

HEALTH PROFESSIONAL AND MEDICAL SALARIES (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

PART A

Clause No.	Subject Matter
1	Definitions
2.	Salaries
3.	Salary Sacrifice to Superannuation
4	Conditions of Service
5	Dispute Resolution
6	Salary Packaging
7	No Extra Claims
8	Area, Incidence and Duration

Part B – Monetary Rates

Part C – List of Awards

PART A

1. Definitions

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

"**ADA**" means the adjusted daily average of occupied beds calculated in accordance with the following formula:

$$\text{ADA} = \text{Daily Average} + \text{Neo-natal Adjustment} + \text{Non-inpatient Adjustment}$$

Where:

$$\text{Daily Average} = \frac{\text{Total Occupied Bed Days for Period Less Unqualified Baby Bed Days}}{\text{Number of Days in the Period}}$$

$$\text{Neo-natal Adjustment} = \frac{\text{Total Bed Days of Unqualified Babies for the Period}}{2 \times \text{Number of Days in the Period}}$$

$$\text{Non inpatient Adjustment} = \frac{\text{Total NIOOS Equivalents for the Period}}{10 \times \text{Number of Days in the Period}}$$

Note: Total NIOOS Equivalents for the Period equals the individual NIOOS plus the equivalent number of Group NIOOS (Non-inpatient Group Sessions x 1.3) plus the equivalent number of Dental NIOOS (Non-inpatient Dental Flow x 3.8)

"Union" means the Health Services Union NSW and, in relation to Medical Officers, Career Medical Officers, and Medical Superintendents only, the Health Services Union NSW and the Australian Salaried Medical Officers' Federation (New South Wales).

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

2. Salaries

Employees shall be paid not less than as set in Table 1 of Part B, Monetary Rates.

3. Salary Sacrifice to Superannuation

- (i) Notwithstanding the salaries prescribed in Clause 2. Salaries as varied from time to time, an employee may elect, subject to the agreement of the employee's employer, to sacrifice a part or all of the salary payable under the salaries clause to additional employer superannuation contributions. Such election must be made prior to the commencement of the period of service to which the earnings relate. The amount sacrificed together with any salary packaging arrangements under Clause 7. Salary Packaging, of this award may be made up to one hundred (100) per cent of the salary payable under the salaries clause, or up to one hundred (100) per cent of the currently applicable superannuable salary, whichever is the lesser.

In this clause, 'superannuable salary' means the employee's salary as notified from time to time to the New South Wales public sector superannuation trustee corporations.

- (ii) Any pre-tax and post-tax payroll deductions must be taken into account prior to determining the amount of available salary to be packaged. Such payroll deductions may include but are not limited to superannuation payments, HECS payments, child support payments, judgement debtor/garnishee orders, union fees and private health fund membership fees.
- (iii) Where the employee has elected to sacrifice a part or all of the available payable salary to additional employer superannuation contributions:
- (a) The employee shall be provided with a copy of the signed agreement. The salary sacrifice agreement shall be terminated at any time at the employee's election and shall cease upon termination of the employee's services with the employer.
 - (b) Subject to Australian taxation law, the amount of salary sacrificed will reduce the salary subject to appropriate PAYE taxation deductions by the amount sacrificed; and
 - (c) Any allowance, penalty rate, overtime, payment for unused leave entitlements, weekly workers' compensation, or other payment, other than any payment for leave taken in service, to which an employee is entitled under the relevant award or any applicable award, act, or statute which is expressed to be determined by reference to an employee's salary, shall be calculated by reference to the salary which would have applied to the employee under the salaries clause of the relevant award in the absence of any salary sacrifice to superannuation made under this award.
- (iv) The employee may elect to have the specified amount of payable salary which is sacrificed to additional employer superannuation contributions:
- (a) paid into the superannuation scheme established under the First State Superannuation Act 1992 as optional employer contributions; or

- (b) subject to the employer's agreement, paid into a private sector complying superannuation scheme as employer superannuation contributions.
- (v) Where an employee elects to salary sacrifice in terms of subclause (iv) above, the employer will pay the sacrificed amount into the relevant superannuation fund.
- (vi) Where the employee is a member of a superannuation scheme established under:
 - (a) the Police Regulation (Superannuation) Act, 1906;
 - (b) the Superannuation Act, 1916;
 - (c) the State Authorities Superannuation Act, 1987;
 - (d) the State Authorities Non-contributory Superannuation Act, 1987; or
 - (e) the First State Superannuation Act, 1992.

The employee's employer must ensure that the amount of any additional employer superannuation contributions specified in subclause (i) above is included in the employee's superannuable salary which is notified to the New South Wales public sector superannuation trustee corporations.

- (vii) Where, prior to electing to sacrifice a part or all of their salary to superannuation, an employee had entered into an agreement with their employer to have superannuation contributions made to a superannuation fund other than a fund established under legislation listed in subclause (vi) above, the employer will continue to base contributions to that fund on the salary payable under Clause 2. Salaries to the same extent as applied before the employee sacrificed that amount of salary to superannuation. This clause applies even though the superannuation contributions made by the employer may be in excess of the superannuation guarantee requirements after the salary sacrifice is implemented.

