
Crown Employees Wages Staff (Rates of Pay) Award 2016

The Industrial Relations Commission has approved the 2016 increase for wages and wage related allowances from the first full pay period on or after 1 July 2016.

Wages and wage based allowances in the *Crown Employees Wages Staff (Rates of Pay) Award* have been increased by 2.5 per cent effective from the commencement of the first full pay period commencing on or after 1 July 2016.

Agencies should process the adjustments to wages and allowances. See attachment: **Wage Rates Tables**.

This Circular applies to all Agencies employing staff under the *Crown Employees Wages Staff (Rates of Pay) Award 2016*.

On 21 June 2016 the Industrial Relations Commission made the *Crown Employees Wages Staff (Rates of Pay) Award 2016* which increases wages and wage related allowances by 2.5 per cent from the first full pay period commencing on or after 1 July 2016. Expense related allowances are in accordance with published Australian Taxation Office rates or otherwise have been adjusted to reflect changes in the Sydney Consumer Price Index (CPI).

Agencies should process the adjustments to wages and allowances in accordance with the attached schedule for employees who were employed as at the beginning of the first full pay period commencing on or after 1 July 2016.

Method of Adjustment

Salaries - annual rates

Annual wage rates are rounded to the nearest dollar, with figures less than 50 cents going to the lower amount, and with figures 50 cents or more going to the higher amount.

Wages - weekly rates

Weekly wage rates are rounded to the nearest 10 cents, with figures less than 5 cents going to the lower amount, and figures 5 cents or more going to the higher amount. Junior rates expressed as a percentage of an adult rate retain their percentage relative to the adult rate. Junior rates other than those calculated on a percentage basis are increased by 2.5 per cent.

Allowances

Wage related allowances (such as a first aid allowance) are increased by 2.5 per cent.

Expense related allowances (such as meal and travelling allowances) are in accordance with the Australian Taxation Office Determination No. TD 2015/14, which sets out the reasonable allowance amounts for the 2015–16 financial year, or otherwise have been adjusted in accordance with the changes in the Sydney CPI since their last adjustment. Vehicle allowances are also in line with published Australian Taxation Office rates.

Weekly allowances are rounded to the nearest 10 cents, with figures less than 5 cents going to the lower amount, and figures 5 cents or more going to the higher amount. Daily, hourly and per shift allowances are rounded to the nearest cent.

Part time and casual employees

Where an award, agreement or determination specifies the method or formula for calculating part-time or casual rates, agencies should adjust the part-time or casual rate according to the formula. Otherwise, the existing rate should be increased by 2.5 per cent.

Employees receiving salary maintenance

Employees who are receiving salary maintenance against a wage rate subject to adjustment are to have their wages adjusted in accordance with the above directions.

Rob Whitfield
Secretary

Attachment: Crown Employees Wages Staff (Rates of Pay) Award 2016 - Wage Rates Tables

Further information:

Which agencies does this Circular apply to?

This Circular applies to all Agencies employing staff under the *Crown Employees Wages Staff (Rates of Pay) Award 2016*.

Who needs to know about this Circular?

Secretary, Chief Executives, Senior Executives, Finance, Payroll, Industrial Relations, Human Resources.

Issued by: Public Sector Industrial Relations, NSW Industrial Relations, NSW Treasury

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This circular supersedes NSWTC15-15

CROWN EMPLOYEES WAGES STAFF (RATES OF PAY) AWARD 2016

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Industrial Relations Secretary.

(No. IRC 187193 of 2016)

Before Commissioner Murphy

21 June 2016

AWARD

PART A

(i) 1.Arrangement

Clause No. Subject Matter

PART A

1. Arrangement
2. Title
3. Coverage
4. No Extra Claims
5. Wages and Allowances
6. Facilitative Arrangement
7. Salary Packaging Arrangements
8. Carer's Leave
9. Anti-Discrimination
10. Dispute Resolution Procedures
11. Deduction of Union Membership Fees
12. Area, Incidence and Duration

Schedule A - List of Awards and Agreements Affected

PART B

MONETARY RATES

Schedule B - Rates of Pay

Schedule C - Work Related Allowances

Schedule D - Expense Related Allowances

(ii) 2.Title

This award shall be known as the Crown Employees Wages Staff (Rates of Pay) Award 2016.

(iii) 3.Coverage

The provisions of this award shall apply to officers, departmental temporary employees and casual employees employed by the Government of NSW under the Government Sector Employment Act 2013 who are covered by the provisions of the awards and agreements set out at Schedule A of this Award (with the exception of the New South Wales Health Service, New South Wales Ambulance Service and Division of Analytical Laboratories).

(iv) 4.No Extra Claims

- (i) This Award provides rates of pay increases to the instruments listed at Schedule A of 2.5% with effect from the first full pay period to commence on or after 1 July 2016.
- (ii) 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 the employees covered by the Award that take effect prior to 30 June 2017 by a party to this Award.

The terms of the preceding paragraph do not prevent the parties from taking any proceedings with respect to the interpretation, application or enforcement of existing award provisions.

(v) 5.Wages and Allowances

- (i) Wage rates and allowances are set out in Part B.
- (ii) The wage increases referred to in clause 4(i) of this award shall only be paid to those employees who are employed as at the date of the making of this award.
- (iii) The increases referred to in clause 4(i) of this award do not apply to expense related allowances as set out in Schedule D of Part B.

