time will continue to be applied to employees under this Clause. These rates are preserved from the BIC Agreement and include the Broken Hill Town and Versatility Allowance as per the rate per week set out in Schedule 4, indexed annually and included in all pay rates and for overtime payments.
- iv) Employees under Clause 5 (i) (a) shall continue to accrue long service leave at the rate of 1.3 weeks per annum on completion of ten years continuous service. For all other intents and purpose, arrangements and provisions for long service leave shall be under the relevant State Award.
- v) Employees under Clause 5(i) (b) shall accrue long service leave at the rate set out in the relevant State Award.
- vi) Employees under this Clause who:
 - a. are required to perform duties involved in the maintenance and supervision of swimming pools, pest control duties on a continuing basis, driving tractors (other than drivers), and maintenance of bowling greens and sporting ovals shall be paid the pool allowance at rate per week or part thereof as set out in Item 1 of Schedule 4 BIC allowances at Part B.
 - b. are regularly required to perform work on sewerage works and grease traps or other duties considered offensive by the Local Health District shall be paid an allowance per week or part thereof as set out in Item 2 of Schedule 4 BIC allowances at Part B.
 - c. are required to type as a normal part of their duties, and who have a certification for qualifications gained in typing speeds of over 45 words per minute, shall be paid an allowance per annum as set out in Item 3 of Schedule 4 at Part B.
 - d. are other than a gardener, shall be paid an allowance when required to prune shrubs at the rate per hour set out in Item 4 of Schedule 4 at Part B.
 - e. undertake linen sterilising duties and who hold a recognized and accredited certificate and who perform sterilising duties at least one day per week will be a paid a sterilizing certificate allowance as set out in Schedule 4 at Part B
- vii) Where there is an allowance in the relevant State Award for a disability listed in Clause 5 (vi) set out in Schedule 4, the employee may only receive the allowance under this Award, whether it be higher or lower than the State Award allowance.

6. ANNUAL LEAVE

- i) This clause applies to all employees under this Award. This provision is preserved from the BIC Agreement.
- ii) At the completion of each period of twelve months employment, all employees under this Award shall have five weeks paid annual leave plus one additional day for each public holiday which falls during the period of annual leave.
- iii) For the purpose of this clause, the following shall be deemed public holidays, viz: New Year's Day, Australia Day, Good Friday, Easter Saturday, Easter Monday, Christmas Day, Boxing Day, Anzac Day, the Queen's Birthday, Labour Day and any other standard public holiday declared under Section 4 of Part 2 of the Public Holidays Act 2010.
- iv) In addition to the leave prescribed by this Clause, employees who are rostered to work ordinary hours' shifts occurring on Sundays and /or public holidays shall be entitled to receive additional leave as set out in the relevant State Award as varied from time to time.
- v) For all other intents and purpose, arrangements for managing annual leave shall be as set out in the relevant State Award as varied from time to time.

7. STATUS OF EMPLOYMENT

- i) The status of employees is established by the provisions set down in the Health Industry Status of Employment (State) Award as varied or replaced from time to time and as relevant.

8. TRANSITIONAL ARRANGEMENTS

- i) Employees in BIC classifications at the time the Award is made shall be transitioned, as soon as possible following agreement and in any event within 12 months, to the equivalent State Award classification listed in Schedule 1. The pay rates as varied for time to time and set out schedule 1 will continue to apply after transition as will the other provisions set out for employees under Clause 5(i)(a).
- ii) For the avoidance of confusion regarding the application of pay rates and allowances, the state classification will include the prefix "BH" for those classifications that have transitioned from a BIC classification.
- iii) Where there is no equivalent State Award classification or there is no agreement between the parties about an equivalent classification, the employee will remain in the BIC classification, subject to the outcome of any dispute resolution proceedings or subsequent agreement between the parties.
- iv) Any disputes in relation to the transition arrangements will be subject to the usual dispute resolution procedures in Clause 10.

9. ANTI-DISCRIMINATION

- i) 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.
- 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 fulfillment 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."

10. DISPUTE RESOLUTION

- i) Where a dispute arises about an industrial matter in a particular section which cannot be resolved between the employees or their representative and the supervising staff, it shall be referred to the Designated Manager of the 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.

- ii) 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 to their nominee) and may be referred by 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. Failing settlement of the issue at this level, the matter shall be dealt with in accordance with subclause (iii) of this clause.
- iii) With a view to amicable and speedy settlement of all disputes that firstly cannot be settled by (i) and (ii) above, a dispute may be referred to the Industrial Relations Commission in accordance with the provisions of the Industrial Relations Act 1996 by one of the disputing parties.
- iv) Whilst these procedures are continuing, no stoppage of work or any form of ban or limitation of work shall be applied.
- v) Unless agreed otherwise by the parties the status quo must continue whilst these procedures are being followed. For this purpose, "status quo" means the work procedures and practices in place:
 - a) immediately before the issue arose: or
 - b) immediately before any change to those procedures or practices, which caused the issue to arise, was made.
- vi) The employer must ensure that all practices applied during the operation of these procedures are in accordance with safe working practices.

11. NO EXTRA CLAIMS

- i) 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 2022 by a party to this Award.

