

## **HEALTH EMPLOYEES' (STATE) AWARD**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

### **PART A**

#### **Arrangement**

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### **PART A**

#### **1. Definitions**

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

- (i) **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)

- (ii) **Aide** means a person appointed as such who is wholly or substantially engaged in all or any of the following duties:
  - (a) media making;
  - (b) preparation of solutions etc of a routine character;
  - (c) washing, sorting, classifying, decontaminating or packing of glassware, slides, instruments or other equipment;
  - (d) filing or packing of medicinal preparations and issuing of ward pharmacy stocks; or
  - (e) other duties of a similar nature.
- (iii) **Anaesthetic and Operating Theatre Technician** means a person employed as such who is wholly or mainly engaged in assembling, checking, maintaining and monitoring anaesthetic equipment before, during, and after operation.
- (iv) **Animal Technician** means a person appointed as such who is required to assist in medical procedures with animals such as surgical techniques, production of disease, anaesthesia and post-operative care.
- (v) **Apprentices -**
  - (a) **Adult Apprentice** means any person entering on an apprenticeship or continuing in an apprenticeship (including a probationary or trainee apprenticeship) on or after his/her twenty-first birthday.
  - (b) **Apprentice** means an employee who is party to an apprenticeship contract, and includes a person who is employed as an apprentice but in respect of whom an apprenticeship contract is not yet in force.
  - (c) **Apprenticeship** means an apprenticeship established under Division 2 of Part 2 of the *Apprenticeship and Traineeship Act 2001*.
  - (d) **Apprenticeship Trade Course** means the trade course provided by the Department of Technical and Further Education or its successors which is appropriate to the trade classification of an apprentice. These courses are presently known as the "Commercial Cookery Trade Course" and the "Parks and Gardens Trade Course".
- (vi) **Boiler Attendant (with Maintenance of Plant)** means a person employed as such who is the holder of a boiler certificate and whose ordinary duties include, in addition to the maintenance of low pressure boilers, responsibility for the maintenance of all steam services and plant within the hospital.
- (vii) **Care Service Employees**
  - (a) Grade 1 - New Entrant - means an employee with less than 500 hours' relevant work experience who performs basic duties under direct supervision. Such employees perform routine functions requiring understanding of clear rules and procedures. Work is performed using established practices, procedures and instructions, including

compliance with documentation requirements as determined by the employer.  
Problems should be referred to a more senior staff member.

Indicative tasks an employee at this level may perform are as follows:

Typical Duties:

**Care Stream**

Carry out simple tasks under supervision to assist a higher grade employee attending to the personal needs of patients.

**Support Stream**

General assistance to higher grade employees in the full range of domestic duties.

**Maintenance Stream**

General labouring assistance to higher-grade employees in the full range of gardening and maintenance duties.

- (b) Grade 1 – means an employee who works under limited supervision individually or in a team environment. Employees at this level work within established guidelines including compliance with documentation requirements as determined by the employer. In some situations detailed instructions may be necessary. Indicative tasks an employee at this level may perform are as follows.

Typical Duties.

**Care Stream**

Under limited supervision, provide assistance to patients in carrying out simple personal care tasks which shall include but not be limited to:

- Supervise daily hygiene eg assisting with showers or baths, shaving, cutting nails;
- lay out clothes and assist in dressing;
- make beds and tidy rooms;
- store clothes and clean wardrobes;
- assist with meals.

**Support Stream**

Performance under limited supervision of the full range of domestic duties including but not limited to:

- General cleaning of accommodation food service and general areas;
- General waiting, table service and clearing duties;
- Assistance in the preparation of food, including the cooking and/or preparation of light refreshments;
- All laundry duties.

**Maintenance Stream**

Performance under limited supervision of labouring duties associated with gardening and general maintenance activities, including but not limited to:

- Sweeping;
- Hosing;
- Garbage collection and disposal; Keeping the outside of buildings clean and tidy;
- Mowing lawns and assisting gardening staff in labouring.

Under direct supervision, provide assistance to CSE Gr 2 or other staff performing similar functions, in attending to higher level personal care needs of a patient.

- (c) Grade 2 – means an employee with relevant experience who works individually or in a team environment, and is responsible for the quality of their own work, subject to general supervision, including compliance with documentation requirements as

determined by the employer. Indicative tasks an employee at this level may perform are as follows.

Typical Duties.

