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NEW SOUTH WALES
INDUSTRIAL GAZETTE

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**SKILLED TRADES STAFF - DEPARTMENT OF COMMUNITIES AND
JUSTICE - AGEING, DISABILITY AND HOME CARE (STATE)
AWARD 2020**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Construction, Forestry, Maritime, Mining and Energy Union (New South Wales Branch),
Industrial Organisation of Employees.

(Case No. 214456 of 2020)

Before Chief Commissioner Constant

10 March 2021

AWARD

PART A

1. Arrangement

PART A

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PART B

Schedules of Rates of Wages and Allowances

2. Definitions

In this award:

"Department" means Ageing, Disability and Home Care (ADHC) within the Department of Communities and Justice

"Union/s" means:

Australian Manufacturing Workers Union and/or

Construction Forestry Mining and Energy Union and/or

Electrical Trades Union of Australia and/or

Plumbing Trades Employees Union of NSW

3. Interaction with Other Instruments

All employee conditions not specified in this award will be in accordance with the Crown Employees Skilled Trades Award, the *Government Sector Employment Act 2013* and *Government Sector Employment Regulation 2014* and all variations thereof. To the extent of any inconsistency between the provisions of this award and those other instruments named above, the provisions of this award will apply.

4. Hours of Work

- (i) Local Departmental management and trades staff at each work site may negotiate specific ordinary hours of duty. Any such site agreement will be subject to the following conditions:
 - (a) an average of 38 hours per week worked over a four-week period;
 - (b) optimal staffing levels being maintained at all times to perform required duties;
 - (c) no additional expense such as payment of overtime or employment of casuals;
 - (d) where a nine-day fortnight is negotiated, arrangements are to be at the Department's convenience;
 - (e) if sick leave is taken on the working day prior to or following a rostered day off, a doctor's certificate must be provided; and
 - (f) alterations in start and finish times are to be implemented by agreement.
- (ii) The parties agree to commence negotiations on any proposed variation to existing hours of work within six weeks of the proposal being received from nominated representatives.
- (iii) An employee may be directed by Departmental management to work overtime, provided it is reasonable for the employee to be required to do so. In determining what is reasonable, the employee's prior commitments outside the workplace, particularly their family responsibilities, community obligations or study arrangements, shall be taken into account. Consideration shall be given also to the urgency of the work required to be performed during overtime, the impact on the operational commitments of the organisation and the effect on client services.

5. Classification Structure

- (i) Context:

Trades staff perform, both on a planned and emergency basis, a variety of manual and technical tasks related to preventative and corrective maintenance, the installation of plant and equipment and the renovation and construction of buildings.

Trades staff also ordinarily undertake work which is peripheral and incidental to their base trade so as to complete the whole job or so as to assist other staff complete the whole job.

This Classification structure is designed to reward trades staff who possess, and are required by the Region to regularly provide, skills/knowledge beyond their base trade obligations. It does not reward service alone nor additional skill/knowledge performed at less than a trades standard.

(ii) Structure:

The following classifications apply:

Pay levels as a percentage of base pay rates are:

Classification	Rate of Pay
Level 1 Tradesperson	Base Rate for relevant Trade
Level 2 Tradesperson	105% of Base Rate for relevant Trade
Level 3 Tradesperson	110% of Base Rate for relevant Trade
Level 4 Tradesperson	115% of Base Rate for relevant Trade

(iii) Definitions of the Classification Levels are as follows:

(a) Level 1 Tradesperson (Base Rate for relevant Trade).

Level 1 is applicable to a tradesperson who has completed an apprenticeship, licence or equivalent and is proficient in the contemporary skills required of a tradesperson in the relevant trade.

Tasks to be performed include those peripheral and incidental to completing the whole job and/or assisting other staff so as to complete the whole job. A tradesperson at this level may be required to supervise or train apprentices on the job.

(b) Level 2 Tradesperson (105% of the Base Rate for the relevant Trade).

Level 2 is applicable to a tradesperson who satisfies the requirements of Level 1 and who is required by the employer to regularly utilise skills/knowledge, additional to that skill/knowledge associated with the individual's base trade, which is gained from or deemed equivalent to that gained from completing 120 hours of learning within approved courses.

(c) Level 3 Tradesperson (110% of the Base Rate for the relevant Trade).

Level 3 is applicable to a tradesperson who satisfies the requirements of Level 1 and who is required by the employer to regularly utilise skills/knowledge, additional to that skill/knowledge associated with the individual's base trade, which is gained from or deemed equivalent to that gained from completing 240 hours of learning within approved courses.

(d) Level 4 Tradesperson (115% of the Base Rate for the relevant Trade).

Level 4 is applicable to a tradesperson who satisfies the requirements of Level 1 and who is required by the employer to regularly utilise skills/knowledge, additional to that skill/knowledge associated with the individual's base trade, which is gained from or deemed equivalent to that gained from completing 360 hours of learning within approved courses.

(e) Charge Hand/Supervisor

A Charge Hand/Supervisor is a person appointed to a Charge Hand/Supervisor position by the Department. Charge Hand/Supervisor positions will be created at the discretion of the Department. A Charge Hand/Supervisor will be allocated ongoing responsibility for the activities of one trade and/or the supervision of one or more trades and its associated staff (including contractors) within the Region and/or all the trades activities and trades staff (including contractors) at a nominated location. A Charge Hand/Supervisor can be required to perform the duties of their trade/s at any time. A Charge Hand/Supervisor may also be nominated as Project Leader on any project in addition to their other responsibilities. The Region is to maintain an up-to-date Position Description for each of its Charge Hand/Supervisor positions.

(f) Project Leader

A Project Leader is a person appointed to a Project Leader position by the Department. Project Leader positions will be created at the discretion of the Department. A Project Leader will be allocated responsibility for all aspects of a substantial refurbishment/construction project. The Project Leader will be able to supervise any staff/contractors working in connection with a project as necessary and will ensure compliance with all relevant specifications and requirements. A Project Leader can be required to perform the duties of their trade/s at any time. The duration of any Project Leader role will be limited to the life of the project. The Region is to provide the Project Leader with an up-to-date Position Description.

(iv) Approved Courses:

For the purpose of this clause, 'Approved Courses' are TAFE courses and any others that the Department approves. However an Approved Course must relate to the acquisition of new skills/knowledge by the individual, additional to the base trade, and not simply the modernisation or updating of current work practices or methods. Approved Courses will not include personal Workplace Health and Safety related courses, updated inventory or programmed maintenance systems courses, new computer software etc.

(v) Deemed Credited with Approved Course or part thereof:

For Tradespersons who have not successfully completed an Approved Course; The Regional Director or nominee may deem the additional skills/knowledge required to be regularly utilised by a tradesperson to be equivalent to that acquired from successfully undertaking an Approved Course/s or from one or more identifiable modules of an Approved Course. Any such decision requires that the tradesperson in question be credited with hours equivalent to that of the relevant Approved Course/s or modules thereof for progression purposes.

(vi) Regular:

'Regular' for the purposes of this clause refers to duties/tasks occurring periodically, routinely or which are programmed. Project work and other work occurring randomly, sporadically or irregularly would not be 'regular'. Where tasks are required to be performed irregularly but would, if they were regular, attract a higher classification level, then 'Mixed Functions' allowance should be paid to the higher classification level in accordance with the award. That is, when a Tradesperson is required to perform the additional work irregularly and is qualified to do so, he/she should be paid any applicable higher rate for the period of time the additional skills/knowledge is required to be performed or for the whole shift in accordance with the Mixed Functions clause of the Crown Employees Skilled Trades Award.

(vii) Trades Standard:

'Trades Standard' for the purposes of this clause means a quality of work/knowledge equivalent to that reasonably required of a qualified tradesperson in the relevant trade.