4. Conditions of Service

- (i) The Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award as varied, shall apply to all persons covered by this award.
- (ii) Conditions of employment relevant to a classification(s) identified within an award listed in Part C, shall apply.
- (iii) Where inconsistency exists between the conditions provided by this clause, subclause (ii) shall apply.

5. Dispute Resolution

The dispute resolution procedures contained in the Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award, shall apply.

6. Salary Packaging

- (i) By agreement with their employer, employees may elect to package part or all of their salary in accordance with this clause, to obtain a range of benefits as set out in the NSW Health Services Salary Packaging Policy and Procedure Manual, as amended from time to time. Such election must be made prior to the commencement of the period of service to which the earnings relate. Where an employee also elects to salary sacrifice to superannuation under this award, the combined amount of salary packaging/sacrificing may be up to 100 per cent of salary.

Any salary packaging above the fringe benefit exemption cap will attract fringe benefits tax as described in paragraph (iv) below.

- (ii) Where an employee elects to package an amount of salary:
 - (a) Subject to Australian taxation law, the packaged amount of salary will reduce the salary subject to PAYE taxation deductions by that packaged amount.
 - (b) Any allowance, penalty rate, overtime payment, payment for unused leave entitlements, weekly workers' compensation, or other payment other than any payment for leave taken in service, to which an employee is entitled under this award or statute which is expressed to be determined by reference to an employee's salary, shall be calculated by reference to the salary which would have applied to the employee under this award in the absence of any salary packaging or salary sacrificing made under this award.
 - (c) 'Salary' for the purpose of this clause, for superannuation purposes, and for the calculation of award entitlements, shall mean the award salary as specified in Clause 2. Salaries, and which shall include 'approved employment benefits' which refer to fringe benefit savings, administration costs, and the value of packaged benefits.
- (iii) Any pre-tax and post-tax payroll deductions must be taken into account prior to determining the amount of available salary to be packaged. Such payroll deductions may include but are not limited to superannuation payments, HECS payments, child support payments, judgement debtor/garnishee orders, union fees, and private health fund membership fees.
- (iv) The salary packaging scheme utilises a fringe benefit taxation exemption status conferred on public hospitals and local health districts, which provides for a fringe benefit tax exemption cap of \$17,000 per annum. The maximum amount of fringe benefits-free tax savings that can be achieved under the scheme is where the value of benefits when grossed-up, equal the fringe benefits exemption cap of \$17,000. Where the grossed-up value exceeds the cap, the employer is liable to pay fringe benefits tax on the amount in excess of \$17,000, but will pass this cost on to the employee. The employer's share of savings, the combined administration cost, and the value of the package benefits, are deducted from pre-tax dollars.
- (v) The parties agree that the application of the fringe benefits tax exemption status conferred on public hospitals and local health districts is subject to prevailing Australian taxation laws.
- (vi) If an employee wishes to withdraw from the salary packaging scheme, the employee may only do so in accordance with the required period of notice as set out in the Salary Packaging Policy and Procedure Manual.
- (vii) Where an employee ceases to salary package, arrangements will be made to convert the agreed package amount to salary. Any costs associated with the conversion will be borne by the employee, and the employer shall not be liable to make up any salary lost as a consequence of the employee's decision to convert to salary.
- (viii) Employees accepting the offer to salary package do so voluntarily. Employees are advised to seek independent financial advice and counselling to apprise them of the implications of salary packaging on their individual personal financial situations.
- (ix) The employer and the employee shall comply with the procedures set out in the NSW Health Services Salary Packaging Policy and Procedure Manual as amended from time to time.

7. 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*, 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 2016 by a party to this award.

8. Area, Incidence and Duration

- (i) This Award takes effect from 1 July 2015 and shall remain in force for a period of one year.
- (ii) This Award rescinds and replaces the Health Professional and Medical Salaries (State) Award published 24 April 2009 (367 IG 1169) 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.

PART B – MONETARY RATES

Classification	Rate from
	1.7.2015
	2.5%
	\$
ABORIGINAL HEALTH WORKER	
Year 1	49,121
Year 2	52,022
Year 3	54,876
Year 4	57,798
Year 5	60,543
Year 6	63,418
Year 7	66,262
Year 8	69,460
Year 9 and thereafter	72,346
Senior	
Senior, Year 1	75,189
Senior, Year 2 and thereafter	78,106
Principal	
Principal, Year 1	80,308
Principal, Year 2 and thereafter	83,778
ABORIGINAL HEALTH PRACTITIONER	
Year 1	54,876
Year 2	57,798
Year 3	60,543
Year 4	63,418
Year 5	66,262
Year 6	69,460
Year 7 and thereafter	72,346
ABORIGINAL HEALTH EDUCATION OFFICER – GRADUATE <i>(per week)</i> ** This classification and rates are applicable only to employees engaged under this classification up to 2 September 2015. The classification is not to be applied to employees engaged after this date.	
1st year	1,084.30
2nd year	1,136.90
3rd year	1,207.80
4th year	1,275.30
5th year	1,350.40
6th year	1,420.30
7th year	1,480.30
8th year	1,539.10
9th year	1,605.60
An Aboriginal Health Education Officer-Graduate who has completed 12 months service at the salary prescribed on the maximum of the scale and has demonstrated to the satisfaction	