**Care Stream**

Provide a wide range of personal care services to patients, under limited supervision and in accordance with the patient’s Care Plan, including:

- Assist and support patients with medication utilising medication compliance aids;
- Simple wound dressing;
- Implementation of continence programs as identified in the Care Plan;
- Attend to routine urinalysis, blood pressure, temperature and pulse checks;
- Blood sugar level checks etc and assist and support diabetic patients in the management of their insulin and diet, recognising the signs of both Hyper and Hypo-Glycemia.
- Recognise, report and respond appropriately to changes in the condition of patients, within the skills and competence of the employee and the policies and procedures of the organisation.
- Assist in the development and implementation of patient care plans
- Assist in the development and implementation of programs of activities for patients.

**Support Stream**

Assist a higher grade worker in the planning, cooking and preparation of the full range of meals.

Drive a sedan or utility.

**Maintenance Stream**

Undertake basic repairs to buildings, equipment, appliances, and similar items not calling for trades skills or knowledge.

Work with and undertake limited coordination of the work of other maintenance workers.

Perform gardening duties.

Provide advice on planning and plant maintenance.

Attend to indoor plants, conduct recycling and re- potting schedules.

Carry out physical inspections of property and premises and report.

(viii) **Cardiac Technician** - means a person who performs ECGs, Exercise Stress Testing and Holter Loop Recorders.

(ix) **Cardiac Technologist - Grade 1** - means a person who has attained a Bachelor of Science Degree or qualifications or competencies deemed equivalent by the employer and may be

required to perform ECGs, Exercise Stress Testing, Holter-Loop event recorders as well as VVI pacemakers, dual chamber pacing/cardiac catheter and Implantable Cardiac defibrillators (ICDs).

(x) **Cardiac Technologist - Grade 2** - means a person who has attained a Post Graduate Degree in Sonography or qualifications or competencies deemed equivalent by the employer and performs Cardiac Sonography or Electrophysiological Studies (EPS).

(xi) **Central Linen Service** is a laundry which supplies a linen service to two or more separate hospitals.

(xii) **Centralised Food Production Unit (CFPU)** means a centralised food production unit established by a Health Service or the employer that produces and supplies bulk food produce in advance.

The CFPU produces but is not limited to cook chill food in the form of extended life cook chill and/or short shelf life cook chill product. The CFPU can also produce bulk food as cook freeze product, and as prepared non-cooked items including but not limited to items such as salad vegetables, fruit, desserts, prepared cold meats etc. This food is produced using such technologies as Extended Life Cook Chill (ELCC), Short Term Cook Chill (STCC) and Cook Freeze (CF) and distributed to receiving/finishing and satellite kitchens which may be within or adjacent to the CFPU or off site.

(xiii) **CFPU Chef** means a person appointed to such a position in a CFPU and who is accountable for the preparation, production and portioning of bulk food products and other non-cooked items in the CFPU. The CFPU Chef is responsible for the supervision of staff.

(xiv) **CFPU Cook**

(a) **Level 2** - means a person appointed to such a position in a CFPU and who is responsible for the preparation, production and portioning of bulk food products and other non-cooked items and associated food production tasks. The CFPU Cook is responsible for the supervision of employees working in the above processes.

(b) **Level 1** - means a person appointed to such a position in a CFPU and under the supervision of a CFPU Cook Level 2 who assists in the preparation, production and portioning of bulk food products and other non-cooked items.

(xv) **Chef** means a person employed as such in a hospital with a daily average of occupied beds of not less than 100 and who may be required by the employer to supervise staff, give any necessary instruction in all branches of cooking and be responsible for requisitioning stores required for the preparation and serving of meals.

The average daily number of meals prepared and served by the kitchen or kitchens for which the chef is responsible shall determine his or her grading as follows:

Grade A - 2,000 or more

Grade B - 1,000 and less than 2,000

Grade C - less than 1000

(xvi) **Chief Cardiac Technologist** - means a person who can perform all the functions of a Cardiac Technologist and who is responsible for the management of the department including the development of operational protocols.

- (xvii) (A) **Cook (Grade A)** means a person employed as a cook in a hospital having at the preceding 30 June and ADA of 50 or more occupied beds and who is working in a kitchen in which meals are prepared for an average of 100 or more persons and who is principally engaged, other than as an assistant to another cook, either:
- (a) on the cooking of meats, poultry and fish; or
  - (b) on the cooking of cakes, pastries and sweets; or
  - (c) on a combination of work specified in (a) and (b), of this subclause; or
  - (d) on relieving a chef or other cooks engaged on the work specified in (a), (b) or (c) of this subclause; or
  - (e) as a cook responsible for supervising the work of other cooks in the kitchen.