(viii) No Double Counting:

The performance of any function reasonably within the scope of employment classification, and/or additional skills performed at less than a trades standard and/or for which payment of an allowance or additional remuneration is already provided do not count for translation, appointment or progression purposes.

(ix) The Department to decide its Requirements:

The Department is to decide which and how many trades staff will be regularly required to use the additional skills/knowledge attracting higher rates of pay. In reaching that decision the Department might consider;

- what number of staff are needed to utilise the additional skill/knowledge.

- whether a trades staff is already paid for numerous additional skills/knowledge, in which there may be limited opportunity to effectively utilise one more additional skill/knowledge.

- whether the work should be contracted out. Before deciding the work should be contracted out, the Region is to consider the skills/knowledge possessed by trades staff in addition to their base trades. To this end, a list of such additional skills/knowledge is to be maintained by the Region in a state of reasonable currency, subject to employee cooperation and assistance in compiling and maintaining that list.

(x) **Maintaining Standards:**

Tradespersons at classification levels 2, 3 and 4 are responsible for maintaining the additional skills/knowledge to a standard equivalent to that of having successfully undertaken a current approved course/s (or in some cases, the modules thereof they were deemed credited with) in order to continue to be paid the higher classification level.

(xi) **Leading Hand Allowance:**

Leading Hand Allowance will be paid to Tradespersons in the classifications Levels 1 to 4 inclusive who are required to supervise the work of contractors and/or staff; provided that for this purpose, apprentices will not be counted, each contractor supervised will be counted but any contractor's staff will not.

(xii) **Appointment and Progression:**

The employment level for all new tradespersons employed will be determined as per the provisions of clause 5 of this Award.

(a) **Appointment:** Once appointed to a particular Level in this Classification Structure, a tradesperson may not have his/her Level reduced because the Region no longer requires the additional skills/knowledge warranting the higher Level to be regularly utilised. Accordingly appointments of trades staff should initially be made to the Level 1 position, or at least be carefully considered having regard to the foreseeable medium to longer term requirements of the appointment.

(b) **Progression:** Consideration of progression to Classification Levels 2, 3 and 4 must always be based on a Departmental requirement to utilise the additional skills/knowledge at that time and into the foreseeable future and may not count skills/knowledge no longer regularly required by the Department to be utilised.

(xiii) **Training:**

Trades staff are to meet the costs of training associated with the additional skills/knowledge referred to in this clause and attend that training in their own time. Study Leave provisions apply. Where the Department directs the employee undertake training, any such training outside of paid work time will be paid for at the ordinary hourly base rate.

6. Roll-Up of Allowances

Environmental Allowance (Mental Institutions Allowance) and Annual Leave Loading are already rolled up into the base wage.

Base wage rates were increased by \$30.00 per week to incorporate the equivalent of the Mental Institutions Allowance and were wages increased by 1.35% to reflect the Annual Leave Loading on 1 February 1998.

7. Boiler Attendant Allowance

An officer being the possessor of a Boiler Attendant's Certificate who is required to supervise or operate a boiler shall for each week he/she is so required shall be paid in addition to the rates prescribed an amount per instance as specified in Part B of this Award.

8. Thermostatic Mixing Valve Allowance

An officer who is a licensed plumber and holds a Thermostatic Mixing Valve Certificate issued by a College of Technical and Further Education and is required to act upon such certificate shall be paid an allowance at a weekly rate as specified in Part B of this award.

9. Dispute Resolution Procedures

- (i) The aim of the procedure is to ensure that industrial grievances or disputes are prevented, or resolved as quickly as possible, at the level they occur in the workplace. For the purposes of this procedure, industrial grievances or disputes are distinguished from grievances dealt with under public service grievance-handling procedure, e.g. complaints of discrimination.
- (ii) When a dispute or grievance arises, or is considered likely to occur, the following steps are to be followed:
 - (a) where a dispute arises at a particular work location, discussions shall be held between the officer/s concerned and the immediate supervising officer;
 - (b) failing resolution of the issues at that level, further discussions shall take place between the employee, the relevant local delegate or employee representative and the supervising officer or manager;
 - (c) if the dispute remains unresolved, the local delegate shall refer the matter to the Union official who will confer with the Area Manager or General Manager; and
 - (d) if the dispute is not resolved at that stage, the matter is to be referred to the Director, Employee Relations or Senior Employee Relations Officer who will assume responsibility for liaising with Senior Executive members of the Department and advise of their final position.
- (iii) If the matter remains unresolved following the above process, it may be referred by either party to the Industrial Registrar.
- (iv) Whilst these procedures are taking place, no ban, limitation or stoppage of work shall take place.
- (v) In cases where a dispute is premised on an issue of safety and is unable to be resolved at the Area/Divisional level, the matter should be referred to the Director, Employee Relations for further consultation with the Union/s.

10. Union Subscriptions

The Department agrees to automatically deduct Union dues on behalf of Unions as defined from the pay of Union members once authorised by the employee.

11. Wages and Allowances

Wages and allowances are shown in Part B of this award. The salaries under this Award are payable to employees appointed to or performing the duties of any of the positions covered by this Award.

12. School Based Apprentices

- (a) Definition

A school based apprentice is an employee who is undertaking an apprenticeship under a training contract while also enrolled in the Higher School Certificate.

(b) Wages

- (i) The hourly rates for full time apprentices as set out in this Award shall apply to school based apprentices for total hours worked including time deemed to be spent in off-the-job training.
- (ii) For the purposes of subclause (b)(i) of this clause, where a school based apprentice is a full time school student, the time spent in off the job training for which the school based apprentice is paid is deemed to be 25 per cent of the actual hours worked on the job each week.
- (iii) The wages paid for training time may be averaged over the school term or year.
- (iv) Where this Award specifies a weekly rate for full time apprentices, the hourly rate shall be calculated by dividing the applicable weekly rate by 38.

(c) Progression through the Wage Structure

- (i) School based apprentices progress through the wage scale at the rate of 12 months' progression for each two years of employment as an apprentice.
- (ii) The rates of pay are based on a standard apprenticeship of four years. The rate of progression reflects the average rate of skill acquisition expected from the typical combination of work and training for a school based apprentice undertaking the applicable apprenticeship.

(d) Conversion from a school based apprentice to a full time apprenticeship

Where an apprentice converts from a school based to a full-time apprenticeship, all time spent as a full-time apprentice counts for the purpose of progression through the wage scale set out in this Award. This progression applies in addition to the progression achieved as a school based apprentice.

(e) Conditions of Employment

Except as provided by this clause, school based apprentices are entitled to pro rata entitlements of all other conditions of employment contained in this Award.

13. Work at Alternative Worksite

(i) General

- (a) The terms of this clause replace clause 8, Excess Fares and Travelling, of the Crown Employees Skilled Trades Award.
- (b) This clause does not apply where an employee is recalled to duty after leaving work, in which case the call-back provisions of the Crown Employees Skilled Trades Staff Award apply.
- (c) For the purposes of this clause, a reference to a "worksite" means each individual sub-site of Metro Residences and Hunters Residences, including but not limited to Rydalmere, Marsden, Casuarina Grove, Norton Road, Stockton, Kanangra, Tomaree, Riverside and Summer Hill .

(ii) Mobility Allowance and Excess Travelling Time

Where an employee is required to travel to an alternative worksite and has not been temporarily transferred to that site pursuant to subclause (v) of this clause:

- (a) An employee is to be paid a Mobility Allowance at the rate indicated in Part B of this award per day where required by the Department to travel to an alternative worksite in circumstances where no notice of the requirement to do so was provided prior to leaving work the previous day. Such Mobility Allowance will be payable regardless of whether the required travel is undertaken within or outside of ordinary working hours and regardless of the transportation arrangements utilised to attend the alternative worksite.