Classification	Rate from
	1.7.2015
	2.5%
	\$
of the employer by the work performed and the results achieved, the aptitude, abilities and qualities of mind warranting such payment, may progress to the following rate:	
10th year	1,686.40
11th year	1,767.50
SENIOR ABORIGINAL HEALTH EDUCATION OFFICER – GRADUATE (per week) ** This classification and rates are applicable only to employees engaged under this classification up to 2 September 2015. The classification is not to be applied to employees engaged after this date.	
1st year	1,767.00
2nd year	1,840.20
3rd year	1,913.80
ANALYST, CHEMIST, MICROBIOLOGIST, & SCIENTIFIC OFFICER	
(Transferred Staff of Division of Analytical Laboratories)	
Grade 1	
1st year	58,516
2nd year	60,821
3rd year	64,214
4th year	68,827
5th year	73,704
6th year	78,074
Grade 2	
1st year	81,896
2nd year	84,326
3rd year	86,897
4th year	90,385
Grade 3	
1st year	94,153
2nd year	97,144
3rd year	99,080
Grade 4	
1st year	103,902
2nd year	107,053
3rd year	109,175
Grade 5	
1st year	113,458
2nd year	116,858
PART-TIME GRADUATE ANALYST	
(P/hour)	38.64
BIOMEDICAL ENGINEERS	

Classification	Rate from
	1.7.2015
	2.5%
	\$
Grade 1	
1st year of service	60,383
2nd year of service	64,058
3rd year of service	68,473
4th year of service	73,175
5th year of service and thereafter	77,906
Grade 2	
1st year of service	82,738
2nd year of service	85,406
3rd year of service	88,082
4th year of service and thereafter	90,742
Grade 3	
1st year of service	95,803
2nd year of service	98,942
3rd year of service	102,100
4th year of service and thereafter	105,682
Grade 4	
1st year of service	110,386
2nd year of service	113,608
3rd year of service and thereafter	116,802
Grade 5	
1st year of service	121,646
2nd year of service and thereafter	123,932
Grade 6	
1st year of service	126,241
2nd year of service and thereafter	128,575
CAREER MEDICAL OFFICERS	
Grade 1	
Year 1	115,543
Year 2	124,462
Year 3	129,911
Year 4	134,298
Year 5	139,601
Grade 2	
Year 1	144,970
Year 2	149,476
Year 3	158,238
Year 4	172,160
Senior	

Classification	Rate from
	1.7.2015
	2.5%
	\$
Year 1	185,374
Thereafter	198,949
Transitional Grades – only applicable to eligible employees employed on 20.4.2005	
Grade 1	158,238
Grade 2	172,160
Grade 3	185,374
CLERK OF WORKS	78,188
CO-ORDINATORS	
Group 1 - Cooma, Young, Ballina, Byron,	76,847
Brunswick, Casino, Kyogle	
Group 3 - Moree, Tweed Heads, SW Zone	
1,2,&5; Grafton, Armidale,	
Port Macquarie	82,458
Group 5 - Tamworth	90,137
Group 6 - Dubbo	93,811
ALLOWANCES-CO-ORDINATORS	
The Co-ordinators allowance is applicable only to Co-ordinators in AHS and to individuals occupying Co-ordinators positions as at 30/3/87 who were earning a higher salary including allowances than those determined above as at 30/3/87.	
Future occupants, other than those in AHS, receive the salary for the positions listed above	
Team Leaders Allowance	
In-charge 5 - 10 staff (per week)	40.10
In-charge 11 - 25 staff (per week)	66.80
In-charge 26 - 40 staff (per week)	93.80
In-charge of more than 40 staff (per week)	107.20
Area Co-ordinator's Allowance (per week)	147.50
DRUG & ALCOHOL COUNSELLORS	
NON-GRADUATES	
Grade 1	
1st year	49,099
2nd year	52,015
3rd year	54,869
4th year	57,766
5th year	60,516
Grade 2	
1st year	63,408

Classification	Rate from
	1.7.2015
	2.5%
	\$
2nd year	66,232
ALLOWANCES – DRUG AND ALCOHOL COUNSELLORS – NON-GRADUATE	
Drug and Alcohol Counsellor-2 years on maximum (per week)	58.00
DENTAL ASSISTANTS	
Grade 1	
1st year	51,991
2nd year	53,250
3rd year	54,442
4th year	55,746
Grade 2	
1st year	56,959
2nd year	59,116
3rd year	61,027
4th year	62,716
Grade 3	
1st year	68,868
2nd year	71,394
Supervision Allowance	
2-5 staff year (per week)	31.50
6-10 staff year (per week)	44.60
11-15 staff year (per week)	56.80
16-19 staff year (per week)	69.40
DENTAL OFFICERS	
Level 1	
1st year	82,936
2nd year	95,557
3rd year	101,866
4th year	108,173
Level 2	
1st year	114,484
2nd year	120,794
Level 3	
1st year	127,672
2nd year	131,513
3rd year	133,987
Level 4	
1st year	152,973