In respect of the hospitals specified hereunder, Cook Grade A means a person employed as a cook in the following kitchens:

The Sydney Hospital: Main kitchen and main nurses' home kitchen

Prince of Wales Hospital: Main kitchen

Royal Prince Alfred Hospital: Main kitchen and diet kitchen

General Hospital: Main kitchen

The Royal Alexandra Hospital for Children: Main kitchen

The Royal North Shore Hospital: Main kitchen

who is principally engaged, other than as an assistant to another cook; either

- (a) on the cooking of meats, poultry and fish; or
- (b) on the cooking of cakes, pastries and sweets; or
- (c) on a combination of the work specified in (a) and (b) of this paragraph; or
- (d) on relieving a chef or other cooks engaged on the work specified in subparagraphs (a), (b) or (c) of this paragraph; or
- (e) as a cook responsible for supervising the work of other cooks in a kitchen where meals are prepared for an average of 100 or more persons.

Provided that subparagraphs (a), (b), (c) and (d) of this paragraph immediately above shall have no application in respect of cooks in the diet kitchen of the General Hospital of the Royal Prince Alfred Hospital.

- (B) **Cook (Grade B)** means a person employed as a cook, other than a chef, cook (Grade A), or an assistant cook.

- (xviii) **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).

- (xix) **Gardener** means a person employed as such whose duties include any or all of the following, namely, propagation of seeds, planting out, pruning and shaping of trees and shrubs, layout of gardens and general gardening duties.

- (xx) **Head Gardener** means a person employed as such who, in addition to performing gardening duties is required as part of his/her ordinary duty to supervise and control a staff of not less

than three others, one of whom is a gardener.

(xxi) **Health and Security Assistant** means a person appointed as such who has the following responsibilities:

- a person required to undertake limited duties associated with the care of patients such as pre-operative shaves, routine enemata, bathing of patients, general assistance in wards and cleaning duties; and/or
- a person who undertakes routine clerical/administrative work (Level 1); and/or
- a person who has the primary functions usually undertaken by the classification of Hospital Assistant Grade 1,2 or 3; and/or
- any other classification of staff agreed to between the employer and the Union.

and in addition, undertakes securing, watching, guarding and/or protecting as directed, including response to alarm signals and attendances.

Such employee is required to be appropriately licensed in accordance with the *Security Industry Act, 1997*.

(xxii) **Health Service** means a Local Health District constituted under section 8 of the *Health Services Act 1997*, a Statutory Health Corporation constituted under section 11 of that Act, an Affiliated Health Organisation constituted under section 13 of that Act and the Public Health System Support Division of the NSW Health Service.

(xiii) **Heart/Lung Assistant** means a person employed as such and who assists the Heart/Lung Technician in the assembly, dismantling and cleaning of heart/lung equipment.

(xxiv) **Heart/Lung Technician** means a person employed as such and whose duties require him/her to be skilled in the assembly, operation, dismantling and cleaning of heart/lung machines and the operation of cardiac monitoring equipment.

(xxv) **Home Supervisor** means a person employed as such who is required to supervise resident staff quarters.

(xxvi) **Hospital** means a public hospital as defined in section 15 of the *Health Services Act, 1997*.

(xxvii) **Hospital Assistant -**

(a) **Grade I** means an employee appointed as such who is required to perform general cleaning duties and other duties of a house-hold-chore type, excepting those specified in the definition of Hospital Assistant, Grade II. Without limiting the generality of the foregoing, it shall include duties traditionally associated with the former classifications of Ward Assistant (save as to those duties specified in the definition of Hospital Assistant, Grade II), Maid, Seamstress, and/or Female Attendant.

(b) **Grade II** means an employee, male or female, appointed as such who is required to perform, in addition to the duties appropriate to a Hospital Assistant, Grade I, duties such as high cleaning, outside cleaning, stripping and/or sealing of floors, portering of patients and/or heavy equipment, etc, loading and/or unloading of commercial-type washing machines, cleaning of tooth and vomit bowls, sanitising of bed pans and other

equipment, the cooking and/or preparing of light refreshments (e.g., eggs, toast, salads), making unoccupied beds. Without limiting the generality of the foregoing it shall include duties traditionally associated with the former classifications of Dressmaker, Kitchenman, Laundry Employee (male), Laundry Employee-Female, Porter (all grades), Porter/Cleaner (all grades), Lift Attendant, Laboratory Attendant–Male, Attendant-Vehicle Parking, General Useful, Incinerator Attendant, Gardener's Labourer, General Reliever (male).