PART B

Schedule 1: BIC classifications, including transitioning state classification and Wage Rates

Schedule 2: State classifications in the County of Yancowinna - rates of pay and conditions

Schedule 3: Relevant State Awards

Schedule 4 : BIC allowances

Schedule 1: BIC classifications, including transitioning state classification and Rates of pay (inclusive of BHTVA)

BIC classification	BH - New state classification BI - BIC classification retained	Relevant State Award terms and conditions	State Award - classification definition where relevant	Rate from fppoa 01/07/2019 \$ per week	Rate from fppoa 01/07/2020 \$ per week	Rate from fppoa 01/07/2021 \$ per week
BI Catering officer	BI Catering officer	Health Employees Conditions of Employment State Award		1312.08	1316.03	1342.87
BI Clerk - Gde 2 Year 1	BH Administration officer Level 2 - 1st year	Health Employees Conditions of Employment State Award	Health Employees Administrative staff (state) Award	1124.06	1127.44	1,150.44
BI Clerk - Gde 2 Year 2	BH Administration officer Level 2 - 2nd year	Health Employees Conditions of Employment State Award	Health Employees Administrative staff (state) Award	1162.29	1165.76	1,189.55
BI Clerk - Gde 3 Year 1	BH Administration officer Level 3 - 1st year	Health Employees Conditions of Employment State Award	Health Employees Administrative staff (state) Award	1200.10	1203.69	1228.25
BI Clerk - Gde 3 Year 2	BH Administration officer Level 3 - 2nd year	Health Employees Conditions of Employment State Award	Health Employees Administrative staff (state) Award	1238.86	1242.58	1267.93
BI Clerk - Gde 4 Year 1	BH Administration Officer Level 4 1st year	Health Employees Conditions of Employment State Award	Health Employees Administrative staff (state) Award	1271.05	1274.87	1300.88
BI Clerk - Gde 4 Year 2	BH Administration Officer Level 4 2nd year	Health Employees Conditions of Employment State Award	Health Employees Administrative staff (state) Award	1300.56	1304.45	1331.07

BIC classification	BH - New state classification BI - BIC classification retained	Relevant State Award terms and conditions	State Award - classification definition where relevant	Rate from ffpooa 01/07/2019 \$ per week	Rate from ffpooa 01/07/2020 \$ per week	Rate from ffpooa 01/07/2021 \$ per week
BI Clerk - Gde 5 Year 1	BH Administration Officer Level 5 1st year	Health Employees Conditions of Employment State Award	Health Employees Administrative staff (state) Award	1339.86	1343.88	1371.30
BI Clerk - Gde 5 Year 2	BH Administration Officer Level 5 - 2nd year	Health Employees Conditions of Employment State Award	Health Employees Administrative staff (state) Award	1371.19	1375.31	1403.37
BI Clerk - Gde 6 Year 1	BH Administration officer Level 6 1st year	Health Employees Conditions of Employment State Award	Health Employees Administrative staff (state) Award	1414.70	1418.94	1447.88
BI Clerk - Gde 6 Year 2	BH Administration officer Level 6 - 2nd year	Health Employees Conditions of Employment State Award	Health Employees Administrative staff (state) Award	1448.29	1452.64	1482.28
BI Clerk - Gde 7 Year 1	BI Clerk - Gde 7 Year 1	Health Employees Conditions of Employment State Award		1499.79	1504.29	1534.98
BI Clerk - Gde 7 Year 2	BI Clerk - Gde 7 Year 2	Health Employees Conditions of Employment State Award		1540.05	1544.68	1576.19
BI Clerk - Gde 8 Year 1	BI Clerk - Gde 8 Year 1	Health Employees Conditions of Employment State Award		1652.81	1657.76	1691.59
BI Clerk - Gde 8 Year 2	BI Clerk - Gde 8 Year 2	Health Employees Conditions of Employment State Award		1704.49	1709.61	1744.49

BIC classification	BH - New state classification BI - BIC classification retained	Relevant State Award terms and conditions	State Award - classification definition where relevant	Rate from fffppoa 01/07/2019 \$ per week	Rate from fffppoa 01/07/2020 \$ per week	Rate from fffppoa 01/07/2021 \$ per week
BI Cook	BI Cook	Health Employees Conditions of Employment State Award		1164.99	1168.49	1192.32
BI CSSD Super	BI CSSD Super	Health Employees Conditions of Employment State Award		1308.97	1312.89	1339.68
BI Diet Supervisor	BI Diet Supervisor	Health Employees Conditions of Employment State Award		1217.11	1220.76	1245.67
BI Diversional Therapist No Dip Year 1	BH Allied Health Assistant Level 1 entry	Health Employees Conditions of Employment State Award	NSW Health Service Allied Health Assistants (state) Award	1055.36	1058.52	1080.11
BI Diversional Therapist No Dip Year 2	BH Allied Health Assistant Level 2 1st year	Health Employees Conditions of Employment State Award	NSW Health Service Allied Health Assistants (state) Award	1075.59	1078.82	1100.82
BI Diversional Therapist No Dip Year 3	BH Allied Health Assistant Level 2 - 2nd year	Health Employees Conditions of Employment State Award	NSW Health Service Allied Health Assistants (state) Award	1099.09	1102.39	1124.88
BI Diversional Therapist With Dip Year 1	BH Diversional Therapist with Diploma - 1st year	Health Employees Conditions of Employment State Award		1063.96	1067.15	1088.93
BI Diversional Therapist With Dip Year 2	BH Diversional Therapist with Diploma - 2nd year	Health Employees Conditions of Employment State Award		1124.49	1127.86	1150.87