Classification	Rate from
	1.7.2015
	2.5%
	\$
2nd year	157,377
Dental Officer Management Allowance	
Level 1 (per annum)	6,318
Level 2 (per annum)	12,758
Area Director Oral Health Clinical Services	
Level 1 (per annum)	168,109
Level 2 (per annum)	184,920
Level 3 (per annum)	213,021
DENTAL SPECIALISTS	
1st year of service	144,537
2nd year of service	150,124
3rd year of service	155,675
4th year of service	161,548
5th year of service	167,426
* For supplementary payment in lieu of private Practice or On-call/Recall Allowance refer to Determination - Dental Staff Specialists Part A, B and C	
Senior Clinical Specialist	175,602
Dental Specialist Management Allowance (per annum)	9,476
DENTAL TECHNICIANS	
Trainee	
Stage 1 - (first 6 months)	36,817
Stage 2 - (6 months to 1 year)	38,067
Stage 3 - (1 year to 18 months)	42,069
Stage 4 - (18 months to 2 years)	43,626
Level 1	
1st year	56,959
2nd year	59,116
3rd year	61,027
4th year	62,716
5th year	67,039
Level 2	
1st year	67,039
2nd year	69,373
Level 3	
1st year	71,699
2nd year	76,227
Level 4	

Classification	Rate from
	1.7.2015
	2.5%
	\$
1st year	79,935
2nd year	81,232
Level 5	
1st year	89,316
2nd year	93,487
Deputy Chief Dental Technician (Sydney Dental Hospital – 2008 current occupant only)	
1st year	87,263
2nd year	90,393
ORAL HEALTH THERAPISTS	
Level 1	
1st year	58,225
2nd year	60,418
3rd year	64,140
4th year	68,547
Level 2	
1st year	73,277
2nd year	77,926
3rd year	81,718
4th year	84,356
Level 3	
1st year	90,732
2nd year	93,769
Level 4	
1st year	98,456
2nd year	100,917
Sole Practitioner Allowance (Oral Health Therapist) (per annum)	6,376
DENTAL PROTHETISTS	
Level 1	
1st year	71,699
2nd year	76,227
Level 2	
1st year	79,935
2nd year	81,232
Level 3	
1st year	89,316
2nd year	93,487
Director of Animal Care - Westmead	112,363

Classification	Rate from
	1.7.2015
	2.5%
	\$
ENVIRONMENTAL HEALTH OFFICERS	
1st year	56,591
2nd year	59,310
3rd year	62,990
4th year	66,536
5th year	70,460
6th year	74,109
7th year	77,208
8th year	80,295
9th year	83,782
10th year - Performance Barrier	88,000
11th year - Performance Barrier	92,213
<p>In order to progress to Year 10 of the scale, an Environmental Health Officer must have:</p> <p>(i) completed 12 months service at the salary prescribed on the maximum of the scale; and</p> <p>(ii) have demonstrated to the satisfaction of the employer by the work performed and the results achieved, the aptitude and qualities of mind warranting such payment.</p> <p>After 12 months satisfactory work performance on Year 10, the officer will progress to the year 11 rate. Under no circumstances can Environmental Health Officers receive Year 10 or Year 11 rates unless they fulfil these criteria.</p>	
SENIOR ENVIRONMENTAL HEALTH OFFICERS	
1st year	96,016
2nd year	99,856
TRAINEE ENVIRONMENTAL HEALTH OFFICER	
1st year	46,313
2nd year	48,019
3rd year	49,738
4th year	51,447
TRANSFERRED ENVIRONMENTAL HEALTH OFFICERS	
Environmental Health Officer - 35 hrs p/wk	
- 11th year - Performance Barrier	92,213
Senior Environmental Health Officer-35 hrs p/week	
1st year	96,016
2nd year	99,856
HEALTH EDUCATION OFFICERS	
HEALTH EDUCATION OFFICER - NON-GRADUATE	
1st year of service	49,099
2nd year of service	52,012
3rd year of service	54,868
4th year of service	57,766

Classification	Rate from
	1.7.2015
	2.5%
	\$
5th year of service	60,515
6th year of service	63,400
7th year of service	66,230
8th year of service	69,454
9th year of service & thereafter	72,349
HEALTH EDUCATION OFFICER - GRADUATE	
1st year of service	56,591
2nd year of service	59,310
3rd year of service	62,990
4th year of service	66,536
5th year of service	70,460
6th year of service	74,109
7th year of service	77,208
8th year of service	80,295
9th year of service & thereafter	83,782
A Graduate Health Education Officer who:-	
(i) has completed 12 months service at the salary prescribed on the maximum of the scale;	
(ii) has demonstrated to the satisfaction of the employer (or Delegate via Grading Committee) by the work performed and the results achieved, the aptitude, abilities and qualities of mind warranting such payment, may progress to the following rate	
	88,000
On Maximum for 12 months and after 12 months service in receipt of this rate, shall be paid the following rate subject to approval of the Grading Committee.	
On Maximum for further 12 months	92,226
PART-TIME HEALTH EDUCATION OFFICER	
Graduate (p/hour)	42.33
Non-Graduate (p/hour)	36.49
SENIOR HEALTH EDUCATION OFFICER-NON-GRADUATE	
1st year of service	75,198
2nd year of service	78,151
SENIOR HEALTH EDUCATION OFFICER - GRADUATE	
1st year of service	92,213
2nd year of service	96,016
3rd year of service	99,856
Part-time Ethnic Health Worker (p/hour)	36.49
Part-time Ethnic Day Care Co-ordinator (p/hr)	36.89
TRANSFERRED HEALTH EDUCATION OFFICERS AS AT 1/10/86	