(vi) 6.Facilitative Arrangement

- (i) The purpose of this arrangement is to facilitate agency level bargaining on classification structures.
- (ii) Specifically, the industrial parties are committed to the introduction of classification structures which provide a career path for trades and wages staff, recognise the importance of training and provide for appropriate progression. These arrangements are to be developed on an agency by agency basis. The parties at the sector-wide level are to establish minimum standards to include in the Crown Employees Wages Staff Rates of Pay Award.
- (iii) Further achievement of agency level outcomes should be achieved through:
 - 5 (a) Each agency that has not implemented a skills based classification structure is to establish a joint union and management committee.
 - 6 (b) Where applicable, the Industrial Relations Secretary and Unions NSW may seek quarterly progress reports on agency level committee negotiations.
 - 7 (c) The committee is to consider the existing arrangements in an agency, review the arrangements achieved already in other agencies, and establish negotiation parameters including:
 - (1) the development of level descriptors;
 - (2) identification of structured training for the purposes of the level descriptors; and
 - (3) translation of existing staff into any new structure.
 - 8 (d) It is anticipated that agency level committees will complete their negotiations by the making of appropriate agency level industrial instruments. Such agency level arrangements will be reviewed by Unions NSW and the Industrial Relations Secretary to establish minimum standards in the sector-wide Wages Staff Rates of Pay Award.
 - 9 (e) The usual Dispute Resolution procedures as set out in Clause 10 will be followed by the industrial parties in the context of these negotiations.

- 10 (f) Should the agency level bargaining not be likely to be settled by the wages unions claim for a particular agency, then either party may seek the assistance of the Industrial Relations Commission of NSW through either conciliation and/or arbitration.

(vii) 7. Salary Packaging Arrangements, Including Salary Sacrifice to Superannuation

- (i) The entitlement to salary package in accordance with this clause is available to:
- 11 (a) permanent full-time and part-time employees;
- 12 (b) temporary employees, subject to the Department or agency's convenience; and
- 13 (c) casual employees, subject to the Department or agency's convenience, and limited to salary sacrifice to superannuation in accordance with subclause (vii).
- (ii) For the purposes of this clause:
- 14 (a) "salary" means the salary or rate of pay prescribed for the employee's classification by clause 5, Wages and Allowances, Part B of this Award, and any other payment that can be salary packaged in accordance with Australian taxation law.
- 15 (b) "post compulsory deduction salary" means the amount of salary available to be packaged after payroll deductions required by legislation or order have been taken into account. Such payroll deductions may include, but are not limited to, taxes, compulsory superannuation payments, HECS payments, child support payments, and judgement debtor/garnishee orders.
- (iii) By mutual agreement with the Industrial Relations Secretary, an employee may elect to package a part or all of their post compulsory deduction salary in order to obtain:
- 16 (a) a benefit or benefits selected from those approved by the Industrial Relations Secretary; and
- 17 (b) an amount equal to the difference between the employee's salary, and the amount specified by the Industrial Relations Secretary for the benefit provided to or in respect of the employee in accordance with such agreement.
- (iv) An election to salary package must be made prior to the commencement of the period of service to which the earnings relate.
- (v) The agreement shall be known as a Salary Packaging Agreement.
- (vi) Except in accordance with subclause (vii), a Salary Packaging Agreement shall be recorded in writing and shall be for a period of time as mutually agreed between the employee and the Industrial Relations Secretary at the time of signing the Salary Packaging Agreement.
- (vii) Where an employee makes an election to sacrifice a part or all of their post compulsory deduction salary as additional employer superannuation contributions, the employee may elect to have the amount sacrificed:
- 18 (a) paid into the superannuation fund established under the First State Superannuation Act 1992; or
- 19 (b) where the employer is making compulsory employer superannuation contributions to another complying superannuation fund, paid into the same complying fund; or
- 20 (c) subject to the Department or agency's agreement, paid into another complying superannuation fund.
- (viii) Where the employee makes an election to salary sacrifice, the employer shall pay the amount of post compulsory deduction salary, the subject of election, to the relevant superannuation fund.

(ix) Where the employee makes an election to salary package and where the employee is a member of a superannuation scheme established under the:

- 21 (a) Police Regulation (Superannuation) Act 1906;
- 22 (b) Superannuation Act 1916;
- 23 (c) State Authorities Superannuation Act 1987; or
- 24 (d) State Authorities Non-contributory Superannuation Act 1987,

the employee's Department or agency must ensure that the employee's superable salary for the purposes of the above Acts, as notified to the SAS Trustee Corporation, is calculated as if the Salary Packaging Agreement had not been entered into.

(x) Where the employee makes an election to salary package, and where the employee is a member of a superannuation fund other than a fund established under legislation listed in subclause (ix) of this clause, the employee's Department or agency must continue to base contributions to that fund on the salary payable as if the Salary Packaging Agreement had not been entered into. This clause applies even though the superannuation contributions made by the Department or agency may be in excess of superannuation guarantee requirements after the salary packaging is implemented.

(xi) Where the employee makes an election to salary package:

- 25 (a) subject to Australian Taxation law, the amount of salary packaged will reduce the salary subject to appropriate PAYG taxation deductions by the amount packaged; and
- 26 (b) any allowance, penalty rate, payment for unused leave entitlements, weekly worker's compensation or other payment, other than any payments for leave taken in service, to which an employee is entitled under this Award or any applicable Award, Act or statute which is expressed to be determined by reference to the employee's rate of pay, shall be calculated by reference to the rate of pay which would have applied to the employee under clause 5, Wages and Allowances, or Part B of this Award if the Salary Packaging Agreement had not been entered into.

(xii) The Industrial Relations Secretary may vary the range and type of benefits available from time to time following discussion with the Unions NSW and unions. Such variations shall apply to any existing or future Salary Packaging Agreement from date of such variation.

(xiii) The Industrial Relations Secretary will determine from time to time the value of the benefits provided following discussion with the Unions NSW and unions. Such variations shall apply to any existing or future Salary Packaging Agreement from the date of such variation. In this circumstance, the employee may elect to terminate the Salary Packaging Agreement.