- (b) Notice of a regular requirement to travel to an alternative worksite can be given to the employee once. Such notice must be written and include advice as to the days of the week/fortnight/month, etc., that the travel will be required. Notice given pursuant to this paragraph also serves as notice "prior to leaving work the previous day" referred to in paragraph (a) of this subclause.
- (c) Where an employee is required to commence his/her ordinary hours at an alternative worksite, he/she is to be paid at ordinary rates for any travelling time in excess of that time usually taken to travel to and from their home and usual worksite. The payment of such ordinary rates is to be rounded to the nearest 15 minutes.

(iii) Mileage Allowances and Fares.

Where an employee is required to travel to an alternative worksite and has not been temporarily transferred to that site pursuant to subclause (v) of this clause:

- (a) And subject to the provisions of paragraph (d) of this subclause, an employee will be paid Mileage Allowance, in accordance with the official tax rate as determined by the Australian Taxation Office, where directed by the Department to utilise their own vehicle in order to travel to and from an alternative worksite;
- (b) And subject to the provisions of paragraph (d) of this subclause, an employee will be paid Mileage Allowance at the following rates where the employee opts to utilise their own vehicle to travel to and from an alternative worksite and the Department agrees to that occurring prior to the employee utilising their own vehicle;

Engine Capacity	
Over 2601cc and over	30.0c per kilometre
1601cc to 2600cc	29.6c per kilometre
Under 1600cc or less	25.2c per kilometre

- (c) And subject to the provisions of paragraph (d) of this subclause, an employee who utilises public transport in order to travel to and from an alternative worksite will be reimbursed any public transport costs.
- (d) Where the use of the employee's vehicle or fare incurred relates to the journey between the employee's home and the alternative worksite to commence work or relates to the journey between the alternative worksite and the employee's home at the cessation of work, the amount of Mileage Allowance or fares which can be claimed under this subclause will be limited to that number of kilometres or fare which is in excess of that reasonably incurred by the employee in relation to the journey to and from the employee's home and usual worksite.

(iv) Rest Periods, Tea Breaks and Unpaid Meal Periods

If still working at an alternative worksite at the relevant time and, unless specifically advised otherwise:

- (a) An employee is to take any paid rest period or tea break at the alternative site.
- (b) Employees may not travel to the usual worksite in Departmental time or in a Departmental vehicle in connection with the unpaid meal period.
- (c) Nothing will be payable to an employee in relation to the use of the employee's vehicle or fare incurred in connection with the unpaid meal period.

(v) Temporary Transfer to Alternative Worksite

An employee may be directed to work from an alternative worksite for one week or more on a temporary transfer basis where that direction is reasonable. For the purposes of subclauses (ii) and (iii) of this clause, where such a direction has been given, the alternative worksite will be deemed to be the

usual worksite upon the expiry of two weeks' notice or immediately upon commencement at the alternative worksite where two weeks' or more notice was given.

14. Average Disability Allowance

- (i) Many of the allowances within Part B - Rates of Wages and Allowances of this Award are disability allowances paid on a per occasion, per hour or daily basis depending upon the work performed. The allowances in question relate to:

177 Welding

178 Bricklaying > 18 kg

179 confined spaces

180 height

181 hot places

182 insulation

183 asbestos eradication/airborne Lead

184 smoke boxes A

185 wet places

186 acid furnaces

187 smoke boxes B

188 clean down bricks

189 spray application

190 roof work

191 explosive power tools

193 dirty work

214 applying obnoxious substances

289 legionella

171 fouled equipment

176 pneumatic tool operation

152 chokages

- (ii) Some or all of these above allowances may be the subject of a mutual agreement between individual trades staff and the Region (in writing) to pay the individual an Average Disability Allowance (ADA) amount. The process of reaching agreement involves:

- the staff member and Department agreeing on how many occasions each type of allowance would be claimed by the staff member on average per fortnight of work, then,

- Calculating the total dollar (\$) value of all those allowances and dividing that amount by 10 to obtain an ADA amount, then,
 - Recording the above information on a suitable information sheet and retaining it attached to a signed and dated agreement (and retaining both as for wages records).
- (iii) The agreed ADA amount is to be paid fortnightly with wages for each on-duty day within each pay period. A day of leave is not an on-duty day. For example, if the staff member takes four recreation leave days and works the other days in the fortnight, he/she would be paid the ADA amount x 6 in his/her pay.
 - (iv) Where such an agreement is reached, the payment of the ADA in accordance with subclause (iii) to an individual will be in full satisfaction of any claims to the specified allowances that might be brought.
 - (v) The ADA amount for each individual trades staff will be derived once per year and, for new employees, after three months of employment and annually thereafter.
 - (vi) The ADA amount will be automatically increased under the agreement in the same percentage and with the same effective date as for increases to the corresponding Award disability allowances.
 - (vii) Neither party should unreasonably refuse to agree on a fair ADA amount. Either party to the agreement can seek a review of the ADA amount in between annual reviews if there is a substantial change to the pattern of work of the staff member.

15. Anti-Discrimination

- 15.1 It is the intention of the parties bound by this award to seek to achieve the object in section 3(f) of the *Industrial Relations Act 1996* to prevent and eliminate discrimination in the workplace. This includes discrimination on the grounds of race, sex, marital status, disability, homosexuality, transgender identity, age and responsibilities as a carer.
- 15.2 It follows that in fulfilling their obligations under the dispute resolution procedure prescribed by this award the parties have obligations to take all reasonable steps to ensure that the operation of the provisions of this award are not directly or indirectly discriminatory in their effects. It will be consistent with the fulfilment of these obligations for the parties to make application to vary any provision of the award which, by its terms or operation, has a direct or indirect discriminatory effect.
- 15.3 Under the *Anti-Discrimination Act 1977*, it is unlawful to victimise an employee because the employee has made or may make or has been involved in a complaint of unlawful discrimination or harassment.
- 15.4 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.
- 15.5 This clause does not create legal rights or obligations in addition to those imposed upon the parties by the legislation referred to in this clause.
- 15.6 Employers and employees may also be subject to Commonwealth anti-discrimination legislation.

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

"Nothing in the 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."

16. Area, Incidence and Duration

This award shall apply to employees and Apprentices indicated by the trades specified in Part B of this award employed by the Department.

- (i) This award to the Skilled Trades Staff - Department of Family and Community Services - Ageing, Disability and Home Care (State) Award 2019, published on 28 February 2020 (386 I.G. 827), shall take effect from 21 July 2020 and remain in force until 30 June 2021.

17. 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 NSW Industrial Relations Commission for extra or reduced wages, salaries, rates of pay, allowances or conditions of employment with respect to employees covered by the Award that take effect prior to 30 June 2020 by a party to this Award.

PART B

Rate of Wages and Allowances

Salary and Allowance ID Codes	Classification, Wages and Allowances Wages (excluding Apprentices)	1st full pay on or after 1/07/19 (2.5%) Per annum \$	1st full pay on or after 21/07/20 (0.3%) Per annum \$
G51	Bricklayer Level 1	61,980	62,166
G41	Bricklayer Level 2 (calculate 105% of Level 1)	65,078	65,273
	Bricklayer Level 3 (calculate 110% of Level 1)	68,177	68,382
	Bricklayer Level 4 (calculate 115% of Level 1)	71,275	71,489
G52	Carpenter and/or Joiner Level 1	61,980	62,167
G44	Carpenter and/or Joiner Level 2 (calculate 110% of Level 1)	65,078	65,273
	Carpenter and/or Joiner Level 3 (calculate 110% of Level 1)	68,177	68,382
	Carpenter and/or Joiner Level 4 (calculate 115% of Level 1)	71,275	71,489
G53	Painter Level 1	61,980	62,166
G47	Painter Level 2 (calculate 105% of Level 1)	65,078	65,273
G48	Painter Level 3 (calculate 110% of Level 1)	68,177	68,382
	Painter Level 4 (calculate 115% of Level 1)	71,275	71,489
G54	Plumber and/or Gasfitter Level 1	62,568	62,756
G4A	Plumber and/or Gasfitter Level 2 (calculate 105% of Level 1)	65,694	65,891
G43	Plumber and/or Gasfitter Level 3 (calculate 110% of Level 1)	68,826	69,032
	Plumber and/or Gasfitter Level 4 (calculate 115% of Level 1)	71,953	72,169
G56	Electrical Fitter Level 1	65,878	66,076
G4D	Electrical Fitter Level 2 (calculate 105% of Level 1)	69,170	69,378
	Electrical Fitter Level 3 (calculate 110% of Level 1)	72,465	72,682
	Electrical Fitter Level 4 (calculate 115% of Level 1)	75,759	75,986
G57	Plant Electrician Level 1	69,338	69,546
G4G	Plant Electrician Level 2 (calculate 105% of Level 1)	72,806	72,024
	Plant Electrician Level 3 (calculate 110% of Level 1)	76,274	76,503
	Plant Electrician Level 4 (calculate 115% of Level 1)	79,740	79,979
G58	Fitter Level 1	61,980	62,166