Classification	Rate from
	1.7.2015
	2.5%
	\$
Health Education Officer - Non-Graduate	
1st year of service	49,099
2nd year of service	52,012
3rd year of service	54,868
4th year of service	57,766
5th year of service	60,515
6th year of service	63,400
7th year of service	66,230
8th year of service	69,454
9th year of service & thereafter	72,349
Health Education Officer - Graduate	
9th year of service	83,782
On Maximum 12 months	88,000
On maximum further 12 months	92,226
Senior Health Education Officer-Non-Graduate	
2nd year	78,151
Senior Health Education Officer-Graduate	
3rd year	99,856
HOSPITAL SCIENTISTS / MEDICAL TECHNOLOGISTS	
CHIEF HOSPITAL SCIENTIST (per week)	
If sole Hospital Scientist in a hospital or in-charge of other Hospital Scientists or trainees at Hospitals having an A.D.A. of occupied beds of:	
Less than 200 ADA.	
1st year	2,049.60
2nd year	2,106.50
3rd year and thereafter	2,178.00
If in-charge of other Hospital Scientists or trainees at hospitals having an A.D.A. of occupied beds of:	
Over 200 ADA.	
1st year	2,178.00
2nd year	2,244.30
3rd year and thereafter	2,300.70
ALLOWANCE	
Provided that where a Chief Hospital Scientist is the holder of a Fellowship of the Australian Institute of Medical Technology shall be paid an allowance of:	
Fellowship of A.I.M.T. (per week)	56.00
SENIOR HOSPITAL SCIENTIST (senior medical technologist in-charge of section) (per week)	
1st year	1,739.00

Classification	Rate from
	1.7.2015
	2.5%
	\$
2nd year	1,797.10
3rd year and thereafter	1,847.20
HOSPITAL SCIENTIST (MEDICAL TECHNOLOGIST) (per week)	
1st year	1,116.10
2nd year	1,157.80
3rd year	1,229.20
4th year	1,313.30
5th year	1,403.90
6th year	1,493.50
7th year	1,566.10
8th year	1,616.70
HOSPITAL SCIENTIST (MEDICAL TECHNOLOGIST) - UNITED DENTAL HOSPITAL (per week)	
1st year	1,116.10
2nd year	1,157.80
3rd year	1,229.20
4th year	1,313.30
5th year	1,403.90
6th year	1,493.50
7th year	1,566.10
8th year	1,616.70
HOSPITAL SCIENTIST (SCIENTIFIC OFFICER) (per week)	
1st year	1,116.10
2nd year	1,157.80
3rd year	1,229.20
4th year	1,313.30
5th year	1,403.90
6th year	1,493.50
7th year	1,566.10
8th year & thereafter	1,616.70
SENIOR OR CHIEF HOSPITAL SCIENTIST (senior scientific officer) (per week)	
1st year	1,739.00
2nd year	1,797.10
3rd year	1,847.20
4th year	2,049.60
5th year	2,106.50
6th year	2,178.00
7th year	2,244.30
8th year & thereafter	2,300.70

Classification	Rate from
	1.7.2015
	2.5%
	\$
ALLOWANCES	
<p>Provided that a Senior Hospital Scientist shall not progress beyond the salary prescribed for the third year of the scale unless such officer holds a post-graduate degree in Science at least equivalent to the degree of Master of Science of an approved university or has been admitted as a Member of the Australian Association of Clinical Biochemists or holds such qualifications as are deemed equivalent.</p> <p>Provided further that any Senior Hospital Scientist in receipt of the fourth year of service rate and above or Principal Hospital Scientist who holds the degree of Master of Science or is a Fellow of the Australian Institute of Medical Laboratory Scientists or holds appropriate equivalent qualifications shall be paid the following allowance:</p>	
Senior/Principal H.S.Master of Science (p/wk)	59.60
PRINCIPAL HOSPITAL SCIENTIST (Principal Scientific Officer)	
<i>(per week)</i>	
1st year	2,464.90
2nd year	2,526.40
3rd year	2,594.40
4th year	2,656.20
5th year	2,720.70
6th year	2,784.30
7th year	2,848.50
8th year	2,913.70
9th year	2,976.90
10th year & thereafter	3,042.70
<p>Provided that a Principal Hospital Scientist shall not progress beyond the salary prescribed for the fourth year of the scale unless such officer holds a post-graduate degree in Science at least equivalent to the Degree of Doctor of Philosophy of an approved university or has been admitted as a Fellow of the Australian Association of Clinical Biochemists, or holds such qualifications as are deemed equivalent.</p>	
TRAINEE HOSPITAL SCIENTIST (per week)	
1st year	603.70
2nd year	653.20
3rd year	751.30
4th year	861.10
5th year	968.80
6th year	1,067.00
<p>The Commencing salary of the Trainee Hospital Scientist who on appointment has completed part of a degree course shall be fixed having regard to that part of the course that has been successfully completed.</p> <p>Provided that each year of full-time or part-time study for an appropriate degree combined with employment as a Trainee Hospital Scientist shall be considered for salary purposes as the equivalent of one year's service in the Trainee Hospital Scientist scale.</p>	