(viii) 8.Carer's Leave

(i) Use of Sick Leave:

- 27 (a) An employee, other than a casual employee, with responsibilities in relation to a class of person set out in subparagraph 8(i)(c)(2) shall be entitled to use, in accordance with this subclause, any sick leave accruing from 1 January 1998 for absences to provide care and support for such persons when they are ill. Such leave may be taken for part of a single day.
- 28 (b) The employee shall, if required, establish either by production of a medical certificate or statutory declaration, the illness of the person concerned.
- 29 (c) The entitlement to use sick leave in accordance with this subclause is subject to:

- (1) the employee being responsible for the care of the person concerned; and
- (2) the person concerned being:

- (i) a spouse of the employee; or
- (ii) a de facto spouse, who, in relation to the employee, is a person of the opposite sex to the employee who lives with the employee as the husband or wife of the employee on a bona fide domestic basis although not legally married to that person; or
- (iii) a child or an adult child (including an adopted child, a step child, a foster child or an ex nuptial child), parent (including a foster parent or legal guardian), grandparent, grandchild or sibling of the employee or of the spouse or de facto spouse of the employee; or
- (iv) a same sex partner who lives with the employee as the de facto partner of that employee on a bona fide domestic basis; or
- (v) a relative of the employee who is a member of the same household, where for the purposes of this subparagraph:

"relative" means a person related by blood, marriage, affinity or Aboriginal kinship structures;

"affinity" means a relationship that one spouse because of marriage has to the relatives of the other; and

"household" means a family group living in the same domestic dwelling.

- 30 (d) An employee shall, wherever practicable, give the employer notice prior to the absence of the intention to take leave, the name of the person requiring care and that person's relationship to the employee, the reasons for taking such leave and the estimated length of absence. If it is not practicable for the employee to give prior notice of absence, the employee shall notify the employer by telephone of such absence at the first opportunity on the day of the absence.
- (ii) Unpaid Leave for Family Purpose: An employee may elect, with the consent of the employer, to take unpaid leave for the purpose of providing care and support to a member of a class of person set out in subparagraph 8(i)(c)(2) who is ill.
- (iii) Annual Leave:
 - 31 (a) An employee may elect, with the consent of the employer, subject to annual leave provisions applicable to employees covered by this award, to take annual leave not exceeding ten days in single day periods or part thereof, in any calendar year at a time or times agreed by the parties.
 - 32 (b) Access to annual leave, as prescribed in paragraph 8(iii)(a) above, shall be exclusive of any shutdown period provided for elsewhere under the industrial instruments covered by this award.
 - 33 (c) Where applicable, an employee and employer may agree to defer payment of annual leave loading in respect of single day absences, until at least five consecutive annual leave days are taken.
- (iv) Time Off in Lieu of Payment for Overtime:
 - 34 (a) An employee may elect, with the consent of the employer, to take time off in lieu of payment for overtime at a time or times agreed with the employer within 12 months of the said election.
 - 35 (b) Overtime taken as time off during ordinary time hours shall be taken at the ordinary time rate, that is, an hour for each hour worked.

- 36 (c) If, having elected to take time as leave in accordance with paragraph 8(iv)(a) above, the leave is not taken for whatever reason, payment for time accrued at overtime rates shall be made at the expiry of the 12 month period or on termination.
- 37 (d) Where no election is made in accordance with the said paragraph 8(iv)(a), the employee shall be paid overtime rates in accordance with the award.
- (v) Make-up Time:
- 38 (a) An employee may elect, with the consent of the employer, to work "make-up time", under which the employee takes time off ordinary hours, and works those hours at a later time, during the spread of ordinary hours provided in the award, at the ordinary rate of pay.
- (vi) Bereavement Leave:
- 39 (a) An employee other than a casual employee shall be entitled to up to two days Bereavement Leave without deduction of pay on each occasion of the death of a member of a class of person set out in subparagraph 8(i)(c)(2) above.
- 40 (b) The employee must notify the employer as soon as practicable of the intention to take Bereavement Leave and will, if required by the employer, provide to the satisfaction of the employer proof of death.
- 41 (c) Bereavement Leave shall be available to the employee in respect of the death of a person in relation to whom the employee could have utilised Carer's Leave as prescribed by this clause. The employee need not have been responsible for the care of the person concerned to be eligible for Bereavement Leave as prescribed in this subclause.
- 42 (d) An employee shall not be entitled to Bereavement Leave under this clause during any period in respect of which the employee has been granted other leave.
- 43 (e) Bereavement leave may be taken in conjunction with any other leave available to employees. Where such other available leave is to be taken in conjunction with Bereavement Leave, consideration will be given to the circumstances of the employee and the reasonable operational requirements of the employer.

(ix) 9.Anti-Discrimination

- (i) It is the intention of the parties bound by this award to seek to achieve the object in section 3(f) of the Industrial Relations Act 1996 to prevent and eliminate discrimination in the workplace. This includes discrimination on the grounds of race, sex, marital status, disability, homosexuality, transgender identity, age and responsibilities as a carer.
- (ii) It follows that in fulfilling their obligations under the dispute resolution procedure prescribed by this award the parties have obligations to take all reasonable steps to ensure that the operation of the provisions of this award are not directly or indirectly discriminatory in their effects. It will be consistent with the fulfilment of these obligations for the parties to make application to vary any provision of the award that, 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:
- 44 (a) any conduct or act which is specifically exempted from anti-discrimination legislation;
- 45 (b) offering or providing junior rates of pay to persons under 21 years of age;

- 46 (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;
- 47 (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

Employers and employees may also be subject to Commonwealth anti-discrimination legislation.

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."

(x) 10. Dispute Resolution Procedures

Subject to the provisions of the Industrial Relations Act 1996, all disputes relating to the provisions of this Award shall be dealt with in the following manner so as to ensure the orderly settlement of the matters in question:

- (i) Any grievance or dispute which arises shall, where possible, be settled by discussion on the job between the staff member and the immediate supervisor.
- (ii) If the matter is not resolved at this level, it will be further discussed between the staff member and the union delegate/employees representative and the employer.
- (iii) If no agreement is reached within a reasonable time period, the union or the employees representative will discuss the matter with the staff member's nominated representative.
- (iv) While the foregoing procedure is being followed, work shall continue normally. No part shall be prejudiced as to the final settlement by the continuance of work in accordance with this subclause.
- (v) Should the matter still not be resolved within a reasonable time period, it may be referred to the Industrial Relations Commission of New South Wales for settlement by either party.