G4J	Fitter Level 2 (calculate 105% of Level 1)	65,078	65,273
	Fitter Level 3 (calculate 110% of Level 1)	68,177	68,382
	Fitter Level 4 (calculate 115% of Level 1)	71,275	71,489
G5D	Motor Mechanic Level 1	61,980	62,166
G4P	Motor Mechanic Level 2 (calculate 105% of Level 1)	65,078	65,273
	Motor Mechanic Level 3 (calculate 110% of Level 1)	68,177	68,382
	Motor Mechanic Level 4 (calculate 115% of Level 1)	71,275	71,489
	Charge/Supervisor or Project Leader	82,929	83,178
196	Leading Hand Allowance		
	Leading Hand 1 to 5	2,883	2,892
197	Leading Hand 6 to 10	3,695	3,706
198	Leading Hand > 10	4,830	4,844
	Tradesmen's Licence Allowance	Per annum	Per annum
		\$	\$
347	Plumber	2,845	2,854
347	Gasfitter	2,845	2,854
350	Drainer	3,741	3,752
350	Plumber and/or Gasfitter	3,741	3,752
350	Gasfitter and/or Drainer	3,741	3,752
350	Plumber and/or Drainer	3,741	3,752
352	Plumber/Gasfitter/Drainer	5,082	5,097
354	Drainer (Licensed)	2,359	2,366
357	Electrician	2,787	2,795
	Tradesmen's Registration		
205	Plumber -Computing Quantities	2,117	2,123
366	Computing Quantities	1,664	1,669
	Certificate Allowances		
308	Thermostatic Mixing Valve Certificate Allowance	Per annum	Per annum
		\$	\$
		1,505	1,510
	Apprentice Trades		
	1st Year	28,655	28,741
	2nd Year	36,659	36,769
	3rd Year	46,379	46,518
	4th Year	52,618	52,776
	Examination Allowance		
	1st Year	99.80	100.10
	2nd Year	199.74	200.34
	3rd Year	299.39	300.29
370	Industry Allowance	1,763.52	1,768.81
		Per Hour	Per Hour
		1/07/19	21/07/20
		\$	\$
	Mobility Allowance	8.73	8.76
177	Welding Allowance	0.33	0.33
178	Bricklaying > 18 kg	2.41	2.42
179	Confined Spaces	1.09	1.09
180	Height Money	0.9	0.9
181	Hot Places	1.09	1.09
182	Insulation	1.09	1.09
183	Asbestos Eradication/Airborne Lead	2.93	2.94
184	Smoke Boxes A	0.56	0.56
185	Wet Places	0.89	0.89
186	Acid Furnaces, Stills	4.42	4.43
187	Smoke Boxes B	2.15	2.16
188	Clean down bricks	0.82	0.82
189	Spray Application	0.89	0.89

190	Roof Work	1.09	1.09
191	Explosive Power Tools	2.06	2.07
193	Dirty Work	0.89	0.89
214	Applying Obnoxious Substances	1.09	1.09
289	Legionella	4.04	4.05
		Per day \$	Per day \$
171	Fouled Equipment	10.14	10.17
176	Pneumatic Tool Operation	4.76	4.77
	Relief Daily Licence Allowances		
207	Plumber/Drainer/Gasfitter Licence	19.57	19.63
208	Drainer	10.64	10.67
209	Gasfitter/Drainer	14.16	14.20
210	Computer Quantities		
212	Plumber/Drainer/Gasfitter	6.31	6.33
287	Registration Certificate	8.13	8.15
152	Chokages	Per Instance \$ 10.22	Per Instance \$ 10.25
	Tool Allowance	Per Week	Per Week
	Electrical Fitter/Electrical Mechanic/Plant Electrician	20.96	21.02

N. CONSTANT, *Chief Commissioner*

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INSURANCE AND CARE NSW AWARD 2017

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Insurance and Care NSW (icare).

(Case No. 32241 of 2021)

Before Chief Commissioner Constant

17 February 2021

VARIATION

1. Delete the first 3 paragraphs of the Award published 20 March 2021 (387 I.G. 56) and insert in lieu thereof the following new paragraphs:

The conditions of employment contained in Part A of this Award apply to all staff members.

The conditions of employment contained in Part B of this Award apply to all employees.

2. Delete clause 1, Arrangement, and insert in lieu thereof the following:

PART A - CONDITIONS OF EMPLOYMENT**SECTION 1 - FRAMEWORK****1. Arrangement**

Clause No.	Subject Matter
1.	Arrangement
2.	Title
3.	Definitions
4.	Parties to the Award
5.	Coverage
6.	Statement of Intent
7.	Work Environment
8.	Grievance and Dispute Settling Procedures
9.	Salary Packaging Arrangements, Including Salary Sacrifice to Superannuation

SECTION 2 - ATTENDANCE/HOURS OF WORK

10.	Local Arrangements
11.	Working Hours
12.	Calculation of Service
13.	Casual Employment
14.	Part-Time Employment
15.	Morning and Afternoon Breaks
16.	Meal Breaks
17.	Lactation Breaks
18.	Variation of Hours
19.	Natural Emergencies and Major Transport Disruptions
20.	Notification of Absence from Duty
21.	Public Holidays
22.	Standard Working Hours
23.	Flexible Working Hours
24.	Non-Compliance

25. Flexible Work Practices

SECTION 3 - TRAVEL ARRANGEMENTS

26. Travelling Compensation
27. Excess Travelling Time
28. Waiting Time
29. Meal Expenses on One-Day Journeys
30. Restrictions on Payment of Travelling Allowances
31. Increase or Reduction in Payment of Travelling Allowances
32. Production of Receipts
33. Travelling Distance

SECTION 4 - ALLOWANCES AND OTHER MATTERS

34. Allowance Payable for Use of Private Motor Vehicle
35. Damage to Private Motor Vehicle Used for Work
36. Overseas Travel
37. Exchanges
38. Room at Home Used as Office
39. Uniforms, Protective Clothing and Laundry Allowance
40. Compensation for Damage to or Loss of Staff Member's Personal Property
41. Community Language Allowance Scheme (CLAS)
42. First Aid Allowance
43. Review of Allowances Payable in Terms of this Award

SECTION 5 - UNION CONSULTATION, ACCESS AND ACTIVITIES

44. Trade Union Activities Regarded as On Duty
45. Trade Union Activities Regarded as Special Leave
46. Trade Union Training Courses
47. Conditions Applying to On Loan Arrangements
48. Period of Notice for Trade Union Activities
49. Access to Facilities by Trade Union Delegates
50. Responsibilities of the Trade Union Delegate
51. Responsibilities of the Trade Union
52. Responsibilities of Workplace Management
53. Right of Entry Provisions
54. Travelling and Other Costs of Trade Union Delegates
55. Industrial Action
56. Consultation and Technological Change
57. Deduction of Trade Union Membership Fees