- (c) **Grade III** means an employee, male or female, appointed as such who is required to perform any of the duties previously performed by persons appointed under the classifications of Storeman, Handyman, Assistant Cook, Patrol Officer or Operating Theatre Orderly.
- (xxviii) **Laundry Assistant Foreperson** means a person employed as such in a hospital with an ADA of occupied beds of not less than 100 beds and who is regularly required to assist in the supervision of laundry staff.
- (xxix) **Leading Hand** means an employee who is placed in charge of not less than two (2) other employees of substantially similar classification but does not include an employee whose classification denotes supervisory responsibility.
- (xxx) **Linen Supply Officer** means a person appointed as such who is required, in hospitals where linen is supplied from a central linen service, to be in control of the linen store, be responsible for linen stocks in wards and departments and the requisitioning of linen from the central linen service.
- (xxxi) **Maintenance Supervisor (Non-Tradesman)** means a person employed as such: and
- (a) who assists the engineer in the supervision of staff and the general maintenance work of the hospital and, in addition, relieves him during his absence, or
- (b) who, where there is no engineer, is responsible for the operation of the steam raising plant and general maintenance work.
- (xxxii) **Museum Technician** means a person appointed as such who is responsible for the preservation, maintenance and cataloguing of museum and pathological specimens.
- (xxxiii) **Patient Transport Officer** - means an employee who has successfully completed the requirements for appointment as a Patient Transport Officer and who has been appointed as such.

A Patient Transport Officer is required to have completed training in, and to undergo any mandatory periodic refresher training required, in the following:

- Advanced Cardio Pulmonary Resuscitation (CPR),
- Gueddels Airways,
- Basic life support skills,
- Advanced first-aid,
- Patient handling and lifting techniques,
- Driver training,
- Oxygen administration, and
- Transport and handling of specialised equipment (e.g. cardiac defibrillators).



The duties of a Patient Transport Officer include the routine and non-emergency transportation of hospital patients utilising basic life support skills. Transportation can include single driver transports (no escort if appropriate), or transportations with an appropriate escort. The decision on whether or not a nurse accompanies a patient is made by the relevant Nurse Unit Manager.

The employer and Union shall consult, monitor and review the operation of this classification.

In the case of an emergency arising during the course of a non-escorted transportation, the Patient Transport Officer is expected to apply the procedures from the training referred to above, and in the case of an emergency arising during an escorted transportation, to assist or respond to the direction of the clinical escort in the application of these procedures.

A Patient Transport Officer is responsible for maintaining the cleanliness of the vehicle, maintaining appropriate stock levels, for carrying out equipment checks, and other associated duties.

(xxxiv) **Pharmacy Assistants**

(a) **Pharmacy Assistant Grade 1** - means a person appointed as such who is engaged in drug distribution duties, hospital pharmacy production and dispensing activities under the supervision of a Registered Pharmacist and/or Pharmacy Technician.

(b) **Pharmacy Assistant Grade 2** - means a person appointed as such who is engaged in drug distribution duties, hospital pharmacy production and dispensing activities under the supervision of a Registered Pharmacist and/or Pharmacy Technician, and who holds a qualification in a relevant field recognised by the Pharmaceutical Society of Australia or up to the level of Certificate III in Community Pharmacy issued by a Registered Training Organisation or has qualifications deemed by the employer to be equivalent.

(xxxv) **Pharmacy Technician Grade 1** - means a person appointed to such a position and who has successfully completed a qualification in a relevant field recognised by the Pharmaceutical Society of Australia or up to the level of Certificate III issued by a Registered Training Organisation in Hospital and Community Pharmacy (e.g. Charles Sturt University) or has qualifications deemed by the employer to be equivalent.

(xxxvi) **Pharmacy Technician-Grade 2** - means a person who is appointed to such a position and who has successfully completed a nationally recognised Pharmacy Technician Certificate Course at Certificate Level IV or has qualifications deemed by the employer to be equivalent. Such person is under the supervision of a Pharmacist and/or a more senior Pharmacy Technician.

(xxxvii) **Pharmacy Technician – Grade 3** - means a person who has successfully completed a nationally recognised Pharmacy Technician Certificate Course at Certificate Level IV or has qualifications deemed by the employer to be equivalent, has relevant pharmacy experience and displays competency in performing complex tasks under supervision of a Pharmacist in specialist areas of practice such as, but not limited to, cytotoxic drug reconstitution, sterile production, clinical trials, information systems management, etc. This position may also be supervised by a Grade 4 Pharmacy Technician. This classification may operate in a supervisory capacity such as in a Deputy Senior/Second-in-Charge position. Jobs at this level have greater responsibilities than those at Grade 1 and 2.