(xi) 11. Deduction of Union Membership Fees

- (i) The union shall provide the employer with a schedule setting out union fortnightly membership fees payable by members of the union in accordance with the union's rules.
- (ii) The union shall advise the employer of any change to the amount of fortnightly membership fees made under its rules. Any variation to the schedule of union fortnightly membership fees payable shall be provided to the employer at least one month in advance of the variation taking effect.
- (iii) Subject to 11(i) and (ii) above, the employer shall deduct union fortnightly membership fees from the pay of any employee who is a member of the union in accordance with the union's rules, provided that the employee has authorised the employer to make such deductions.
- (iv) Monies so deducted from employee's pay shall be forwarded regularly to the union together with the necessary information to enable the union to reconcile and credit subscriptions to employees' union membership accounts.
- (v) Unless other arrangements are agreed to by the employer and the union, all union membership fees shall be deducted on a fortnightly basis.

- (vi) Where an employee has already authorised the deduction of union membership fees from his or her pay prior to this clause taking effect, nothing in this clause shall be read as requiring the employee to make a fresh authorisation in order for such deductions to continue.

(xii) 12. Area, Incidence and Duration

The provisions of this Award shall apply to officers, departmental temporary employees and casual employees employed by the Government of NSW under the Government Sector Employment Act 2013 in classifications covered by the provisions of the awards and agreements set out at Schedule "A" of this Award (with the exception of the New South Wales Health Service, New South Wales Ambulance Service and Division of Analytical Laboratories) and will not apply to employees covered by the Taronga Conservation Society Australia Wages Employees' Award.

This award rescinds and replaces the Crown Employees Wages Staff (Rates of Pay) Award 2015 published 15 January 2016 (378 I.G. 1566).

This Award shall take effect from the beginning of the first full pay period to commence on or after 1 July 2016 and shall remain in force until 30 June 2017.

SCHEDULE A - LIST OF AWARDS AND AGREEMENTS AFFECTED BY THE CROWN EMPLOYEES WAGES STAFF (RATES OF PAY) AWARD 2016

1. Crown Employees (Security and General Services) Award
2. Crown Employees (Skilled Trades) Award
3. Crown Employees (Transport Drivers, &C) Award
4. Farm Assistants (Department of Education and Communities) Wages and Conditions Award
5. Crown Employees (Household Staff - Department of Education and Communities) Wages and Conditions Award
6. Crown Employees (NSW Department of Justice) - Museum of Applied Arts and Sciences Electrical Preparators) Award
7. Crown Employees Conservation Field Officers (Department of Industry, Skills, and Regional Development and NSW Office of Environment and Heritage) Reviewed Award 2015
8. Crown Employees (Office of Environment and Heritage - Royal Botanic Gardens and Domain Trust, Building and Mechanical Trades Employees) Award 2015

PART B

MONETARY RATES

SCHEDULE B - RATES OF PAY

Crown Employees (Security and General Services) Award - Rates of Pay

Clause 7 Rates of Pay Classification	Per week as at 1.7.16 \$
Security Officer	
Grade 1	868.20
Grade 2	898.60
Grade 3	939.70
General Services Officer	
Grade 1	774.70
Grade 2	841.50
Grade 3	868.20
Part-time Employees (Per hour) -	
General Services Officer Grade 2 (Cleaners)	23.94

Application to school based employees of the Department of Education

Clause 7 Rates of Pay Classification	Per week as at 1.7.16 \$
Security Officer	
Grade 1	935.80
Grade 2	968.40

Crown Employees (Skilled Trades) Award - Rates of Pay

Classification - Clause 3. All up Rate - includes Industry Allowance, Special loading, Trade Allowance Classification	Per week as at 1.7.16 \$
Bespoke Bootmaker	915.40
Blacksmith	1001.40
Body Maker, First Class	991.10
Boilermaker and/or Structural Steel Tradesperson	991.10
Boot or Shoe Repairer	898.60
Bricklayer	991.10
Bridge and Wharf Carpenter	991.10
Cabinet Maker	1028.90
Carpenter and/or Joiner	991.10
Coach and/or Spray Painter	991.10
Drainer	1001.40
Electrical Fitter	1057.20
Electrical Instrument Fitter	1107.10
Electrical Mechanic	1057.20
Electrician in Charge of Plant having a capacity of 75 Kilowatts or more	1127.20
Electrician in Charge of Plant having a capacity of less than 75 Kilowatts	1076.60
Electronics Tradesperson	1214.60
Farrier	1001.40
Fitter	991.10
Forger and/or Faggoter	991.10

French Polisher	1028.90
Machinist, A Grade (Woodworking)	991.10
Machinist, First Class (Metal Trades)	1009.10
Marker-off	1001.40
Mechanical Tradesperson - Special Class (as defined)	1046.60
Motor Mechanic	991.10
Painter	991.10
Panel Beater	991.10
Patternmaker	1021.20
Plant Electrician	1116.00
Plant Mechanic	991.10
Plasterer	991.10
Plumber and/or Gasfitter	1001.40
Radio Mechanic or Fitter	1057.20
Refrigeration and/or Air Conditioning	1057.20
Saw Doctor	1057.20
Sawyer, No. 1 Benchperson	1009.10
Scalemaker and/or Adjuster	991.10
Scientific Instrument Maker	1021.20
Sewing Machine Mechanic	991.10
Sheetmetal Worker, First Class	991.10
Shipwright and/or Boatbuilder	991.10
Signwriter	1021.20
Slater and Tiler	991.10
Stonemason	991.10
Stonemason-Carver	1057.20
Tilelayer	991.10
Toolmaker	1021.20
Toolsmith	1001.40
Trimmer (Motor)	991.10
Turner	991.10
Watchmaker	973.40
Welder, Special Class	1001.40
Welder, First Class	991.10