SECTION 6 - LEAVE

58. Leave - General Provisions
59. Absence from Work
60. Applying for Leave
61. Extended Leave
62. Family and Community Service Leave
63. Leave Without Pay
64. Military Leave
65. Observance of Essential Religious or Cultural Obligations
66. Parental Leave
67. Purchased Leave
68. Recreation Leave

69. Annual Leave Loading
70. Sick Leave
71. Sick Leave - Requirements for Evidence of Illness
72. Sick Leave to Care for a Family Member
73. Sick Leave - Workers Compensation
74. Sick Leave - Claims other than Workers Compensation
75. Special Leave
76. Leave for Matters Arising from Domestic Violence

SECTION 7 - TRAINING AND PROFESSIONAL DEVELOPMENT

77. Staff Development and Training Activities
78. Study Assistance

SECTION 8 - SHIFT WORK AND OVERTIME

79. Shift Work
80. Overtime - General
81. Overtime Worked by Shift Workers
82. Overtime Worked by Day Workers
83. Recall to Duty
84. On-Call (Stand-By) and On-Call Allowance
85. Overtime Meal Breaks
86. Overtime Meal Allowances
87. Rate of Payment for Overtime
88. Payment for Overtime or Leave in Lieu
89. Calculation of Overtime
90. Provision of Transport in Conjunction with Working of Overtime

SECTION 9 - MISCELLANEOUS

91. Anti-Discrimination
92. Area, Incidence and Duration
93. No extra claims

PART B - SALARY GRADE STRUCTURE

1. Salary Grade Structure
2. Promotion
3. Salary Increments
4. In clause 1 Arrangement, delete:

PART C - MONETARY RATES

Table 1 - Salary Grade Structure
Table 2 - Allowances"

3. Delete subclause 3.11 of clause 3, Definitions, and insert in lieu thereof the following:
 - 3.11 Chief Human Resources Officer means the Group Executive Team (GET) role accountable for ICARE's Human Resource leadership.
4. Delete subclause 3.16 of clause 3, Definitions and renumber subsequent subclauses accordingly.

5. Delete paragraphs 68.2.4 and 68.2.5 of clause 62, Family and Community Service Leave and insert in lieu thereof the following:
 - 68.2.4 The appropriate People Leader shall notify the staff member in writing when accrued recreation leave reaches 8 weeks or its hourly equivalent and direct the staff member to take at least 2 weeks recreation leave within 6 weeks of the notification. Such leave is to be taken at a time convenient to icare.
 - 68.2.5 A staff member must take their recreation leave to reduce all balances below 8 weeks or its hourly equivalent, and the icare must cooperate in this process. Icare may direct a staff member with more than 8 weeks to take their recreation leave so that it reduces to below 8 weeks.
6. Delete subclause 68.7 and insert in lieu thereof the following:
 - 68.7 Additional compensation for rostered work performed by shift workers on Sundays and Public Holidays Shift workers who are rostered to work their ordinary hours on Sundays and/or Public Holidays during the period 1 December of one year to 30 November, of the following year, or part thereof, shall be entitled to receive additional annual leave or payment as provided for in subclauses 79.5 or 79.6 respectively of clause 79, Shift Work, of this Award.
7. Delete subclause 92.2 of clause 92, Area, Incidence and Duration, and insert in lieu thereof the following:
 - 92.2 This Award shall take effect on and from 1 July 2020 and rescinds and replaces the Insurance and Care NSW Award 2017 published 20 March 2020 (387 I.G. 56) and the salaries and salary related allowances as prescribed in Tables 1 and 2 of Part C, Monetary Rates are operative from the beginning of the first full pay period to commence on or after 1 July 2020."
8. Delete the date contained in clause 93. No Extra Claims, and insert in lieu thereof the following:

93. No Extra Claims

Other than as provided for in the *Industrial Relations Act* 1996 and the Industrial Relations (Public Sector Conditions of Employment) Regulation 2014, or under the circumstances outlined in clause 6 of this Award, there shall be no further claims/demands or proceedings instituted before the NSW Industrial Relations Commission 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 2021 by a party to this Award.

9. Delete Parts B, C, and D and insert in lieu thereof the following:

PART B

1. Salary Grade Structure

- 1.1 The salary rates for employees, whose roles are placed in Grades 1 to 12 are set out in Table 1 of Part C, Monetary Rates.
- 1.2 Positions are classified within Grades 1 to 12 in accordance with the grading system approved by the CEO & MD.
- 1.3 An employee who is temporarily employed by icare is paid the weekly equivalent of the annual salary prescribed in Table 1.

2. Promotion

The promotion of employees to a grade and from grade to grade is subject to the occurrence of a vacancy in such grade.

3. Salary Increments

- 3.1 The payment of increments under the Salary Grade Scale shall be subject to approval by the appropriate People Leader.
- 3.2 One month prior to the date on which an employee will become eligible for an increment of salary, the appropriate People Leader shall report as to conduct and the manner in which the duties of the employee have been performed.
- 3.3 In cases where the recommendation of the appropriate People Leader is averse to the granting of an increment, the employee affected shall have the right of review.

PART C

MONETARY RATES

- 1.1 At the time of the making of this Award, no employee covered by this Award will suffer a reduction in his or her rate of pay or any loss or diminution in his or her conditions of employment as a consequence of the making of this Award.
- 1.2 The salary rates set out in Table 1, are set in accordance with the Crown Employees (Public Sector - Salaries 2020) Award. Should there be any variation or replacement Award of this Award, Insurance and Care staff members will maintain the same salary relationship.

Salary Grade Structure

Table 1

Grades	Common Salary Points	Per annum \$
Grade 1		
1st year of service	46	64,973
Thereafter	49	66,882
Grade 2		
1st year of service	52	68,749
Thereafter	55	70,636
Grade 3		
1st year of service	58	72,635
Thereafter	61	74,827
Grade 4		
1st year of service	64	77,162
Thereafter	67	79,535
Grade 5		
1st year of service	75	85,744
Thereafter	78	88,449
Grade 6		
1st year of service	82	91,916
Thereafter	85	94,610
Grade 7		
1st year of service	88	97,443
Thereafter	91	100,356
Grade 8		
1st year of service	95	104,539
Thereafter	98	107,864
Grade 9		
1st year of service	101	111,077
Thereafter	104	114,201

Grade 10		
1st year of service	108	118,863
Thereafter	111	122,404
Grade 11		
1st year of service	116	128,473
Thereafter	120	133,920
Grade 12		
1st year of service	126	142,308
Thereafter	130	148,578

Rates and Allowances

Table 2

Effective 1 July 2019 (except where otherwise stated)

Item No	Clause No	Description	Amount
1		Meal expenses on one day journeys Capital cities and high cost country centres (see list in item 2)	
	30.1.1	Breakfast	\$27.55
	30.1.2	Dinner	\$52.80
	30.1.3	Lunch	\$31.00
		Tier 2 and other country centres (see list in item 2)	
	30.1.1	Breakfast	\$24.70
	30.1.2	Dinner	\$48.60
	30.1.3	Lunch	\$28.15
2		Travelling allowances	
	27.8.2	Capital cities	Per day
		Adelaide	\$288.05
		Brisbane	\$306.05
		Canberra	\$299.05
		Darwin	\$351.05
		Hobart	\$278.05
		Melbourne	\$304.05
		Perth	\$311.05
		Sydney	\$319.05
	27.8.2	Other country centres	\$231.15
	27.8.2	Incidental expenses when claiming actual expenses - all locations	\$19.70
	27.11	Daily allowance payable after 35 days and up to 6 months in the same location - all locations	50% of the appropriate location rate
3	27.8.1	Incidental expenses	\$19.70
4		Use of private motor vehicle	Cents per kilometre
	35.2	Official business	68.0
	35.3	Casual rate (40% of official business rate)	27.2
		Motor cycle allowance (50% of the 1600cc or less official business rate)	34.0
	35.7	Towing trailer or horse float (13% of the 2601cc and over official business rate)	8.8
5	36	Insurance cover	Up to \$1,173
6	38.2	Exchanges	Actual cost
7	39.1	Room at home used as office	\$951 pa
8	85.1.1	On-call (stand-by) and on-call allowance	\$0.98 per hour
9	40.1	Uniforms, protective clothing and laundry allowance	\$4.95 per week