- (xxxviii) **Pharmacy Technician - Grade 4** - means a person appointed to such a position who has successfully completed a recognised Pharmacy Technician Certificate at Certificate Level IV or has qualifications deemed by the employer to be equivalent, and who has extensive experience working within a pharmacy as a Pharmacy Technician Grade 2 and/or Grade 3 and has accredited qualifications in management studies of a formal nature recognised by the Health Service (these studies may be conducted by the Health Service on a local internal basis). Generally the position would be primarily responsible for the management of all Pharmacy Technicians and Pharmacy Assistants in a large unit. The position would carry responsibility for the effective management and development of pharmacy support services under the direction of the Director or Deputy Director of Pharmacy. Participate on departmental committees and continuous education/ management training programs. Inherent in this position is the ability to display competency in performing complex tasks with limited supervision.
- (xxxix) **Post Mortem Assistant** means a person employed as such who assists in the performance of not less than 200 post mortems per year, and whose duties may require him/her to remove organs under the supervision of a Medical Officer.
- (xl) **Senior Anaesthetic and Operating Theatre Technician** is a person holding the Diploma issued by the Society of Anaesthetic and Operating Theatre Technicians who has a minimum of two years post-graduate service as an Anaesthetic and Operating Theatre Technician and is in charge of two or more Anaesthetic and Operating Theatre Technicians.
- (xli) **Senior Cardiac Technologist** - means a person who can perform all duties of Cardiac Technologist Grade 1 and assists the Chief Cardiac Technologist with management, either through;
- Undertaking supervisory duties in a Deputy or Second in Charge role overseeing other Cardiac Technicians and/or Cardiac Technologists;
- and/or
- have responsibility for the day to day running of a discreet function within the department.
- (xlii) **Senior Security Officer** - means a person appointed as such who undertakes the duties of a security officer and in addition performs such duties as the operation of specialised security equipment, leading teams and training. Persons in this position are to hold a current security licence at the appropriate level to perform the above duties and be able to use discretionary judgement in relation to the assessment of security risks within a healthcare environment.
- (xliii) **Sterilisation Technician - Grade 1** means a person who is primarily involved in the sterilisation of hospital equipment and utensils and who is employed in a Sterile Supply Department of the Health Service. At this level the technician will be performing routine basic tasks and is under routine supervision.
- (xliv) **Sterilisation Technician - Grade 2** means a person who has completed a Certificate in Sterilisation Technology at TAFE and is performing more complex tasks than a Grade 1 employee under only general supervision.
- (xlv) **Sterilisation Technician - Grade 3** means a person who performs the duties of a Sterilisation Technician - Grade 2 who in addition is in a supervisory position or performing specialised tasks at a high degree of competency.

- (xlvi) **Surgical Dresser** means an employee who is required to undertake advanced duties associated with the care of patients such as special enemata, catheterisation, bowel lavation, and/or other specialised work in wards and theatres.
- (xlvii) **Team Leader, Central Linen Service** - A person appointed as such who can undertake a range of duties utilising approved workplace operating procedures within a Central Linen Service. This may include duties involved in the sorting, preparation, laundering and folding of linen items, as well as the inspection, repair and finishing of such linen items. In addition, the position will be responsible for the operational activities of a team of Hospital Assistants Grade 2 and their production outputs. The position holder will be required to exhibit team leadership, and an ability to assist and mentor other employees.
- (xlviii) **Technical Assistant Grade II-** means a person appointed as such who is wholly or substantially engaged in routine laboratory procedures of a technical or special nature including routine bio-chemical, bacteriological or haematological tests or counts.
- (xlix) **Trainee Patient Transport Officer** - means an employee who is undertaking training and workplace mentoring in order to successfully complete the requirements for appointment to a 'Patient Transport Officer' position.
- (l) **Union** means the Health Services Union NSW.
- (li) **Wardsperson** means an employee who is required to undertake limited duties associated with the care of patients such as pre-operative shaves, routine enemata, bathing of patients, general assistance in wards and cleaning duties.

## 2. Salaries and Wages

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

## 3. Leading Hands

An employee appointed as leading hand who in addition to his/her ordinary duties, is in charge of not less than two other employees shall be paid an allowance above his/her ordinary rate as set out in Table 2- Allowances, of Part B, Monetary Rates.

## 4. Exemptions

This award shall not apply to:

- (i) Members, novices or aspirants of religious orders in public hospitals, the names of whom are included or hereafter shall be included in the third schedule to the *Health Services Act 1997*.
- (ii) Employees of Stewart House Preventorium

## 5. Conditions of Service

The Health Employees Conditions of Employment (State) Award, as varied from time to time, shall apply to all persons covered by this award.

In addition, the Health Industry Status of Employment (State) Award, shall also apply to relevant employees.