Classification	Rate from
	1.7.2015
	2.5%
	\$
SENIOR HOSPITAL SCIENTIST IN-CHARGE OF SECTION <i>(per week)</i>	
1st year	1,739.00
2nd year	1,797.10
3rd year	1,847.20
SENIOR OR CHIEF HOSPITAL SCIENTIST IN-CHARGE OF LAB <i>(per week)</i>	
Less than 200 ADA	
1st year	2,049.60
2nd year	2,106.50
3rd year	2,178.00
More than 200 ADA.	
1st year	2,178.00
2nd year	2,244.30
3rd year	2,300.70
TRANSFERRED HOSPITAL SCIENTISTS (Scientific Officers)	
HOSPITAL SCIENTIST (Scientific Officer) - Oliver Latham Laboratory <i>(per week)</i>	
5th year	1,403.90
6th year	1,493.50
7th year	1,566.10
8th year & thereafter	1,616.70
SENIOR OR CHIEF HOSPITAL SCIENTIST (Senior Scientific Officer) - Oliver Latham Laboratory	
1st year	90,739
2nd year	93,770
3rd year	96,384
4th year	106,945
5th year	109,914
6th year	113,645
7th year	117,104
8th year & thereafter	120,047
PRINCIPAL HOSPITAL SCIENTIST (Principal Scientific Officer) - Oliver Latham Laboratory <i>(per week)</i>	
3rd year	2,594.40
4th year	2,656.20
5th year	2,720.70
6th year	2,784.30
7th year	2,848.50
8th year	2,913.70
9th year	2,976.90

Classification	Rate from
	1.7.2015
	2.5%
	\$
10th year & thereafter	3,042.70
HOSPITAL SCIENTIST (Scientific Officer) - I.C.P.M.R. (<i>per week</i>)	
8th year	1,616.70

SENIOR HOSPITAL SCIENTIST (Senior Scientific Officer) - I.C.P.M.R. (per week)	
1st year	1,739.00
2nd year	1,797.10
3rd year	1,847.20
4th year	2,049.60
5th year	2,106.50
6th year	2,178.00
7th year	2,244.30
8th year & thereafter	2,300.70
LIBRARY STAFF	
Librarian-Grade 1	
Year 1	58,516
Year 2	61,917
Year 3	65,420
Year 4	69,496
Year 5	72,983
Year 6	76,454
Librarian-Grade 2	
Year 1	79,660
Year 2	82,782
Year 3	86,897
Year 4	90,385
Librarian-Grade 3	
Year 1	95,141
Year 2	98,078
Year 3	101,928
Year 4	106,000
Librarian-Grade 4	
Year 1	109,175
Year 2	112,389
Year 3	115,706
Year 4	119,311
Library Assistant	
Year 1	45,768
Year 2	48,572
Year 3	51,616
Year 4	55,463
Year 5	57,512
Library Technician - Grade 1	
Year 1	58,516
Year 2	61,917

Year 3	65,420
Year 4	69,496
MEDICAL OFFICERS	
INTERN	63,099
RESIDENT	
1st year	73,961
2nd year	81,347
3rd year	92,134
4th year	100,022
REGISTRAR	
1st year	92,134
2nd year	100,022
3rd year	107,940
4th year	115,543
SENIOR REGISTRAR	
For the purposes of calculation of payments to officers pursuant to the provisions of this award, one hour's pay shall be calculated in accordance with the following formula:	
$\frac{\text{Annual Salary}}{52.17857} \times \frac{1}{38}$	
and one day's pay shall be calculated by multiplying one hour's pay (as calculated in accordance with the above formula) by 7.6	
ALLOWANCES	
Higher Medical Qualification Allowance (p/wk)	54.52
The above allowance is paid to officers who obtain an appropriate higher medical qualification subsequent to graduation. It does not apply to an officer appointed as a Senior Registrar.	
The salary prescribed for a Senior Registrar has taken into account that a higher medical qualification is a prerequisite for appointment.	
Higher medical Qualification after 5 years (p/wk)	27.27
The qualification allowance is paid when an Officer in his/her fifth and subsequent years of registrar-ship is expected to meet the formal requirements of a higher medical qualification in that year.	
PART-TIME MEDICAL OFFICERS	
(These rates are from Agreement No. 1 of 1975 and are applicable to part-time medical officers employed as at 1 June 1993 who did not elect to convert to permanent part-time employment)	
Less than 3 yrs post-graduate experience (p/hour)	53.40
More than 3 yrs post-graduate experience (p/hour)	62.60
More than 6 yrs post-graduate experience (p/hour)	75.30
Provided that no officer may be employed for more than 24 hours in any period of 7 consecutive days.	
Formula: Part-time Medical Officer with less than 3 years post-graduate experience = 1st year Registrar divided by 52.17857 divided by 38 plus 15%	