Wages for Apprentices - Apprentices shall receive as minimum weekly rates of pay, the following:

(i)

Four Year Term	Per week as at 1.7.16 \$
1st year	428.60
2nd year	563.90
3rd year	722.20
4th year	833.10

Wages for apprentices employed by the Department of Education

Four Year Term	Per week as at 1.7.16 \$
1st year	462.20
2nd year	608.00
3rd year	778.80
4th year	898.60

- (ii) An apprentice who has passed the prescribed annual technical college examinations for the preceding year shall be paid an additional weekly allowance of \$1.11. Payment of this allowance is subject to a satisfactory report as to conduct, punctuality and workshop progress by his/her supervisor. Such additional allowance shall be payable from the beginning of the first pay period commencing in January following the examinations.
- (iii) An apprentice who, in any year fails to complete a subject or subjects but completes them concurrently with passing the succeeding year's examinations, shall be deemed to qualify for payment of the allowance specified in this subclause for the succeeding year as if he had not initially failed to complete the subject or subjects
- (iv) All wages shall be paid on a weekly basis: It shall be an implied term of any contract of apprenticeship that the employing Authority may deduct from the weekly wage of an apprentice an amount proportionate to the time lost by an apprentice for any reason not considered satisfactory to the employing Authority.
- (v) Apprentice patternmakers shall be paid the sum of \$1.11 per week in addition to the wage rates prescribed for apprentices in subclause (i).

Crown Employees (Transport Drivers, &c.) Award - Rates of Pay

Clause 2 Wages	Classification	Per week as at 1.7.16 \$
1. Drivers of motor wagons - having a manufacturer's gross vehicle mass in kilograms		
(a)	Up to 295 -	891.00
(b)	Over 2950 and up to 4650	898.60
(c)	Over 4650 and up to 6250	905.90
(d)	Over 6250 and up to 7700	905.90
(e)	Over 7700 and up to 9200	915.40
(f)	Over 9200 and up to 10800	915.40
(g)	Over 10800 and up to 12350	923.40
(h)	Over 12350 and up to 13950	923.40
(i)	Over 13950 and up to 15500	930.70
(j)	Over 15500 and up to 16950	939.70
(k)	Over 16950 and up to 18400	939.70
(l)	Over 18400 and up to 19750	939.70
(m)	Over 19750 and up to 21100	939.70
(n)	Over 21100 and up to 22450	946.90
(o)	Over 22450 and up to 23850	946.90
(p)	Over 23850 and up to 25200	946.90
(q)	Over 25200 and up to 26550	956.30
(r)	Over 26550 and up to 27900	956.30
(s)	Over 27900 and up to 29300	956.30
(t)	Over 29300 and up to 30650	956.30
(u)	Over 30650 and up to 32000	851.20
(v)	Over 32000 and up to 33350	851.20
(w)	Over 33350 and up to 34750	973.40
(x)	Over 34750 and up to 36100	973.40
(y)	Over 36100 and up to 37450	973.40
(z)	Over 37450 and up to 38800	973.40
(aa)	Over 38800 and up to 40200	983.00
(ab)	Over 40200 and up to 41550	983.00
(ac)	Over 41550 and up to 42900	983.00
(ad)	Over 42900 and up to 44250	991.10
(ae)	Over 44250 and up to 45650	991.10

2. Drivers of mobile cranes		
- employed in connection with the carriage and delivery of goods, merchandise and the like and/or in the performance of work incidental to the loading, unloading, handling and/or placement of goods		
- where the mobile crane has a lifting capacity in kilograms		
(a)	Up to and not exceeding 3050	905.90
(b)	Over 3050 and not exceeding 5100	915.40
(c)	Over 5100 and not exceeding 6100	923.40
(d)	Over 6100 and not exceeding 7100	923.40
(e)	Over 7100 and not exceeding 8100	923.40
(f)	Over 8100 and not exceeding 9150	923.40
(g)	Over 9150 and not exceeding 10150	930.70
(h)	Over 10150 and not exceeding 11200	930.70
(i)	Over 11200 and not exceeding 12200	930.70
(j)	Over 12200 and not exceeding 13200	939.70
(k)	Over 13200 and not exceeding 14200	939.70
(l)	Over 14200 and not exceeding 15250	939.70
(m)	Over 15250 and not exceeding 16250	939.70
(n)	Over 16250 and not exceeding 17250	946.90
(o)	Over 17250 and not exceeding 18300	946.90
(p)	Over 18300 and not exceeding 19300	946.90
(q)	Over 19300 and not exceeding 20300	946.90
(r)	Over 20300 and not exceeding 21350	956.30
(s)	Over 21350 and not exceeding 22350	956.30
(t)	Over 22350 and not exceeding 23350	956.30
(u)	Over 23350 and not exceeding 24400	956.30
(v)	Over 24400 and not exceeding 25500	956.30
(w)	Over 25500 and not exceeding 26400	956.30
(x)	Over 26400 and not exceeding 27450	956.30
(y)	Over 27450 and not exceeding 28450	963.80
(z)	Over 28450 and not exceeding 29450	963.80
(aa)	Over 29450 and not exceeding 30500	956.30
And for each additional 1000 kg or part thereof over		0.35
3. Drivers of fork lifts - of a capacity		
(a)	Up to 4500 kg	905.90
(b)	Over 4500 to 9100	923.40
(c)	Over 9100 kg	930.70
4. Drivers of prime movers - where the crane has a lifting capacity of		
(a)	Up to 20350 kg	915.40
(b)	Over 20350 kg	939.70
5. Extra Hands		871.30

Farm Assistants (Department of Education and Communities) Wages and Conditions Award - Rates of Pay

Clause 9 - Wages	From 1.7.16 \$
*Including Industry Allowance, Disability Allowance and Inclement Weather allowance	
Farm Assistant - Class I	915.20
Farm Assistant - Class II	1052.50
Flower Gardener	945.60

Crown Employees (Household Staff - Department of Education and Communities) Wages and Conditions Award - Rates of Pay