## 6. Dispute Resolution

The dispute resolution procedure of the said Health Employees Conditions of Employment (State) Award, as varied, shall apply.

## 7. 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.

## **8. 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.

## **9. 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 Employees (State) Award published 24 April 2009 (367 IG 1089) 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 section 115(1) of the Health Services Act 1997, or their successors, assignees or transmittes, excluding the Country of Yancowinna.

**PART B**  
**MONETARY RATES**

**Table 1 - Salaries**

<b>Grades</b>	<b>Rate from 1.7.2015 \$</b>
<b>Medical/Technical Group</b>	
<b>Aides</b>	
1st year	896.00
2nd year	913.20
Thereafter	931.40
<b>Technical Assistant Grade 2</b>	
1st year	931.40
2nd year	952.60
Thereafter	969.40
<b>Trainee Cytology Scanner</b>	
On completion of 12 months' satisfactory service and the issue of a certificate by the hospital that the Trainee is competent to carry out the full range of duties of a scanner, a Trainee shall be entitled to be classified as Cytology Scanner, 1st year.	
<b>Cytology Scanner</b>	
1st year	931.40
2nd year	952.60
Thereafter	969.40
<b>Pharmacy Assistant - Grade 1</b>	
1st year	931.40
2nd year	952.60
3rd year	969.40
4th year	996.50
<b>Pharmacy Assistant - Grade 2</b>	
1st year	996.50
2nd year	1020.50
<b>Pharmacy Technician-Grade 1</b>	
1st year	996.50
2nd year	1020.50
3rd year	1043.50
4th year	1068.40
<b>Pharmacy Technician-Grade 2</b>	
1st year	1091.50
2nd year	1132.90
3rd year	1169.60
4th year	1202.00
<b>Pharmacy Technician-Grade 3</b>	

1st year	1284.70
2nd year	1329.30
<b>Pharmacy Technician-Grade 4</b>	
1st year	1374.20
2nd year	1460.80
<b>Sterilisation Technician-Grade 1</b>	
1st year	931.40
2nd year	952.60
3rd year	996.50
<b>Sterilisation Technician-Grade 2</b>	
1st year	1020.50
2nd year	1043.50
3rd year	1068.40
<b>Sterilisation Technician-Grade 3</b>	
1st year	1091.50
2nd year	1132.90
<b>Post Mortem Assistant 200 Post Mortems p.a.</b>	
1st year	1133.10
2nd year	1170.00
3rd year and thereafter	1203.20
<b>Snr Post Mortem Assist-W/mead</b>	
<b>Museum Technician</b>	
1st year	921.80
2nd year	939.00
3rd year	956.90
4th year and Thereafter	976.10
<b>Animal Technician</b>	
1st year	921.80
2nd year	939.00
3rd year	956.90
4th year	976.10
<b>Animal Attendant</b>	
<b>Research Mechanic</b>	
<b>Operations Assistant</b>	
Chief	1011.60
Senior	978.30
Others - first 3 years	933.80
Other - Subsequent years	959.60
Provided that an assistant who has served five (5) years in the classification and is certified by the hospital as competent to assist in any type of surgical operation, shall be entitled to be classified as Senior.	
<b>Trainee Operations Assistant</b>	
	817.80

<b>Anaesthetic and Operating Theatre Technician</b>	
Without Diploma	969.40
With Diploma	1,021.70
Senior Anaesthetic Technician	1,054.00
Senior Anaesthetic Technician- R.P.A. Hosp.	1,082.40
<b>Technical Controller Processing - R.P.A.H.</b>	
Personal Present Occupant Only	961.80
<b>Institute of Tropical Medicine-Prince Henry</b>	
Attendant	924.90
Attendant in Charge	960.80
<b>Surgical Instrument Repairer</b>	
Surgical Instrumental Repairer	939.90
<b>Patient Support Assistant-Central Coast Area Health Service</b>	
1 <sup>st</sup> Year	894.50
Thereafter	901.20
<b>Patient Services Assistant-Western Sydney Area Health Service</b>	
Grade 1	876.60
Grade 2	894.50
<b>Support Services Officer-Northern Sydney and Western Sydney Area Health Service</b>	913.20
<b>Wardsperson</b>	
1st year	894.50
Thereafter	901.20
<b>Chief Wardsman</b>	
1st year	941.80
Thereafter	949.70
<b>Senior Chief Wardsman</b>	
1st year	968.80
Thereafter	975.70
<b>Surgical Dresser</b>	
1st year	905.80
2nd year	913.40
Thereafter	924.90
<b>Surgical Dresser - S.T.D. Clinic</b>	
1st year	913.40
Thereafter	935.60
<b>Chief Surgical Dresser</b>	
1st year	953.30
2nd year	961.80
Thereafter	973.10
<b>Senior Chief Surgical Dresser</b>	
1st year	979.70
2nd year	988.50