BIC classification	BH - New state classification BI - BIC classification retained	Relevant State Award terms and conditions	State Award - classification definition where relevant	Rate from ffpooa 01/07/2019 \$ per week	Rate from ffpooa 01/07/2020 \$ per week	Rate from ffpooa 01/07/2021 \$ per week
BI Diversional Therapist With Dip Year 3	BH Diversional Therapist with Diploma -3rd year	Health Employees Conditions of Employment State Award		1183.83	1187.39	1211.61
BI Diversional Therapist With Dip Year 4	BH Diversional Therapist with Diploma -4th year	Health Employees Conditions of Employment State Award		1243.70	1247.44	1272.89
BI Diversional Therapist With Dip Year 5	BH Diversional Therapist with Diploma -5th year and thereafter	Health Employees Conditions of Employment State Award		1300.46	1304.36	1330.98
BI EDSA - Lvl 3 Year 1	BI EDSA - Lvl 3 Year 1	Health Employees Conditions of Employment State Award		1200.10	1203.69	1228.25
BI EDSA - Lvl 3 Year 2	BI EDSA - Lvl 3 Year 2	Health Employees Conditions of Employment State Award		1238.86	1242.58	1267.93
BI Electronics Tech Year 1	BI Electronics Tech Year 1	Health Employees Conditions of Employment State Award		1516.15	1520.71	1551.72
BI Electronics Tech Year 2	BI Electronics Tech Year 2	Health Employees Conditions of Employment State Award		1573.12	1577.84	1610.02
BI Electronics Tech 5% Year 1	BI Electronics Technician 3 rd year	Health Employees Conditions of Employment State Award		1591.98	1596.75	1629.32

BIC classification	BH - New state classification BI - BIC classification retained	Relevant State Award terms and conditions	State Award - classification definition where relevant	Rate from ffpooa 01/07/2019 \$ per week	Rate from ffpooa 01/07/2020 \$ per week	Rate from ffpooa 01/07/2021 \$ per week
BI Electronics Tech 5% Year 2	BI Electronics Technician 4th year	Health Employees Conditions of Employment State Award		1651.74	1656.69	1690.49
BI Electronics Tech 10% Year 1	BI Electronics Tech 10% Year 1	Health Employees Conditions of Employment State Award		1667.88	1672.89	1707.02
BI Electronics Tech 10% Year 2	BI Electronics Tech 10% Year 2	Health Employees Conditions of Employment State Award		1730.35	1735.54	1770.95
BI Electronics Tech 15% Year 1	BI Electronics Tech 15% Year 1	Health Employees Conditions of Employment State Award		1743.49	1748.72	1784.40
BI Electronics Tech 15% Year 2	BI Electronics Tech 15% Year 2	Health Employees Conditions of Employment State Award		1809.18	1814.60	1851.61
BI Field Implementation Officer Year 1	BH Field Implementation Officer - 1st year	Health Employees Conditions of Employment State Award		1401.15	1405.35	1434.02
BI Field Implementation Officer Year 2	BH Field Implementation Officer - 2nd year	Health Employees Conditions of Employment State Award		1434.31	1438.61	1467.97
BI Field Implementation Officer Year 3	BH Field Implementation Officer - 3rd year	Health Employees Conditions of Employment State Award		1485.56	1490.03	1520.43

BIC classification	BH - New state classification BI - BIC classification retained	Relevant State Award terms and conditions	State Award - classification definition where relevant	Rate from fppoa 01/07/2019 \$ per week	Rate from fppoa 01/07/2020 \$ per week	Rate from fppoa 01/07/2021 \$ per week
BI Field Implementation Officer Year 4	BH Field Implementation Officer -4th year and thereafter	Health Employees Conditions of Employment State Award		1525.52	1530.09	1561.31
BI Heavy Duty Cleaner	BI Heavy Duty Cleaner	Health Employees Conditions of Employment State Award		1062.25	1065.44	1087.17
BI Hospital Assistant	BI Hospital Assistant	Health Employees Conditions of Employment State Award		1039.84	1042.98	1064.23
BI Leading Hand Hospital Assist	BI Leading Hand Hospital Assist	Health Employees Conditions of Employment State Award		1080.23	1083.47	1105.57
BI Assist Housekeeper	BI Assist Housekeeper	Health Employees Conditions of Employment State Award		1145.82	1149.25	1172.69
BI Kitchen Hand	BI Kitchen Hand	Health Employees Conditions of Employment State Award		1062.25	1065.44	1087.17
BI Labourer	BI Labourer	Health Employees Conditions of Employment State Award		1062.25	1065.44	1087.17
BI Machinist	BH Linen Supply Officer < 300	Health Employees Conditions of Employment State Award	Health Employees State Award	1017.20	1074.40	1096.32