Part-time Medical Officer with more than 3 years post-graduate experience = 3rd year Registrar divided by 52.17857 divided by 38 plus 15%.	
Part-time Medical Officer with more than 6 years post-graduate experience = Senior Registrar divided by 52.17857 divided by 38 plus 15%	
TRANSFERRED MEDICAL OFFICERS	
Less than 6 yrs post-graduate experience (p/hr)	60.60
6 to less than 10 yrs post graduate exper. (p/hr)	87.40
10 yrs or more post-graduate experience (p/hr)	95.50
Possess Dip. of Psychological Medical (p/hr)	89.70
Dip. of Psychological Medical more than 2 yrs (p/hour)	95.50
Medical Officer-5th Schedule - 10th year	136,646
Community Physician	171,700
MEDICAL RECORDS ADMINISTRATOR	
1st year	55,938
2nd year	58,210
3rd year	61,277
4th year	64,097
5th year	67,001
6th year	70,270
7th year & thereafter	73,238
RESEARCH/ANALYST/SPECIALIST DEPT. OR SECTION	
	78,074
MEDICAL RECORDS MANAGER	
Grade 1	80,470
Grade 2	83,277
Grade 3	86,516
Grade 4	93,385
Grade 5	96,643
Grade 6	100,098
Grade 7	103,801
Grade 8	111,762
COUNTRY REGIONS	96,643
MEDICAL SUPERINTENDENTS	
CHIEF EXECUTIVE OFFICER	
Level 1	216,298
- 16% Clinical Loading	34,607
Level 2	206,116
- 16% Clinical Loading	32,978
Level 3	195,935
- 16% Clinical Loading	31,350

Level 4	158,647
- 16% Clinical Loading	25,383
Level 5	145,079
- 16% Clinical Loading	23,213
MEDICAL SUPER/DEPUTY CHIEF EXECUTIVE OFFICER	
Level 1	206,116
- 16% Clinical Loading	32,978
Level 2	195,935
- 16% Clinical Loading	31,350
Level 3	182,375
- 16% Clinical Loading	29,181
Level 4	145,079
- 16% Clinical Loading	23,213
Level 5	138,294
- 16% Clinical Loading	22,127
DEPUTY MEDICAL SUPERINTENDENT	
Level 1	182,375
- 16% Clinical Loading	29,181
Level 2	158,647
- 16% Clinical Loading	25,383
Level 3	145,079
- 16% Clinical Loading	23,213
ASSISTANT MEDICAL SUPERINTENDENT	
Level 1	
- 1st year	151,870
- 16% Clinical Loading	24,300
- 2nd year	158,647
- 16% Clinical Loading	25,384
Level 2	
- 1st year	138,294
- 16% Clinical Loading	22,127
- 2nd year	145,079
- 16% Clinical Loading	23,213
Level 3	
- 1st year	131,529
- 16% Clinical Loading	21,045
- 2nd year	138,294
- 16% Clinical Loading	22,127
Level 4	
- 1st year	117,956
- 16% Clinical Loading	18,873
- 2nd year	124,743
- 16% Clinical Loading	19,959

CLINICAL SUPERINTENDENT	
Level 1	
- 1st year	138,294
- 16% Clinical Loading	22,127
- 2nd year	145,079
- 16% Clinical Loading	23,213
Level 2	
- 1st year	131,529
- 16% Clinical Loading	21,045
- 2nd year	138,294
- 16% Clinical Loading	22,127
ALLOWANCES	
16% Clinical Loading - Medical Superintendents are paid a salary supplement of 16% of the appropriate base award salary as varied from time to time with respect to their clinical work performed as part of their function.	
The qualification allowance shall only apply to those officers who were receiving this allowance as of April, 1986 and have continued to remain in the position held by them as of that date.	
Higher Medical Qualification Allowance - where an officer holds a higher medical qualification relevant to his/her hospital work (p/week)	48.84
Diploma Hospital Admin.issued AIHA (p/week)	28.76
Diploma or Degree Hospital Administration from a University-where the officer has no higher medical qualification, but holds a diploma or degree in Hospital Administration (p/week)	28.76
Hospitals are graded at level indicated below:	
<p>Level 1 - Royal Prince Alfred Hospital, Prince Henry/Prince of Wales Hospital Group, Royal North Shore Hospital, The Parramatta Hospitals, Royal Newcastle Hospital</p> <p>Level 2 - St. Vincents Hospital, Darlinghurst, St. George Hospital, Royal Alexandra Hospital for Children.</p> <p>Level 3 - Sydney Hospital, Hornsby & Ku-Ring-Gai Hospital, Wollongong Hospital, Bankstown Hospital, Blacktown District Hospital, Gosford Hospital, Liverpool Hospital, Mater Misericordiae Hospital-Waratah, Sutherland Hospital, Royal Hospital for Women, Tamworth Group, Moree Group, Armidale Group, Maitland Group.</p> <p>Level 4 - Albury Base Hospital, Auburn District Hospital, Balmain District Hospital, Broken Hill & District Hospital, Canterbury Hospital, Cessnock District Hospital, Dubbo Base Hospital, Fairfield District Hospital, Grafton Base Hospital, Lewisham Hospital, Lismore Base Hospital, Mater Misericordiae Hospital-North Sydney, Manning River District Hospital, Mount Druitt Hospital, Nepean District Hospital, Orange Base Hospital, Ryde Hospital, Wagga Wagga Base Hospital, Port Kembla District Hospital, Manly District Hospital, St. Margaret's Hospital for Women, Mona Vale District Hospital, Wallsend Hospital, Goulburn Group, Queanbeyan Group, Bega Group, Young Group, Hastings Valley, Group, Macleay Valley Group.</p>	