Clause 4 - Wages	From 1.7.16 \$
Household Staff Grade 1	
Kitchen Hand or Useful Cleaner	774.20
Room Attendant	774.20
Dining Room Attendant	774.20
Laundry Attendant	774.20
Stores Steward	774.20
Household Staff Grade 2	
Butcher (casual)	782.80
Cook (unqualified)	782.80
Household Staff Grade 3	
Laundry Supervisor	806.40
Cook (qualified)	806.40
Dining Room Supervisor	806.40
Housekeeper/Cleaning Supervisor	806.40
Household Staff Grade 4	
First Cook (qualified)	848.40
Household Staff Grade 5	
Catering Supervisor	886.20

Crown Employees (NSW Department of Justice) - Museum of Applied Arts and Sciences Electrical Preparators Award - Rates of Pay

Clause 6 - Wage Rates	From 1.7.16 (per year) \$
Electrical Preparator - Grade 1	
Year 1	59,695.00
Year 2	61,290.00
Year 3	63,007.00
Electrical Preparator - Grade 2	
Year 1	65,395.00
Year 2	67,951.00
Senior Electrical Preparator - Grade 1	
Year 1	70,751.00
Year 2	72,039.00

Crown Employees Conservation Field Officers (NSW Department of Industry, Skills, and Regional Development and NSW Office of Environment and Heritage) Reviewed Award 2015 - Rates of Pay

Schedule 1 - Wage Rates	From 1.7.16 \$
Trainee	866.40
Grade I	903.10
Grade II	952.00
Grade III	1,002.80
Grade IV	1,030.60
Grade V	1,088.80
Grade VI	1,160.50
Grade VII	1,218.40

**Crown Employees (Office of Environment and Heritage - Royal Botanic Gardens and Domain Trust,
Building and Mechanical Trades Employees) Award 2015 - Rates of Pay**

Classification	As at 1.7.16 \$
Apprentice	
Year 1 38 hpw	26,862.00
Year 2 38 hpw	35,817.00
Year 3 38 hpw	44,770.00
Year 4 38 hpw	50,740.00
Trades Level 5/6	
Yr 1 38 hpw	59,693.00
Yr 2 38 hpw	61,292.00
Yr 3 38 hpw	63,009.00
Yr 4 38 hpw	64,755.00
Trades Level 7/8	
Yr 1 38 hpw	66,593.00
Yr 2 38 hpw	68,582.00
Yr 3 38 hpw	70,752.00
Yr 4 38 hpw	73,635.00

SCHEDULE C

WORK RELATED ALLOWANCES

Crown Employees (Security and General Services) Award - Work Related Allowances

Clause 9 - Additional Rates		As at 1.7.16 \$
Clause 9 - Additional Rates		
(i)	Leading Hands Allowance: (per week)	
	1 - 5 employees	37.20
	6 - 10 employees	42.30
	11-15 employees	55.20
	16-20 employees	63.70
	Over 20 employees -	63.70
	for each employee over 20 an additional amount is paid	0.50
(ii)	Qualification allowance (per week)	25.00
(iii)	First Aid Allowance (per week)	19.20
(iv)	Boiler Attendants Certificate (per week)	16.30
(v)	Refrigeration Drivers Certificate (per week)	16.30
(iv)	Contingency Allowance (per week)	
	1-10 Hours per week	10.20
	11 to 25 hours per week	15.90
	26 to 38 hours per week	21.40
(vii)	Toilet allowance (per week)	12.80
(viii)	Multi-Purpose Machines Allowance - per shift	3.10
(ix)	Furniture removal allowance - per shift	3.10
(x)	Torches - per shift	1.01
(xi)	Laundry allowance - per shift	2.14
(xii)	Locomotion allowance - per shift	34.06
(xiii)	Bicycle allowance - per shift	2.69
Clause 10. Shift Allowances		
(iii) (a)	Broken Shifts allowance (per day)	15.63
(iii) (b)	Excess Fares allowance (per week)	9.90
Clause 13. - General Conditions		
(iii)	Accommodation deduction (per week)	19.50

Application to school based employees of the Department of Education

Clause 8 - Additional Rates		As at 1.7.16 \$
(i)	Leading Hands Allowance (per week)	
	1 - 5 employees	40.20
	6 - 10 employees	45.40
	11-15 employees	59.50
	16-20 employees	68.80
	Over 20 employees - for each employee over 20 an additional amount is paid	68.80 0.50
(v)	Contingency Allowance (per week)	
	1-10 Hours per week	11.00
	11 to 25 Hours per week	17.10
	26 to 38 Hours per week	23.00

Crown Employees (Skilled Trades) Award - Work Related Allowances

Clause No.	Brief Description	As at 1.7.16 \$
4.2	Carpenter Diver (p.w)	289.30
4.4	Electrician who is holder of a NSW electrician's licence: A Grade Licence (p.w.) B Grade Licence (p.w.)	48.10 25.90
4.5	Lead Burner (p.h.)	0.99
4.6	Plumber and Drainer when required to act on: plumbers licence (p.h.) gasfitters licence (p.h.) drainers licence (p.h.) plumbers and gasfitters licence (p.h.) plumbers and drainers licence (p.h.) gasfitters and drainers licence (p.h.) plumbers, gasfitters and drainers licence (p.h.)	1.26 1.26 1.03 1.68 1.68 1.68 2.31
4.7	Holder of Electric Welding [DIRE Certificate] (p.h.)	0.73
4.8	Boot or Shoe Repairer required to repair anatomical, surgical or orthopaedic boots or shoes (p.w.)	26.00
4.9	Shipwright-Boatbuilder, for: Liner Off, Loftsperson and Model Maker (p.h.)	1.34
4.1	Computing quantities (p.d.)	5.66
4.11	Joiner, Public Works and Education Departments: when working at regular place of employment (p.w.) when working away from regular place of employment (p.d.)	44.80 9.01
4.12	Registration allowance (p.h.)	0.96
4.13	Building tradesperson - Marking off/Setting out (p.w.)	1.20
4.14	Cold places: below 0 degree Celsius (p.h.) below minus 7 degrees Celsius (p.h.)	0.78 0.91
4.15	Confined spaces (p.h.)	0.97
4.16	Dirty work (p.h.)	0.78
	For Bridge and wharf carpenter who: uses material or liquid that is injurious to clothes or damages his/her tools (p.h.) is engaged in work where dirt or dust or other foreign matter or refuse has accumulated to become damaging to the clothes or tools or objectionable or injurious to the person. (p.h.) Shipwright Boatbuilder engaged in work as set out in subclause 5.16.2 (v) (p.h.)	0.78 0.78 0.78
4.17	Height money: 7.5 metres from ground, deck, floor or water (p.h.) for every additional 3 metres (p.h.)	0.78 0.16