BIC classification	BH - New state classification BI - BIC classification retained	Relevant State Award terms and conditions	State Award - classification definition where relevant	Rate from fppoa 01/07/2019 \$ per week	Rate from fppoa 01/07/2020 \$ per week	Rate from fppoa 01/07/2021 \$ per week
BI Leading Hand Machinist	BH Team leader Central Linen	Health Employees Conditions of Employment State Award	Health Employees State Award	1111.78	1115.11	1137.86
BI Motor Vehicle Driver up to 2950	BH Motor Vehicle Driver <2950 Kilograms	Health Employees Conditions of Employment State Award		1063.87	1067.06	1088.83
BI Motor Vehicle Driver up to 6250	BH Motor Vehicle driver < 6250 kg	Health Employees Conditions of Employment State Award		1079.69	1082.94	1105.03
BI Pathology Assist Year 1	BI Pathology Assist Year 1	Health Employees Conditions of Employment State Award		1167.68	1171.19	1195.08
BI Pathology Assist Year 2	BI Pathology Assist Year 2	Health Employees Conditions of Employment State Award		1119.33	1202.92	1227.47
BI Pathology Assist Year 3	BI Pathology Assist Year 3	Health Employees Conditions of Employment State Award		1231.64	1235.33	1260.54
BI Patient Services Assist	BI Patient Services Assist	Health Employees Conditions of Employment State Award		1121.48	1124.84	1147.80
BI Pharmacy Assist - Grade 1 Year 1	BH Pharmacy Assistant, Grade 1 - 1st year	Health Employees Conditions of Employment State Award	Health Employees State Award	1075.40	1078.63	1100.63

BIC classification	BH - New state classification BI - BIC classification retained	Relevant State Award terms and conditions	State Award - classification definition where relevant	Rate from fppoa 01/07/2019 \$ per week	Rate from fppoa 01/07/2020 \$ per week	Rate from fppoa 01/07/2021 \$ per week
BI Pharmacy Assist - Grade 1 Year 2	BH Pharmacy Assistant, Grade 1 - 2nd year	Health Employees Conditions of Employment State Award	Health Employees State Award	1098.75	1102.04	1124.52
BI Pharmacy Assist - Grade 1 Year 3	BH Pharmacy Assistant, Grade 1 - 3rd year	Health Employees Conditions of Employment State Award	Health Employees State Award	1117.37	1120.73	1143.59
BI Pharmacy Assist - Grade 1 Year 4	BH Pharmacy Assistant, Grade 1 - 4th year and thereafter	Health Employees Conditions of Employment State Award	Health Employees State Award	1147.00	1150.44	1173.92
BI Pharmacy Assist - Grade 2 Year 1	BH Pharmacy Assistant, Grade 2 - 1st year	Health Employees Conditions of Employment State Award	Health Employees State Award	1147.00	1150.44	1173.92
BI Pharmacy Assist - Grade 2 Year 2	BH Pharmacy Assistant, Grade 2 - 2nd year and thereafter	Health Employees Conditions of Employment State Award	Health Employees State Award	1173.59	1177.13	1201.14
BI Grad Pharmacist Unregistered	BH Graduate Pharmacist Unregistered	Health Employees Conditions of Employment State Award	Health Employees State Award	1325.54	1329.52	1356.63
BI Pharmacist - Grade 1 Year 1	BH Pharmacist Grade 1 1st year	Health Employees Conditions of Employment State Award	Health Employees State Award	1403.83	1408.04	1436.77

BIC classification	BH - New state classification BI - BIC classification retained	Relevant State Award terms and conditions	State Award - classification definition where relevant	Rate from fppoa 01/07/2019 \$ per week	Rate from fppoa 01/07/2020 \$ per week	Rate from fppoa 01/07/2021 \$ per week
BI Pharmacist - Grade 1 Year 2	BH Pharmacist Grade 1 2nd year	Health Employees Conditions of Employment State Award	Health Employees State Award	1497.22	1501.70	1532.32
BI Pharmacist - Grade 1 Year 3	BH Pharmacist Grade 1 3rd year	Health Employees Conditions of Employment State Award	Health Employees State Award	1597.24	1602.04	1634.72
BI Pharmacist - Grade 1 Year 4	BH Pharmacist Grade 1 4th year	Health Employees Conditions of Employment State Award	Health Employees State Award	1776.00	1781.33	1817.66
BI Pharmacist - Grade 1 Year 5	BH Pharmacist Grade 1 5th year	Health Employees Conditions of Employment State Award	Health Employees State Award	1831.68	1837.17	1874.65
BI Pharmacist - Grade 2 Year 1	BH Pharmacist Grade 2 1st year	Health Employees Conditions of Employment State Award	Health Employees State Award	1966.82	1972.72	2012.97
BI Pharmacist - Grade 2 Year 2	BH Pharmacist Grade 2, year 2	Health Employees Conditions of Employment State Award	Health Employees State Award	2031.02	2037.12	2078.68
BI Pharmacist - Grade 2 Year 3	BH Pharmacist Grade 2, year 3	Health Employees Conditions of Employment State Award	Health Employees State Award	2086.26	2092.52	2135.21
BI Pharmacist - Grade 3 Year 1	BH Pharmacist Grade 3 - Senior Pharmacist 1st year	Health Employees Conditions of Employment State Award	Health Employees Pharmacists (state) Award	2309.61	2316.54	2363.80