10	42.1	Community language allowance scheme (effective ffpp on or after 1 July 2020)	Per annum
		- Base Level Rate	\$1,452 pa
		- Higher Level Rate	\$2,184 pa
11	43.1	First aid allowance (effective ffpp on or after 1 July 2020)	Per annum
		- Holders of basic qualifications	\$936 pa
		- Holders of current occupational first aid certificate	\$1,406 pa
12	87.1	Overtime meal allowances	Effective 1 July 2019
		Breakfast	\$30.60
		Lunch	\$30.60
		Dinner	\$30.60
		Supper	\$11.40

NB: In adjusting expense related and salary related allowances, annual rates are adjusted to the nearest dollar, weekly and daily rates are rounded to the nearest 5 cents, and hourly rates are moved to the nearest cent (except for the flying allowance which is moved to the nearest 10 cents).

10. This variation shall take effect from the first pay period commencing on or after 1 July 2020

N. CONSTANT, *Chief Commissioner*

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PUBLIC HEALTH SERVICE EMPLOYEES SKILLED TRADES (STATE) AWARD 2020

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Ministry of Health.

(Case No. 51594 of 2021)

Before Chief Commissioner Constant

16 March 2021

VARIATION

1. Delete subclauses (ii) and (iii) of clause 38, Area, Incidence and Duration of the award published 24 April 2020 (387 I.G. 800) and insert in lieu thereof the following:
 - (ii) This Award commenced on 1 January 2020 and replaced and rescinded the Public Health Service Employees Skilled Trades (State) Award published 6 September 2019 (385 I.G. 50) and all variations thereof.
 - (iii) This Award has been varied to remain in force until 30 June 2021. The variation to wage rates outlined in Part B, Monetary Rates, has effect from the full first pay period on or after 1 January 2021.
2. Delete Part B, Monetary Rates and insert in lieu the following:

PART B

MONETARY RATES

Table 1 - Weekly Wages

Each date referred to in the table is a reference to the first full pay period to commence on or after that date.

Description	Effective Date 01-Jan-2020 \$	Effective Date 01-Jan-2021 \$
Bricklayer		
Level 1	55,027	55,110
Level 2 (Level 1 plus 5%)	57,778	57,865
Level 3 (Level 1 plus 10%)	60,530	60,621
Level 4 (Level 1 plus 15%)	63,281	63,376
Carpenter		
Level 1	55,027	55,110
Level 2 (Level 1 plus 5%)	57,778	57,865
Level 3 (Level 1 plus 10%)	60,530	60,621
Level 4 (Level 1 plus 15%)	63,281	63,376
Electrical Instrument Fitter		
Level 1	61,001	61,093
Level 2 (Level 1 plus 5%)	64,051	64,147
Level 3 (Level 1 plus 10%)	67,101	67,202
Level 4 (Level 1 plus 15%)	70,151	70,256
Elec Fitter & Ass to Chief Eng.-Syd Hosp/Elec Fitter & Ass to Chief Eng - Other Hosp/Plant Elec/Elec in Charge of Generating Plant are paid as Electrical Tradesperson plus Additional Wage Rate plus Tool Allowance.		

Electrical Tradesperson		
Level 1	58,236	58,323
Level 2 (Level 1 plus 5%)	61,148	61,240
Level 3 (Level 1 plus 10%)	64,060	64,156
Level 4 (Level 1 plus 15%)	66,972	67,072
Fitter / Motor Mechanic		
Level 1	54,882	54,964
Level 2 (Level 1 plus 5%)	57,626	57,712
Level 3 (Level 1 plus 10%)	60,370	60,461
Level 4 (Level 1 plus 15%)	63,114	63,209
Floor / Wall Tiler		
Level 1	55,027	55,110
Level 2 (Level 1 plus 5%)	57,778	57,865
Level 3 (Level 1 plus 10%)	60,530	60,621
Level 4 (Level 1 plus 15%)	63,281	63,376
Painter / Spray Painter		
Level 1	55,027	55,110
Level 2 (Level 1 plus 5%)	57,778	57,865
Level 3 (Level 1 plus 10%)	60,530	60,621
Level 4 (Level 1 plus 15%)	63,281	63,376
Plasterer		
Level 1	55,027	55,110
Level 2 (Level 1 plus 5%)	57,778	57,865
Level 3 (Level 1 plus 10%)	60,530	60,621
Level 4 (Level 1 plus 15%)	63,281	63,376
Plumber		
Level 1	55,410	55,493
Level 2 (Level 1 plus 5%)	58,181	58,268
Level 3 (Level 1 plus 10%)	60,952	61,043
Level 4 (Level 1 plus 15%)	63,722	63,818
Plumbers acting alone on Plumbers/Drainers/Gasfitters licences and combinations are paid as Plumber plus Additional Wage Rates plus Tool Allowance.		
Scientific Instrument Maker		
Level 1	56,702	56,787
Level 2 (Level 1 plus 5%)	59,537	59,626
Level 3 (Level 1 plus 10%)	62,372	62,466
Level 4 (Level 1 plus 15%)	65,207	65,305
Signwriter		
Level 1	56,241	56,325
Level 2 (Level 1 plus 5%)	59,053	59,142
Level 3 (Level 1 plus 10%)	61,865	61,958
Level 4 (Level 1 plus 15%)	64,677	64,774
Tool Maker		
Level 1	56,702	56,787
Level 2 (Level 1 plus 5%)	59,537	59,626
Level 3 (Level 1 plus 10%)	62,372	62,466
Level 4 (Level 1 plus 15%)	65,207	65,305
Welder 1st Class		
Level 1	54,882	54,964
Level 2 (Level 1 plus 5%)	57,626	57,712
Level 3 (Level 1 plus 10%)	60,370	60,461
Level 4 (Level 1 plus 15%)	63,114	63,209
Mechanic Tradesperson Special Class is paid as Fitter/Motor Mechanic Level 2 plus Tool Allowance from 1/7/97 and thereafter. Welder Special Class is paid as Welder 1st Class plus Additional Wage Rates plus Tool Allowance.		

Table 2 - Additional Rates, Special Rates and Allowances (including Tool Allowances)

Each date referred to in the table is a reference to the first full pay period to commence on or after that date.