4.18	Hot places: between 46 degrees celsius and 54 degrees celsius (p.h.) exceeds 54 degrees celsius (p.h.)	0.78 0.97
4.19	Handling insulation material (p.h.)	0.95
4.20	Smoke boxes: repairs to smoke-boxes furnace or flues of boilers (p.h.) repairs to and while inside oil fired boilers (p.h.)	0.50 1.92
4.21	Wet places: - where water other than rain is falling and required to work in wet clothing or boots (p.h.) - when required to work in the rain (p.h.) - called upon to work on a raft, open board, punt or pontoon having a freeboard of 305m.m or less (p.d.) - called upon to work knee-deep in mud or water (p.d.)	0.78 0.78 2.95 6.12
4.22	Acid furnaces, Stills, etc: Construction or repairs to acid furnaces, stills, towers and all other acid resisting brickwork (p.h.) Construction or alteration or repairs to boilers, flues, furnaces, retorts, kilns, ovens, ladles and similar refractory work (p.h.)	3.96 3.96
4.23	Towers allowances: construction exceeding 15 metres in height, and (p.h.) for each additional 15 metres (p.h.)	0.78 0.78
4.24	Depth exceeding 3 metres (p.h.)	0.78
4.25	Swing scaffolds: for the first four hours or any portion thereof, and (p.h.) for each hour thereafter (p.h.) Solid plasterers when working off a swing scaffold (p.h.)	5.71 1.17 0.16
4.26	Spray application (p.h.)	0.76
4.27	Soil pipes (p.h.)	0.97
4.28	Working on second-hand timber (p.d.)	3.05
4.29	Roof work: work in excess of 12 metres from the nearest floor level (p.h.) minimum payment (p.h.)	0.97 0.97
4.30	Electric welding (p.h.)	0.30
4.31	Explosive powered tools: employee required to use explosive powered tools (p.d.) bridge and wharf carpenter when required to use these tools (p.d.)	1.87 1.87
4.32	Scaffolding rigging (p.h.)	0.78
4.33	Corrective establishments (p.h.)	1.94
	Mental institutions (p.h.)	1.49
	Geriatric hospitals: Allandale, Garrawarra and Strickland Hospitals (p.h.)	0.55
	Geriatric hospitals:- Lidcombe Hospital (p.h.)	0.50
	Work in hot/cold water tanks for the purpose of the control of Legionella Pneumophilia (p.h.)	3.62
4.34	Distant places: - in districts as set out in subclause 5.3 (p.d.) - in western division of the state (p.d.) - within the area as set out in subclause 5.36.3 (p.d.) -Bridge and road construction within the area as set out in subclause 4.34.4 (p.d.)	1.49 2.44 2.44 1.39
4.36	Morgues (p.h.)	0.91
4.37	Application of epoxy based materials or materials of a like nature (p.h.) Application of such material in buildings which are normally air conditioned (p.h.) Working in close proximity to employees so engaged (p.h.)	0.97 0.66 0.78
4.38	Bricklayers laying other than standard bricks where block weighs: - over 5.5 kg and under 9 kg (p.h.) - 9 kg or over and up to 18 kg (p.h.)	0.78 1.36

	- over 18 kg (p.h.)	2.16
4.39	Bagging bricks or concrete structures (p.h.)	0.71
4.40	Cleaning down brickwork using acids or other corrosive substances (p.h.)	0.71
4.41	Materials containing asbestos (p.h.)	0.97
4.42	Operation of pneumatic tools of 2.75 kg or over (p.d.)	4.20
4.43	Operation of brick cutting machine (p.h.)	0.97
4.44	Asbestos eradication (p.h.)	2.59
4.45	Employee required to work in an Animal House (p.h.)	0.48
4.46	Employee of Roads and Traffic Authority, Illawarra region working in areas where coal wash is being unloaded, handled or spread (p.h.)	0.78
5.	Tool Allowance	
	Electrical Fitter	19.46
	Electrical Fitter/Mechanic	19.46
	Electrical Instrument Fitter	19.46
	Electrical Mechanic	19.46
	Electrician in charge of plant having a capacity of less than 75 kilowatts	19.46
	Electronic Tradesperson	19.46
	Electrical Instrument Fitter	19.46
	Plant Electrician	19.46
	Radio Mechanic and Fitter	19.46
	Refrigeration and/or Air Conditioning Mechanic	19.46
6.1	Employee appointed to be in charge of up to and including five employees (p.w)	49.20
6.2	Employee appointed to be in charge of more than five and up to and including ten employees (p.w.)	63.00
6.3	Employee appointed to be in charge of more than ten employees (p.w.)	82.40
15.1	Chokages pipe or pump (p.d.)	9.05
15.2	Fouled equipment (p.d.)	9.05
17.4	First Aid qualifications (p.d.)	3.39

Application to employees of the Department of Education

Clause No.	Brief Description	As at 1.7.16 \$
5	Tool Allowances - Electrical	
	Radio Mechanic and Fitter	\$21.30

Farm Assistants (Department of Education and Communities) Wages and Conditions Award - Work Related Allowances