BIC classification	BH - New state classification BI - BIC classification retained	Relevant State Award terms and conditions	State Award - classification definition where relevant	Rate from fppoa 01/07/2019 \$ per week	Rate from fppoa 01/07/2020 \$ per week	Rate from fppoa 01/07/2021 \$ per week
BI Pharmacist - Grade 3 Year 2	BH Pharmacist Grade 3 - Senior Pharmacist 2nd year	Health Employees Conditions of Employment State Award	Health Employees Pharmacists (state) Award	2372.28	1379.39	2427.93
BI Pharmacy Tech - Grade 1 Year 1	BH Pharmacy Technician Grade 1, year 1	Health Employees Conditions of Employment State Award	Health Employees State Award	1147.00	1150.44	1173.92
BI Pharmacy Tech - Grade 1 Year 2	BH Pharmacy Technician Grade 1, year 2	Health Employees Conditions of Employment State Award	Health Employees State Award	1172.61	1176.13	1200.13
BI Pharmacy Tech - Grade 1 Year 3	BH Pharmacy Technician Grade 1, year 3	Health Employees Conditions of Employment State Award	Health Employees State Award	1199.01	1202.61	1227.15
BI Pharmacy Tech - Grade 1 Year 4	BH Pharmacy Technician Grade 1, year 4	Health Employees Conditions of Employment State Award	Health Employees State Award	1225.40	1229.08	1254.16
BI Pharmacy Tech - Grade 2 Year 1	BH Pharmacy Technician Grade 2, year 1	Health Employees Conditions of Employment State Award	Health Employees State Award	1252.31	1256.07	1281.70
BI Pharmacy Tech - Grade 2 Year 2	BH Pharmacy Technician Grade 2, year 2	Health Employees Conditions of Employment State Award	Health Employees State Award	1296.47	1300.36	1326.89
BI Pharmacy Tech - Grade 2 Year 3	BH Pharmacy Technician Grade 2, year 3	Health Employees Conditions of Employment State Award	Health Employees State Award	1337.17	1341.19	1368.54

BIC classification	BH - New state classification BI - BIC classification retained	Relevant State Award terms and conditions	State Award - classification definition where relevant	Rate from fppoa 01/07/2019 \$ per week	Rate from fppoa 01/07/2020 \$ per week	Rate from fppoa 01/07/2021 \$ per week
BI Pharmacy Tech - Grade 2 Year 4	BH Pharmacy Technician Grade 2, year 4	Health Employees Conditions of Employment State Award	Health Employees State Award	1372.61	1376.73	1404.82
BI Pharmacy Tech - Grade 3 Year 1	BH Pharmacy Technician Grade 3, year 1	Health Employees Conditions of Employment State Award	Health Employees State Award	1465.65	1470.04	1500.02
BI Pharmacy Tech - Grade 3 Year 2	BH Pharmacy Technician Grade 3, year 2	Health Employees Conditions of Employment State Award	Health Employees State Award	1513.45	1518.00	1548.97
BI Pharmacy Tech - Grade 4 Year 1	BH Pharmacy Technician Grade 4, year 1	Health Employees Conditions of Employment State Award	Health Employees State Award	1564.18	1568.88	1600.89
BI Pharmacy Tech - Grade 4 Year 2	BH Pharmacy Technician Grade 4, year 2	Health Employees Conditions of Employment State Award	Health Employees State Award	1658.75	1663.72	1697.67
BI Theatre Porter	BI Theatre Porter	Health Employees Conditions of Employment State Award	Health Employees State Award	1109.52	1112.85	1135.55
BI Radiographer - Level 1	BI Radiographer - Level 1	Health Employees Conditions of Employment State Award	Health Employees State Award	1248.13	1283.18	1309.35
BI Radiographer - Level 2 Year 1	BI Radiographer - Level 2 Year 1	Health Employees Conditions of Employment State Award	Health Employees State Award	1325.45	1329.42	1356.54

BIC classification	BH - New state classification BI - BIC classification retained	Relevant State Award terms and conditions	State Award - classification definition where relevant	Rate from fppoa 01/07/2019 \$ per week	Rate from fppoa 01/07/2020 \$ per week	Rate from fppoa 01/07/2021 \$ per week
BI Radiographer - Level 2 Year 2	BI Radiographer - Level 2 Year 2	Health Employees Conditions of Employment State Award		1497.09	1501.58	1532.21
BI Radiographer - Level 2 Year 3	BI Radiographer - Level 2 Year 3	Health Employees Conditions of Employment State Award		1696.00	1701.07	1735.76
BI Radiographer - Level 2 Year 4	BI Radiographer - Level 2 Year 4	Health Employees Conditions of Employment State Award		1775.90	1781.23	1817.57
BI Radiographer - Level 2 Year 5	BI Radiographer - Level 2 Year 5	Health Employees Conditions of Employment State Award		1831.91	1837.40	1874.88
BI Radiographer - Level 3 Grade 1 Year 1	BI Radiographer - Level 3 Grade 1 Year 1	Health Employees Conditions of Employment State Award		1966.82	1972.72	2012.97
BI Radiographer - Level 3 Grade 1 Year 2	BI Radiographer - Level 3 Grade 1 Year 2	Health Employees Conditions of Employment State Award		2031.02	2037.12	2078.68
BI Radiographer - Level 3 Grade 2 Year 1	BI Radiographer - Level 3 Grade 2 Year 1	Health Employees Conditions of Employment State Award		2086.38	2092.63	2135.33
BI Radiographer - Level 3 Grade 2 Year 2	BI Radiographer - Level 3 Grade 2 Year 2	Health Employees Conditions of Employment State Award		2309.61	2316.54	2363.80