Level 5 - Langton Clinic, Royal Ryde Homes, Griffith Base Hospital, Western Suburbs Hospital, Bathurst District Hospital, Blue Mountains District Anzac Memorial Hospital, Camden Hospital, Lithgow District Hospital, Marrickville District Hospital, Royal South Sydney Hospital, St. Joseph's Hospital - Auburn, St. Luke's Hospital, Hawkesbury District Hospital, Harbour District Hospital, Campbelltown District Hospital, Rachel Forster Hospital	
Medical Superintendent -Personal-Dr. Hensen	210,680
MEDICAL ADMINISTRATION TRAINING SCHEME	
1st year	112,050
2nd year	117,956
3rd year	131,529
4th year	138,294
5th year	145,079
6th year	151,870
7th year	158,647
Exception of Annual Leave & Clinical Loading	
Annual Leave entitlement is 4 weeks	
No Clinical Loading is payable.	
MUSIC THERAPIST - UNQUALIFIED	
1st year (p/hour)	27.09
2nd year (p/hour)	27.68
3rd year & thereafter (p/hour)	28.24
NURSE COUNSELLORS	
Non-Graduate	
1st year of service	51,242
2nd year of service	53,660
3rd year of service	56,743
4th year of service	59,594
5th year of service	62,649
Graduate	
1st year of service	57,119
2nd year of service	59,860
3rd year of service	63,614
4th year of service	66,998
5th year of service	70,985
6th year of service	74,190
7th year of service	77,225
8th year of service	79,928
9th year of service	83,804
PROJECT MANAGER	
Grade 1	
1st year	87,761
2nd year	90,139

Grade 2		
1st year		93,812
2nd year		96,641
Grade 3		
1st year		99,927
2nd year		102,732
Grade 4		
1st year		106,468
2nd year		109,303
REMEDIAL GYMNAST (QUALIFIED)		
1st year		49,591
2nd year		51,101
3rd year		54,134
4th year		56,959
5th year		59,869
6th year & thereafter		62,761
SESSIONAL RATES		
Music Therapist	(per session*)	208.50
Occupational Therapist	(per session*)	208.50
Orthoptist	(per session*)	208.50
Physiotherapist	(per session*)	208.50
Podiatrist	(per session*)	208.50
Speech Pathologist	(per session*)	208.50
* Session = 3½ hours		
SEXUAL ASSAULT WORKERS – NON-GRADUATE		
Grade 1		
1st year		49,094
2nd year		52,015
3rd year		54,868
4th year		57,765
5th year		60,513
Grade 2		
1st year		63,400
2nd year		66,226
SOCIAL EDUCATORS		
1st year		59,310
2nd year		62,990
3rd year		66,536
4th year		70,459
5th year		74,109
6th year		77,208
7th year		80,297
8th year & thereafter		83,782

PROGRAM DIRECTOR	
1st year	106,703
2nd year	109,175
WELFARE OFFICERS – NON-GRADUATE	
Grade 1	
1st year	49,094
2nd year	52,015
3rd year	54,868
4th year	57,765
5th year	60,513
Grade 2	
1st year	63,400
2nd year & thereafter	66,226
ALLOWANCE	
Welfare Officer - Non-Graduate 2 years on maximum	
(per week)	61.80

PART C

LIST OF AWARDS

- Public Hospitals (Medical Superintendents) Award
- Public Hospitals (Career Medical Officers) (State) Award
- Public Hospital (Medical Officers) Award
- Hospital Scientists (State) Award
- Public Hospitals Professional Engineers (Biomedical Engineers) (State) Award
- Public Hospitals Librarians (State) Award
- Public Hospital Medical Record Librarians Award
- Public Hospital Dental Assistants (State) Award
- Health Employees Oral Health Therapists (State) Award
- Health Employees Dental Officers (State) Award
- Health Employees Dental Prosthetists and Dental Technicians (State) Award