Thereafter	999.90
<b>Surgical Dresser - Royal North Shore Hospital</b>	
1st year	929.90
2nd year	938.50
3rd year	949.90
<b>Senior Chief Surgical Dresser - RNSH</b>	
1st year	1,024.00
2nd year	1,033.10
3rd year	1,045.20
<b>Chief Surgical Dresser - RNSH</b>	
1st year	997.00
2nd year	1,004.90
3rd year	1,017.00
<b>Heart/Lung Technician</b>	1,048.00
<b>Heart/Lung Assistant</b>	988.50
<b>Neurophysiological Technician</b>	
1st and 2nd year	1,021.70
3rd year and Thereafter	1,054.00
<b>Senior Neurophysiological Technician</b>	
In Charge of 2 or more employees	1,082.40
St George, New Childrens, RNSH, Royal Newcastle	1,169.60
RPAH, POW, PHH, Westmead	1,284.70
<b>Trainee Neurophysiological Technician</b>	892.90
<b>Domestic Group</b>	
<b>Trainee Catering Officer</b>	
1st year	914.10
2nd year	933.80
Thereafter	956.50
<b>Surgical Bootmaker</b>	
In charge of other Bootmakers/Repairers	1,052.20
Otherwise	1,031.00
<b>Surgical Boot Repairer</b>	1,012.00
<b>Chef</b>	
Grade A	1,000.90
Grade B	978.50
Grade C	956.90
<b>Cook</b>	
Grade A	938.70
Grade B	916.10
<b>Linen Supply Officer</b>	
Under 300 Beds	907.20
300 Beds but less than 500 Beds	932.90

500 Beds and over	959.80
<b>Assistant Foreperson</b>	891.40
<b>Hospital Assistant</b>	
Grade 1	843.70
Grade 2	863.10
Grade 3	876.60
<b>Sewing Room Supervisor</b>	
In charge of 2-6 Dressmakers / Seamstresses	897.90
In charge of 7-11 Dressmakers / Seamstresses	909.00
In charge of 12 or more Dressmakers / Seamstresses	919.80
<b>Housekeeper/Domestic Supervisor - not I/C Food Services</b>	
Under 100 beds	911.80
100 beds but less than 200 beds	918.30
200 beds but less than 300 beds	926.60
300 beds but less than 400 beds	935.60
400 beds but less than 500 beds	954.70
500 beds and over	973.10
<b>Home Supervisor</b>	
100 beds but less than 200 beds	876.70
200 beds but less than 300 beds	903.10
300 beds but less than 400 beds	911.80
400 beds but less than 500 beds	924.10
500 beds and over	932.60
<b>Maintenance/General Group</b>	
<b>Maintenance Supervisor (Non Tradesman)</b>	
In charge of staff	1,083.20
Otherwise	1,056.60
<b>Boiler Attendant</b>	
Maintenance of Plant	916.20
Otherwise	906.20

<b>Fireman</b>	863.10
<b>Motor Vehicle, Ambo and/or Bus Driver</b>	
Up to 2950 Kilograms	912.30
Over 2950 Kg & up to 4650 Kg	918.90
Over 4650 Kg & up to 6250 Kg	925.40
Over 6250 Kg & up to 7700 Kg	931.00
Over 7700 Kg & up to 9200 Kg	937.10
Over 9200 Kg & up to 10800 Kg	941.60
Over 10800 Kg & up to 12350 Kg	947.00
Over 12350 Kg & up to 13950 Kg	951.90
Over 13950 Kg & up to 15500 Kg	956.90
Over 15500 Kg & up to 16950 Kg	959.60
Over 16950 Kg & up to 18400 Kg	962.20
Over 18400 Kg & up to 19750 Kg	963.40
Over 19750 Kg & up to 21100 Kg	965.90
Over 21100 Kg & up to 22450 Kg	970.00
<b>Trainee Patient Transport Officer</b>	912.30
<b>Patient Transport Officer</b>	953.00
<b>Fire Safety Officers</b>	
Level 1 - Over 700 beds	1,565.40
Level 2 - 300-700 beds	1,393.20
Level 3 - Less than 300 beds	1,237.70
<b>Gardening Staff</b>	
Head Gardener Without Certificate	946.40
Head Gardener With Certificate	1,007.40
Gardener Without Certificate	892.80
Gardener With Certificate	919.10
<b>Vocational Instructor - Rehab (Tradesman)</b>	
1st year	1,126.10
2nd year	1,141.20
3rd year and Thereafter	1,155.80
<b>Vocational Training Officer (Non-Trade)</b>	
1st year	1,021.10
2nd year	1,036.10
3rd year and Thereafter	1,051.50
<b>Health and Security Assistant</b>	959.80
<b>Security Officer</b>	913.20
<b>Senior Security Officer</b>	
Year 1	996.50
Year 2	1,020.50
<b>Printing Operators</b>	
1st year	995.50