BIC classification	BH - New state classification BI - BIC classification retained	Relevant State Award terms and conditions	State Award - classification definition where relevant	Rate from fppoa 01/07/2019 \$ per week	Rate from fppoa 01/07/2020 \$ per week	Rate from fppoa 01/07/2021 \$ per week
BI Radiographer - Level 3 Grade 3	BI Radiographer - Level 3 Grade 3	Health Employees Conditions of Employment State Award		2372.39	2379.51	2428.04
BI Radiographer - Level 4 Grade 1 Year 1	BI Radiographer - Level 4 Grade 1 Year 1	Health Employees Conditions of Employment State Award		2372.39	2379.51	2428.04
BI Radiographer - Level 4 Grade 1 Year 2	BI Radiographer - Level 4 Grade 1 Year 2	Health Employees Conditions of Employment State Award		2450.15	2457.49	2507.64
BI Radiographer - Level 4 Grade 2 Year 1	BI Radiographer - Level 4 Grade 2 Year 1	Health Employees Conditions of Employment State Award		2524.66	2532.23	2583.88
BI Radiographer - Level 4 Grade 2 Year 2	BI Radiographer - Level 4 Grade 2 Year 2	Health Employees Conditions of Employment State Award		2587.01	2594.76	2647.70
BI Radiographer - Level 5 Grade 1	BI Radiographer - Level 5 Grade 1	Health Employees Conditions of Employment State Award		2768.26	2776.57	2833.20
BI Radiographer - Level 5 Grade 2	BI Radiographer - Level 5 Grade 2	Health Employees Conditions of Employment State Award		2836.00	2844.50	2902.53
BI Radiographer - Level 5 Grade 3	BI Radiographer - Level 5 Grade 3	Health Employees Conditions of Employment State Award		2979.44	2988.38	3049.34

BIC classification	BH - New state classification BI - BIC classification retained	Relevant State Award terms and conditions	State Award - classification definition where relevant	Rate from fffpoa 01/07/2019 \$ per week	Rate from fffpoa 01/07/2020 \$ per week	Rate from fffpoa 01/07/2021 \$ per week
BI Radiographer - Level 6 Grade 1	BI Radiographer - Level 6 Grade 1	Health Employees Conditions of Employment State Award		3050.41	3059.56	3121.97
BI Remote Fire Safety Officer	BI Remote Fire Safety Officer	Health Employees Conditions of Employment State Award		1215.38	1219.03	1243.89
BI Secretary - Grade 2 Year 1	BH Administration Officer Level 2A - 1st year	Health Employees Conditions of Employment State Award	Health Employees Administrative staff (state) Award	1182.96	1186.53	1210.73
BI Secretary - Grade 2 Year 2	BH Administration Officer Level 2A - 2nd year	Health Employees Conditions of Employment State Award	Health Employees Administrative staff (state) Award	1201.18	1204.79	1229.36
BI Tech Assist - Grade 1 Year 1	BH Technical Assistant - Grade 1 - 1st year	Health Employees Conditions of Employment State Award	NSW Health Service Allied Health Assistants (state) Award	1065.48	1068.67	1090.48
BI Tech Assist - Grade 1 Year 2	BH Technical Assistant - Grade 1 - 2nd year	Health Employees Conditions of Employment State Award	NSW Health Service Allied Health Assistants (state) Award	1085.18	1088.43	1110.64
BI Tech Assist - Grade 1 Year 3	BH Technical Assistant - Grade 1 - 3rd year and thereafter	Health Employees Conditions of Employment State Award	NSW Health Service Allied Health Assistants (state) Award	1109.31	1112.63	1135.34
BI Tech Assist - Grade 2 Year 1	BH Technical Assistant Grade 2 - 1st year	Health Employees Conditions of Employment State Award	Health Employees State Award	1085.18	1088.43	1110.64