Clause	Allowance Description	Frequency	Effective Date 01-Jan-2020 \$	Effective Date 01-Jan-2021 \$
4A(ii)	On-call - Rostered on duty	Per 24 Hours	24.69	24.73
4A(iii)	On-call - Rostered off duty	Per 24 Hours	48.77	48.84
7(i)(a)	Electricians Licence Grade A	Per Week	50.83	50.91
7(i)(a)	Electricians Licence Grade B	Per Week	27.72	27.76
7(i)(b)(1)	Plumbers License	Per Week	50.45	50.53
7(i)(b)(2)	Gasfitters License	Per Week	50.45	50.53
7(i)(b)(3)	Drainers License	Per Week	41.10	41.16
7(i)(b)(4)	Plumbers and Gasfitters License	Per Week	66.63	66.73
7(i)(b)(5)	Plumbers and Drainers License	Per Week	66.63	66.73
7(i)(b)(6)	Gasfitters and Drainers License	Per Week	66.63	66.73
7(i)(b)(7)	Plumbers and Drainers and Gasfitters License	Per Week	92.81	92.95
7(i)(c)	Plumbers/Gasfitters/Drainers Reg. Cert	Per Hour	0.99	0.99
7(i)(d)	Electric Welding	Per Hour	0.78	0.78
7(i)(e)	Computing Quantities	Per Day	6.34	6.35
7(i)(f)	Boiler Attendants Certificate	Per Week	7.83	7.84
7(i)(g)	BMC Operator	Per Week	40.72	40.78
7(i)(h)	Motor Mechanic	Each	0.80	0.80
7(i)(h)	Motor Mechanic per day	Per Day	3.22	3.22
7(i)	Elec Fitter & Assistant to Chief Eng - Sydney Hospital	Per Week	71.76	71.87
7(i)	Elec Fitter & Assistant to Chief Eng - Other Hospital	Per Week	57.24	57.33
7(i)	Electrician in Charge of Generating Plant less than 75 kilowatts	Per Week	21.08	21.11
7(i)	Electrician in charge of Generating Plant 75 Kilowatts or more	Per Week	73.21	73.32
7(i)	Plant Electrician	Per Week	68.84	68.94
7(j)	Welder Special Class	Per Week	13.10	13.12
8	Tool Allowance - Electrical Trades	Per Week	20.94	20.97
9(i)(b)	Leading Hand Electrician	Per Week	68.84	68.94
9(ii)(a)	Leading Hand - Other than Electricians I/C up to 5 employees	Per week	52.48	52.56
9(ii)(b)	Leading Hand - Other than Electricians I/C 6 up to 10 employees	Per Week	68.59	68.69
9(ii)(c)	Leading Hand - Other than Electricians I/C over 10 employees	Per Week	87.89	88.02
7(ii)(a)	Cold Place	Per Hour	0.84	0.84
7(ii)(b)	Confined Spaces	Per Hour	0.99	0.99
7(ii)(c)	Dirty Work	Per Hour	0.84	0.84
7(ii)(d)	Height Money - at 7.5 metres	Per Hour	0.84	0.84
7(ii)(d)	Height Money - every additional 3 metres	Per Hour	0.84	0.84
7(ii)(e)	Hot Places - 46C-54C	Per Hour	0.84	0.84
7(ii)(e)	Hot Places - more than 54C	Per Hour	0.99	0.99
7(ii)(f)(1)	Insulation Material	Per Hour	0.99	0.99
7(ii)(f)(2)	Asbestos	Per Hour	0.99	0.99
7(ii)(g)	Boil Repair	Per Hour	0.59	0.59
7(ii)(g)	Oil fired Boiler	Per Hour	2.07	2.07
7(ii)(g)	Smoke Boxes etc.	Per Hour	0.59	0.59
7(h)(1)	Wet Places - other than rain	Per Hour	0.84	0.84

7(h)(1)	Rain	Per Hour	0.84	0.84
7(h)(2)	Mud Allowance	Per Day	6.44	6.45
7(i)	Acid Furnaces etc.	Per Hour	4.23	4.24
7(j)	Depth Money	Per Hour	0.84	0.84
7(k)(1)	Swing Scaffolds other than plasterers - First four hours	Per Hour	5.99	6.00
7(k)(1)	Swing Scaffolds other than plasterers - Thereafter	Per Hour	1.25	1.25
7(k)(2)	Swing Scaffolds - plasterers	Per Hour	0.17	0.17
7(l)	Spray Application	Per Hour	0.84	0.84
7(m)	Working Second-hand timber	Per Day	3.19	3.19
7(n)	Roof Work	Per Hour	0.84	0.84
7(o)	Explosive Powered Tools	Per Day	1.99	1.99
7(p)	Morgues	Per Hour	0.94	0.94
7(q)(1)	Toxic_Obnox - Epoxy Materials	Per Hour	0.99	0.99
7(q)(2)	Toxic_Obnox Sub A/C not operating	Per Hour	0.71	0.71
7(q)(4)	Close Proximity to Toxic Sub	Per Hour	0.84	0.84
7(r)	Psychiatric Patients (PH Ward)	Per Hour	0.71	0.71
7(s)	Animal House	Per Hour	0.55	0.55
7(u)	Asbestos Eradication	Per Hour	2.79	2.79
7(x)(1)	Psychiatric Hospitals	Per Hour	1.63	1.63
7(x)(2)	Geriatric Allowance - Allandale/Garrawarra	Per Hour	0.57	0.57
7(x)(2)	Geriatric Allowance - Lidcombe	Per Hour	0.52	0.52
7(iii)	Thermostatic Mixing Valve	Per Week	27.65	27.69
7(iv)	Chokages	Per Day	9.64	9.65
7(v)	Fouled Equipment	Per Day	9.64	9.65
21(i)	Climatic and Isolation Allowance - Time and Half Zone	Per Week	9.12	9.13
21(ii)	Climatic and Isolation Allowance - Double Zone	Per Week	18.36	18.39
N/A	Apprentice Passing Exams - 1st Year		1.72	1.72
N/A	Apprentice Passing Exams - 2nd Year		5.33	5.34
N/A	Apprentice Passing Exams - 3rd Year		7.04	7.05

Table 3 - Expense Related Allowances (including Tool Allowances for all Trades other than Electrical)

Expense related allowances will be adjusted in accordance with movements in the expense related allowances in the Crown Employees Wages Staff (Rates of Pay) Award.

The date referred to in the table is a reference to the first full pay period to commence on or after that date.

Clause	Allowance Description	Frequency	Effective Date 01-Jul-2019 \$	Effective Date 01-Jul-2020 \$
8	Tool Allowance Bricklayer	Per Week	23.50	24.00
8	Tool Allowance Carpenter	Per Week	32.90	33.60
8	Tool Allowance Floor/Wall Tiler	Per Week	23.50	24.00
8	Tool Allowance Fitter Motor Mechanic	Per Week	32.90	33.60
8	Tool Allowance Plasterer	Per Week	32.90	33.60
8	Tool Allowance Painter Spray Painter Signwriter	Per Week	8.00	8.20
8	Tool Allowance Plumber	Per Week	32.90	33.60
8	Tool Allowance Scientific Instrument/Tool Maker	Per Week	32.90	33.60
8	Tool Allowance Welder 1st Class	Per Week	32.90	33.60
5(viii)	Meal Allowance for meal on overtime	Each	26.90	27.40
5(viii)	Subsequent Meal	Each	11.40	11.60

10(i)	Employee required to work away from accustomed place of work	Per Day	22.00	22.40
20(vii)(c)	Laundry Allowance	Per Week	1.02	1.04
31	Living away from home allowance - (W)	Per Week	536.10	546.80
31	Living away from home allowance - (D)	Per Day	76.60	78.10
22(ii)	Damage to clothing and tools - insurance to the extent of		1907.10	1945.20
20(viii)	Ambulance Service - Uniform provided up to value of	Per Year	409.70	417.90

Table 4 - Apprentices Wages and Allowances

Each date referred to in the table is a reference to the first full pay period to commence on or after that date.

Description	Effective Date 01-Jan-2020 \$	Effective Date 01-Jan-2021 \$
Apprentice Bricklayer		
1st Year	23,938	23,974
2nd Year	31,826	31,874
3rd Year	41,104	41,166
4th Year	47,531	47,602
Apprentice Carpenter		
1st Year	23,938	23,974
2nd Year	31,826	31,874
3rd Year	41,104	41,166
4th Year	47,531	47,602
Apprentice Electrician		
1st Year	23,938	23,974
2nd Year	31,826	31,874
3rd Year	41,104	41,166
4th Year	47,531	47,602
Apprentice Fitter/Motor Mechanic		
1st Year	23,938	23,974
2nd Year	31,826	31,874
3rd Year	41,104	41,166
4th Year	47,531	47,602
Apprentice Painter		
1st Year	23,938	23,974
2nd Year	31,826	31,874
3rd Year	41,104	41,166
4th Year	47,531	47,602
Apprentice Plumber		
1st Year	23,938	23,974
2nd Year	31,826	31,874
3rd Year	41,104	41,166
4th Year	47,531	47,602
Tool Allowances for Apprentices are the same as those of the corresponding Tradesperson at Table 1, except for Apprentice Electricians, who will be paid the Tool Allowance for Electrical Trades at Table 2.		
Other Allowances at Table 2, which are relevant to Apprentices (disability allowances etc.), will also apply. This includes the Allowances for Apprentices passing exams.		