Clause No.	Allowance	From 1.7.16 \$
6. Special Rates		
6.6.1	Tractor operation (per day)	4.64
6.6.2	Truck driving (per day)	4.64
6.6.3	Headers, etc (per day)	4.64
6.7	Broken Shift (per day)	14.06
6.9	Protective Clothing (per hour)	0.76
6.1	First Aid (per day)	3.53

Crown Employees Conservation Field Officers (NSW Department of Industry, Skills, and Regional Development and NSW Office of Environment and Heritage) Reviewed Award 2015 - Work Related Allowances

Clause No.	Description and Authority Allowance effective first pay period on or after	As at 1.7.2016 \$
9.6	Supervision Allowance	44.94
16.	First Aid Allowance	3.31

Crown Employees (Household Staff - Department of Education and Communities) Wages and Conditions Award - Work Related Allowances

Allowance	From 1.7.16 \$
Broken Shift Allowance	11.64

Crown Employees (Office of Environment and Heritage - Royal Botanic Gardens and Domain Trust, Building and Mechanical Trades Employees) Award 2015 - Work Related Allowances

Clause No.	Allowance effective first pay period on or after	From 1.7.2016 \$
	Brief Description	
7.3.1	Chokage (per hour)	1.21
7.3.2	Asbestos (per hour)	0.97
7.3.3	Plumbers Licence (per hour)	1.68
7.3.4	Plumbers Registration (per hour)	0.96

SCHEDULE D

EXPENSE RELATED ALLOWANCES

Crown Employees (Security and General Services) Award - Expense Related Allowances

Clause 8 - (xiii) Motor Vehicle allowance - Use of private motor vehicle during work related duties	As at 1.7.2016 \$
Vehicles under 1600cc (Official business Rate - Engine rate per km)	0.66
Vehicles 1600cc-2600cc (Official business Rate - Engine rate per km)	0.66
Vehicles over 2601 cc (Official business Rate - Engine rate per km)	0.66

Clause 17 (ii) -Overtime	As at 1.7.2016 \$
Meal money	13.27

Crown Employees (Skilled Trades) Award - Expense Related Allowances

Clause No.		As at 1.7.16 \$
5.	Tool Allowances	

	Blacksmith	30.80
	Bodymaker, First Class	30.80
	Boilermaker and/or Structural Steel	30.80
	Bricklayer	22.00
	Bridge and Wharf Carpenter and/or Civil Engineering Construction Carpenter	30.80
	Cabinet Maker	12.50
	Carpenter	30.80
	Drainer	30.80
	Farrier	30.80
	Fitter	30.80
	Forger and/or Faggoter	30.80
	Machinist, First Class (Metal Trades)	30.80
	Machinist (Metal Trades) Special Class	30.80
	Marker Off	30.80
	Motor Mechanic	30.80
	Painter	7.50
	Panel Beater	30.80
	Patternmaker	30.80
	Plant Mechanic	30.80
	Plasterer	30.80
	Plumber	30.80
	Plumber and Gasfitter	30.80
	Plumber, Gasfitter and Drainer	30.80
	Sewing Machine Mechanic	30.80
	Sheetmetal Worker, First Class	30.80
	Shipwright/Boatbuilder	30.80
	Signwriter	7.50
	Slater and Tiler	16.10
	Stonemason	30.80
	Stonemason-Carver	30.80
	Tilelayer	22.00
	Toolmaker	30.80
	Toolsmith	30.80
	Trimmer (Motor)	30.80
	Turner	30.80
	Vehicle Builder	30.80
	Watchmaker	10.10
	Welder, Special Class	30.80
	Welder, First Class	30.80
8.1	Excess fares and travelling time to and from place of work	24.00
8.1.1	If employer provides or offers to provide transport free of charge	9.60
8.2	Excess fares and travelling to and from work:	
	- first year apprentices (or probationers)	20.20
	- to all other apprentices	23.40
8.2.1	If employer provides or offers to provide transport free of charge	
	- to first year apprentices	8.00
	- to all other apprentices	9.50
9.3.3	Meal allowance:	
	- after working in excess of four hours	14.90
	- for each subsequent meal	12.80
9.8	Tea Money:	
	- required to work overtime for one and a half hours or more without being notified on the previous day or earlier, for a meal	14.90
	- after each four hours on continuous overtime, for each meal	13.10
14.4	Expenses of reaching home and of transporting tools from distant work	23.20
14.5.1	Allowance for board and lodging:	

	- while on distant work	503.20
	- for broken parts of week	71.90
14.6	Camping allowance	28.90
14.7	Returning home for the weekend from distant work	39.80
22.6.2	Supply of boots	37.20
	Accrual of credit	4.40
23.2	Reimbursement for loss of tools	1,790.10

Crown Employees Conservation Field Officers (NSW Department of Industry, Skills, and Regional Development and NSW Office of Environment and Heritage) Reviewed Award 2015 - Expense Related Allowances

(Subject to variations to Table 1 - Allowances of Part B Monetary Rates of the Crown Employees (Public Service Conditions of Employment) Award.

Clause No.	Description and Authority	As at 1.7.15 \$
11.7	Meal Allowance (Overtime) Breakfast: where required to start work before 6.00 am Lunch: for overtime required to be worked after 1.30 pm on Saturdays, Sundays and public holidays Dinner: when required to work after 6.00 pm	28.80 28.80 28.80
14.1	Reimbursement of meal allowances - no overnight stay (Part day travel) Breakfast: when travel starts before 6.00 am Lunch: when employee unable to have lunch at normal workplace Dinner: when employee works and travels after 6.30 pm	25.90 29.15 49.65
14.2	Incidental Expenses Allowance when claiming actual expenses for overnight accommodation and meals or where accommodations provided by employer.	\$18.75
14.4(i)	Camping Allowance Established Camp Non established Camp Additional allowance in excess of 40 nights per annum	31.15 41.15 9.80
14.4(ii)	Camping equipment allowance Bedding and/or sleeping bag allowance	30.85 5.20