BIC classification	BH - New state classification BI - BIC classification retained	Relevant State Award terms and conditions	State Award - classification definition where relevant	Rate from fppoa 01/07/2019 \$ per week	Rate from fppoa 01/07/2020 \$ per week	Rate from fppoa 01/07/2021 \$ per week
BI Tech Assist - Grade 2 Year 2	BH Technical Assistant Grade 2 - 2nd year	Health Employees Conditions of Employment State Award	Health Employees State Award	1109.31	1112.63	1135.34
BI Tech Assist - Grade 3	BH Technical Assistant Grade 2 - 3rd year and thereafter	Health Employees Conditions of Employment State Award	Health Employees State Award	1128.81	1132.20	115.31
BI Technical Assist Bio/Med - Lvl 1	BI Technical Assist Bio/Med - Lvl 1	Health Employees Conditions of Employment State Award		1128.81	1132.20	1155.31
BI Technical Assist Bio/Med - Lvl 2	BI Technical Assist Bio/Med - Lvl 2	Health Employees Conditions of Employment State Award		1183.62	1187.16	1211.37
BI Technical Assist Bio/Med - Lvl 3	BI Technical Assist Bio/Med - Lvl 3	Health Employees Conditions of Employment State Award		1231.53	1235.22	1260.42
BI Telephonist - Gde 1 Year 1	BH Telephonist Level 1 - 1st year	Health Employees Conditions of Employment State Award	Health Employees Administrative staff (state) Award	997.19	1000.18	1020.58
BI Telephonist - Gde 1 Year 2	BH Telephonist Level 1 - 2nd year	Health Employees Conditions of Employment State Award	Health Employees Administrative staff (state) Award	1015.41	1018.44	1039.22
BI Telephonist - Gde 1 Year 3	BH Telephonist Level 1 - 3rd year	Health Employees Conditions of Employment State Award	Health Employees Administrative staff (state) Award	1056.54	1059.71	1081.33

BIC classification	BH - New state classification BI - BIC classification retained	Relevant State Award terms and conditions	State Award - classification definition where relevant	Rate from ffppoa 01/07/2019 \$ per week	Rate from ffppoa 01/07/2020 \$ per week	Rate from ffppoa 01/07/2021 \$ per week
BI Telephonist - Gde 1 Year 4	BH Telephonist Level 1 - 4th year	Health Employees Conditions of Employment State Award	Health Employees Administrative staff (state) Award	1082.48	1085.74	1107.88
BI Telephonist - Gde 1 Year 5	BH Telephonist Level 1 - 5th year	Health Employees Conditions of Employment State Award	Health Employees Administrative staff (state) Award	1126.43	1129.82	1152.86
BI Telephonist - Gde 2 Year 1	BH Telephonist Level 2 - 1st year	Health Employees Conditions of Employment State Award	Health Employees Administrative staff (state) Award	1139.88	1143.31	1166.63
BI Telephonist - Gde 2 Year 2	BH Telephonist Level 2 - 1st year	Health Employees Conditions of Employment State Award	Health Employees Administrative staff (state) Award	1163.80	1167.28	1191.09
BI Telephonist - Gde 2 Year 3	BH Telephonist Level 2 - 1st year	Health Employees Conditions of Employment State Award	Health Employees Administrative staff (state) Award	1186.84	1190.39	1214.68
BI Team Leader	BI Team Leader	Health Employees Conditions of Employment State Award		1308.97	1312.89	1339.68
BI Tradesman Level 1	BI Tradesman level 1	Public Health Service Employees Skilled Trades (State) Award		1283.66	1287.52	1313.79
BI Trades man Level 2 (+5%)	BI Trades man Level 2 (+5%)	Public Health Service Employees Skilled Trades (State) Award		1347.84	1351.88	1379.46

BIC classification	BH - New state classification BI - BIC classification retained	Relevant State Award terms and conditions	State Award - classification definition where relevant	Rate from fppoa 01/07/2019 \$ per week	Rate from fppoa 01/07/2020 \$ per week	Rate from fppoa 01/07/2021 \$ per week
BI Tradesman Level 3 (+10%)	BI Tradesman Level 3 (+10%)	Public Health Service Employees Skilled Trades (State) Award		1411.80	1416.04	1444.93
BI Tradesman Level 4 (+15%)	BI Tradesman Level 4 (+15%)	Public Health Service Employees Skilled Trades (State) Award		1476.00	1480.42	1510.62
BI Tradesman Level 5 (+20%)	BI Tradesman Level 5 (+20%)	Public Health Service Employees Skilled Trades (State) Award		1540.61	1545.24	1576.75
BI Ward Services Officer	BI Ward Services Officer	Public Health Service Employees Skilled Trades (State) Award		1173.72	1177.24	1201.26

Schedule 2 – State classifications In the County of Yancowinna at the date this award is made and relevant Awards that set pay and conditions of employment