3. This variation will take effect from the first full pay period to commence on or after 1 January 2021.

N. CONSTANT, *Chief Commissioner*

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VENUES NSW AWARD 2020

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Office of Sport.

(Case No. 19801 of 2021)

Before Chief Commissioner Constant

22 March 2021

VARIATION

1. Delete subclause 2.1 of clause 2, Definitions, of the award published 29 May 2020 (388 I.G. 802) and insert in lieu thereof the following:
 - 2.1 Agency Head - means the Chief Executive Officer of Venues NSW.
2. Delete subclause 2.3 of clause 2, Definitions and insert in lieu thereof the following:
 - 2.3 Agency - means the Venues NSW Staff Agency."
3. Delete clause 3, Parties to the Award and insert in lieu thereof the following:

3. Parties to the Award

The parties to this award are:

- 3.1 Venues NSW;
- 3.2 The Venues NSW Staff Agency;
- 3.3 The Industrial Relations Secretary; and
- 3.4 The Public Service Association and Professional Officers' Association Amalgamated Union of NSW.
4. Delete subclause 5.1 of clause 5, Application/Coverage/Scope and insert in lieu thereof the following:
 - 5.1 The provisions of this award shall apply to ongoing employees, temporary employees and casual employees (as specified in the award) as defined in the *Government Sector Employment Act 2013*, employed to exercise the functions of Venues NSW at all Venues NSW facilities, that were managed by Venues NSW pursuant to the *Sporting Venues Authority Act 2008* as at 30 November 2020, excluding the WIN Sports and Entertainment Centre.
5. Delete subclause 5.3 of clause 5, Application/Coverage/Scope and insert in lieu thereof the following:
 - 5.3 The award stands alone. All other agreements and awards are excluded from having any application to employees covered by this Award as specified in cl. 5.1.
6. Insert after subclause 6.1 of clause 6, Period of Operation, the following new subclause:
 - 6.2 This Award was varied on 22 March 2021.
7. Delete subclause 7.1 of clause 7, Statement of Intent and renumber existing subclause accordingly.

8. Delete subclause 9.1 of clause 9, Casual Employment and insert in lieu thereof the following:
- 9.1 This clause applies to casual employees allocated to Venues NSW facilities as specified in subclause 5.1.
9. Insert after subclause 14.1 of clause 14, Rates of Pay, the following new subclause:
- 14.2 Rates of pay are varied by 0.3% from the first full pay period on or after 22 January 2021.
10. Delete Annexure A and insert in lieu thereof the following:

ANNEXURE A

SALARIES

Table 1.1 - Ongoing and Temporary Employees, Non-Annualised Salary

Annual rate of pay for a week not exceeding 38 ordinary hours.

Promotion to a Level and from Level to Level is subject to the occurrence of a vacancy in such level with the exception of progression from Level 1 to Level 2.

Increases are effective from the beginning of the first pay period to commence on or after the dates in the column headings

Level	Step	Annual Rate \$	Annual Rate \$
		22 January 2020	22 January 2021
Venues Officer		+2.5%	+0.3%
1 *	1	44,024	44,156
2	1	45,804	45,941
	2	46,366	46,505
	3	47,872	48,016
3	1	49,270	49,418
	2	50,583	50,735
	3	52,925	53,084
4	1	53,763	53,924
	2	55,735	55,902
	3	58,072	58,246
5	1	64,418	64,611
	2	67,589	67,792
	3	70,761	70,973
6	1	73,786	74,007
	2	76,811	77,041
	3	80,661	80,903
7	1	84,302	84,555
	2	87,582	87,845
	3	90,861	91,134

* A Level 1 Venues Officer shall be a casual employee only and shall undertake either on the job or off the job structured training to reach a satisfactory standard of performance for engagement in a Casual Level 2 role. At the conclusion of 380 hours employment at Level 1 the employee shall progress to Level 2, subject to satisfactory performance of duties and completion of structured training. An employee who hasn't reached the standard of performance required for progression to Level 2, shall be counselled and may be provided appropriate additional training as a Level 1 employee for a maximum of a further 152 hours if work is available. After such additional period the employee shall not be offered any further casual employment or, if performance of duties is deemed to be of a satisfactory standard future casual engagements shall be remunerated at Level 2.

Junior Rates

Employees engaged as weekly employees or as casuals under the provisions of Table 3.1 or Table 3.2, above, who are less than 18 years of age shall be paid according to the following scale:

Under 17 years of age - 80% of the appropriate rate.

Under 18 years but more than 17 years - 90% in the appropriate rate.

18 years and older - 100% of the appropriate rate.

Table 1.2 - Annualised Salaried Employees

Employees engaged under annualised salary packages for all incidents of work under clause 15 this award.

Promotion to a Level and from Level to Level is subject to the occurrence of a vacancy in such level.

Level 8 and Level 9 employees shall be paid a salary in accordance with the employee's relevant level and within the salary range as set out in Table 3.2 as per clause 15 Annualised Salary of this award.

Increases are effective from the beginning of the first pay period to commence on or after the dates in the column headings.

Level Venues Officer	Step	Salary Per Annum 22 January 2020 +2.5% \$	Salary Per Annum 22 January 2021 +0.3% \$
1		N/A	N/A
2	1	57,636	57,809
	2	58,343	58,518
	3	60,584	60,766
3	1	61,997	62,183
	2	63,649	63,840
	3	66,595	66,795
4	1	67,656	67,859
	2	70,131	70,341
	3	73,078	73,297
5	1	81,060	81,303
	2	85,050	85,305
	3	89,043	89,310
6	1	92,846	93,125
	2	96,651	96,941
	3	101,365	101,669
7	1	106,079	106,397
	2	110,204	11,0535
	3	114,331	114,674
8	Pay Point Min	119,152	57809
	Max	127,890	58518
9	Pay Point Min	132,389	60766
	Max	150,263	62183

11. This variation will take effect from the first full pay period to commence on or after 22 January 2021.

N. CONSTANT, *Chief Commissioner*

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(1918)

SERIAL C9247

**CROWN EMPLOYEES (DEPARTMENT OF FINANCE, SERVICES
AND INNOVATION - WASTE ASSETS MANAGEMENT
CORPORATION) OPERATIONS AWARD 2017**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Department of Customer Service.

(Case No. 50377 of 2021)

Before Chief Commissioner

14 April 2021

ORDER OF RESCISSION

The Industrial Relations Commission of New South Wales orders that the Crown Employees (Department of Finance, Services and Innovation - Waste Assets Management Corporation) Operations Award 2017 published 6 April 2018 (382 I.G. 727) as varied, be rescinded on and from 14 April 2021.

N. CONSTANT, Chief Commissioner *Chief Commissioner*

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(1910)

SERIAL C9248

**CROWN EMPLOYEES (DEPARTMENT OF FINANCE, SERVICES
AND INNOVATION - WASTE ASSETS MANAGEMENT
CORPORATION) SALARIED STAFF AWARD 2012**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Department of Customer Service.

(Case No. 50366 of 2021)

Before Chief Commissioner Constant

14 April 2021

ORDER OF RESCISSION

The Industrial Relations Commission of New South Wales orders that the Crown Employees (Department of Finance, Services and Innovation - Waste Assets Management Corporation) Salaried Staff Award 2012 published 15 January 2016 (378 I.G. 1003) as varied, be rescinded on and from 14 April 2021.

N. CONSTANT, *Chief Commissioner*

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