2nd year	1,003.00
3rd year	1,008.80
<b>Printing Operators</b>	
O.I.C Prince Henry Hospital	1,040.00
<b>Child Care Worker</b>	
1st year	849.70
2nd year	865.00
3rd year	897.70
4th year	913.30
5th year	931.40
6th year	952.60
Thereafter	969.40
<b>Diversional Therapist with Diploma</b>	
1st year	921.00
2nd year	975.70
3rd year	1,029.50
4th year	1,083.70
5th year	1,135.20
<b>Tyre Fitter</b>	896.50
<b>Ambulance Support Officer</b>	860.80
<b>Apprentice Cook</b>	
1 <sup>st</sup> six months	458.60
2 <sup>nd</sup> six months	641.80
3 <sup>rd</sup> six months	733.40
4 <sup>th</sup> six months	779.30
5 <sup>th</sup> six months	826.40
6 <sup>th</sup> six months	870.80
Appr.completion of 1 <sup>st</sup> Yr exams	2.30
Appr.completion of 2 <sup>nd</sup> Yr exams	5.10
Appr.completion of 3 <sup>rd</sup> Yr exams	6.80
<b>Apprentice Gardener</b>	
1 <sup>st</sup> Year	471.20
2 <sup>nd</sup> Year	560.60
3 <sup>rd</sup> Year	740.20
4 <sup>th</sup> Year	830.00
Appr.completion of 1 <sup>st</sup> Yr exams	2.30
Appr.completion of 2 <sup>nd</sup> Yr exams	5.10
Appr.completion of 3 <sup>rd</sup> Yr exams	6.80

<b>Team Leader, Central Linen Service</b>	968.00
(formerly "Forepersons")	
<b>Cardiac Technician</b>	
Year 1	1,091.50
Year 2	1,132.90
Year 3	1,169.60
Year 4	1,202.00
<b>Cardiac Technologists</b>	
<b>Grade 1</b>	
Year 1	1,116.10
Year 2	1,157.80
Year 3	1,229.20
Year 4	1,313.30
Year 5	1,404.00
Year 6	1,493.60
Year 7	1,566.10
Year 8	1,616.70
<b>Grade 2</b>	
Year 1	1,566.10
Year 2	1,616.70
Year 3	1,739.00
<b>Senior Cardiac Technologist</b>	
Year 1	1,739.00
Year 2	1,797.10
<b>Chief Cardiac Technologist</b>	
Year 1	1,847.20
Year 2	2,049.60
<b>CFPU Chef</b>	
Level 1	1,007.10
Level 2	1,042.40
Level 3	1,077.80
<b>CFPU Cook</b>	
Level 1	968.00
Level 2	1,007.10
<b>Care Service Employee</b>	
<b>Grade 1 – New Entrant</b>	642.80
<b>Grade 1</b>	750.60
<b>Grade 2</b>	797.60

**Table 2 - Allowances**

<b>Allowance</b>	<b>Rate From 1.7.2015 2.5% \$</b>
Special Allowance Post Mortem Assistants & Senior Post Mortem Assistants (Westmead)	91.80
Senior Laundry Staff -Tech. Cert.	11.90
Leading Hand I/C 2 to 5 employees.	31.40
Leading Hand I/C 6 to 10 employees.	44.60
Leading Hand I/C 11 to 15 employees	56.80
Leading Hand I/C 16 to 19 employees	69.40
Automatic Rotary Press operation/hr or part	0.63
Housekeeper/Domestic Supervisor - S'vise Nurse/ Domestic Home	8.60
Boiler Attendant's Certificate -other employee (p/week)	7.90
Boiler Attendant's Certificate & Flash Type Generator (p/wk)	18.60
Boiler Attendant/Fireman - Specified Hospitals (p/week)	47.80
Additional Duties - Boiler Attendant/Fireman	22.00
Ancillary Fire Safety Duties-100 beds or more	39.60
Ancillary Fire Safety Duties - Less than 100 beds	17.80
Gardener with/out Certificate - I/C 2 or more employees	31.40