Classification	Award that sets rates of pay	Award that sets conditions of employment
Health Manager Level 1	Health Managers (State) Award	Health Employees Conditions of Employment (State) Award
Health Manager Level 2	Health Managers (State) Award	Health Employees Conditions of Employment (State) Award
Health Manager Level 3	Health Managers (State) Award	Health Employees Conditions of Employment (State) Award
Health Manager Level 4	Health Managers (State) Award	Health Employees Conditions of Employment (State) Award
Health Manager Level 5	Health Managers (State) Award	Health Employees Conditions of Employment (State) Award
Health Manager Level 6	Health Managers (State) Award	Health Employees Conditions of Employment (State) Award
Welfare Officer Level 3	NSW Health Service Health Professionals (state) Award	Public Hospitals (Professional and Associated Staff) Conditions of Employment
Health Education Officer (Graduate)	Health Education Officer Determination	Public Hospitals (Professional and Associated Staff) Conditions of Employment
Health Education Officer (Non-Graduate)	Health Professional and Medical Salaries (State) Award	Public Hospitals (Professional and Associated Staff) Conditions of Employment
Senior Health Education Officer (Non-Graduate)	Health Education Officer Determination	Public Hospitals (Professional and Associated Staff) Conditions of Employment
Dietitian Level 1	Health Professional and Medical Salaries (State) Award	Public Hospitals (Professional and Associated Staff) Conditions of Employment
Dietitian Level 4	NSW Health Service Health Professionals (state) Award	Public Hospitals (Professional and Associated Staff) Conditions of Employment
Social Worker Level 1	NSW Health Service Health Professionals (state) Award	Public Hospitals (Professional and Associated Staff) Conditions of Employment
Social Worker Level 2	NSW Health Service Health Professionals (state) Award	Public Hospitals (Professional and Associated Staff) Conditions of Employment
Social Worker Level 3	NSW Health Service Health Professionals (state) Award	Public Hospitals (Professional and Associated Staff) Conditions of Employment
Sexual Assault Worker Level 3	NSW Health Service Health Professionals (state) Award	Public Hospitals (Professional and Associated Staff) Conditions of Employment
Aboriginal Health Worker	Health Professional and Medical Salaries (State) Award	Public Hospitals (Professional and Associated Staff) Conditions of Employment
Aboriginal Health Practitioner	NSW Health Service Aboriginal Health Workers (state) Award	Public Hospitals (Professional and Associated Staff) Conditions of Employment
Counsellor Level 1	Health Professional and Medical Salaries (State) Award	Public Hospitals (Professional and Associated Staff) Conditions of Employment
Dental Assistant Grade 1	Health Professional and Medical Salaries (State) Award	Public Hospitals (Professional and Associated Staff) Conditions of Employment
Dental Assistant Grade 2	Health Professional and Medical Salaries (State) Award	Public Hospitals (Professional and Associated Staff) Conditions of Employment
Assistant Engineer Grade 2	Health Employees Engineers (state) Award	Health Employees Conditions of Employment (State) Award

Occupational Therapist Level 1	NSW Health Service Health Professionals (state) Award	Public Hospitals (Professional and Associated Staff) Conditions of Employment
Occupational Therapist Level 3	NSW Health Service Health Professionals (state) Award	Public Hospitals (Professional and Associated Staff) Conditions of Employment
Physiotherapist Level 1	NSW Health Service Health Professionals (state) Award	Public Hospitals (Professional and Associated Staff) Conditions of Employment
Physiotherapist Level 3	NSW Health Service Health Professionals (state) Award	Public Hospitals (Professional and Associated Staff) Conditions of Employment
Maintenance Super (Non Trades) /IC	Health Employees (State) Award	Health Employees Conditions of Employment (State) Award
Trainee	Public Hospital (Training Wage) State Award	Public Hospital (Training Wage) State Award

Schedule 3: Relevant State Awards

Awards
Health and Community Employees Psychologists (State) Award
Health Employees' (State) Award
Health Employees' Administrative Staff (State) Award
Health Employees' Computer Staff (State) Award
Health Employees' Conditions of Employment (State) Award
Health Employees' Dental Officers (State) Award
Health Employees' Dental Prosthetists and Dental Technicians (State) Award
Health Employees' Engineers (State) Award
Health Employees' General Administrative Staff (State) Award
Health Employees' Interpreters' (State) Award
Health Employees' Medical Radiation Scientists (State) Award
Health Employees' Oral Health Therapists (State) Award
Health Employees' Pharmacists (State) Award
Health Employees' Technical (State) Award
Health Industry Status of Employment (State) Award
Health Managers (State) Award
Health Professional and Medical Salaries (State) Award
Hospital Scientists (State) Award
NSW Health Service Aboriginal Health Workers' (State) Award

NSW Health Service Health Professionals (State) Award
Public Hospital (Training Wage) (State) Award
Public Hospital Dental Assistants (State) Award
Public Hospital Medical Physicists (State) Award
Public Hospital Medical Record Librarians (State) Award
Public Hospital Professional Engineers' (Biomedical Engineers) (State) Award
Public Hospital Residential Services Assistant (State) Award
Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award
Public Hospitals Library Staff (State) Award
Teachers' (NSW Health Early Childhood Service Centres) Salaries and Miscellaneous Conditions Award
Public Health Services Employees Skilled Trades (State) Award

Schedule 4 – Preserved BIC allowances (RATES NEEDS TO BE ADDED TO)

Clause	Allowance Description	Frequency	From 1 July 2018	From ffpooa 1 July 2019 \$	from ffpooa 1 July 2020 \$	From ffpooa 1 July 2021 \$
5 (iii)	Broken Hill Town & Versatility Allowance	Weekly	46.13	47.28	47.42	48.39
5 (vi) (a)	Pool Allowance	Weekly	12.07	12.37	12.41	12.66
5 (vi)(b)	Offensive work (sewerage works and grease traps)	Weekly	4.48	4.59	4.6	4.69
5 (vi)(c)	Typing Qualification (over 45 words per minute)	Annual	733.1	751.43	753.68	769.06
5 (vi) (d)	Pruning	Per Shift	2.94	3.01	3.02	3.08
5 (vi) (e)	Sterilising Certificate	Weekly	14.61	14.98	15.02	15.33