

HEALTH PROFESSIONALS SALARIES (STATE) AWARD 2024

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Health Secretary, NSW Ministry of Health

(No. IRC 242980 of 2024)

Before President Taylor

26 November 2024

AWARD

PART A

Arrangement

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PART A

1. Definitions

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

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

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

Where:

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

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

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

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

"Employer" means the Secretary of the Ministry of Health exercising employer functions on behalf of the Government of New South Wales.

"Union" means the Health Services Union NSW

2. Salaries

Full-time employees shall be paid the salaries as set out in Table 1 of Part B, Monetary Rates, of this Award.

3. Salary Sacrifice to Superannuation

- (i) Notwithstanding the salaries prescribed in Clause 2, Salaries, as varied from time to time, an employee may elect, subject to the agreement of the employee's employer, to sacrifice a part or all of the salary payable under the salaries clause to additional employer superannuation contributions. Such election must be made prior to the commencement of the period of service to which the earnings relate. The amount sacrificed together with any salary packaging arrangements under Clause 6, Salary Packaging, of this Award may be made up to one hundred (100) per cent of the salary payable under the salaries clause, or up to one hundred (100) per cent of the currently applicable superannuable salary, whichever is the lesser.

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

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

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

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

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

4. Conditions of Service

- (i) The *Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2024*, as varied or replaced from time to time, shall apply to all persons covered by this Award.
- (ii) Conditions of employment relevant to a classification(s) identified within an Award listed in Part C, shall apply.
- (iii) Where inconsistency exists between the conditions provided by this clause, subclause (ii) shall apply.

5. Dispute Resolution

The dispute resolution procedures contained in the *Public Hospitals (Professional and Associated Staff) Conditions of Employment (State) Award 2024*, as varied or replaced from time to time, shall apply.

6. Salary Packaging

- (i) By agreement with their employer, employees may elect to package part or all of their salary in accordance with this clause, to obtain a range of benefits as set out in the NSW Health Policy Directive 2018_044 *Salary Packaging*, as amended from time to time. Such election must be made prior to the commencement of the period of service to which the earnings relate. Where an employee also elects to salary sacrifice to superannuation under this Award, the combined amount of salary packaging/sacrificing may be up to 100 per cent of salary.

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

- (ii) Where an employee elects to package an amount of salary:
 - (a) Subject to Australian taxation law, the packaged amount of salary will reduce the salary subject to PAYE taxation deductions by that packaged amount.

- (b) Any allowance, penalty rate, overtime payment, payment for unused leave entitlements, weekly workers' compensation, or other payment other than any payment for leave taken in service, to which an employee is entitled under this Award or statute which is expressed to be determined by reference to an employee's salary, shall be calculated by reference to the salary which would have applied to the employee under this Award in the absence of any salary packaging or salary sacrificing made under this Award.
 - (c) 'Salary' for the purpose of this clause, for superannuation purposes, and for the calculation of Award entitlements, shall mean the Award salary as specified in Clause 2, Salaries, and which shall include 'approved employment benefits' which refer to fringe benefit savings, administration costs, and the value of packaged benefits.
- (iii) Any pre-tax and post-tax payroll deductions must be taken into account prior to determining the amount of available salary to be packaged. Such payroll deductions may include but are not limited to superannuation payments, HECS payments, child support payments, judgement debtor/garnishee orders, union fees, and private health fund membership fees.
 - (iv) The salary packaging scheme utilises a fringe benefit taxation exemption status conferred on public hospitals and local health districts, which provides for a fringe benefit tax exemption cap of \$17,000 per annum. The maximum amount of fringe benefits-free tax savings that can be achieved under the scheme is where the value of benefits when grossed-up, equal the fringe benefits exemption cap of \$17,000. Where the grossed-up value exceeds the cap, the employer is liable to pay fringe benefits tax on the amount in excess of \$17,000 but will pass this cost on to the employee. The employer's share of savings, the combined administration cost, and the value of the package benefits are deducted from pre-tax dollars.
 - (v) The parties agree that the application of the fringe benefits tax exemption status conferred on public hospitals and local health districts is subject to prevailing Australian taxation laws.
 - (vi) If an employee wishes to withdraw from the salary packaging scheme, the employee may only do so in accordance with the required period of notice as set out in the NSW Health Policy Directive 2018_044 *Salary Packaging*.
 - (vii) Where an employee ceases to salary package, arrangements will be made to convert the agreed package amount to salary. Any costs associated with the conversion will be borne by the employee, and the employer shall not be liable to make up any salary lost as a consequence of the employee's decision to convert to salary.
 - (viii) Employees accepting the offer to salary package do so voluntarily. Employees are advised to seek independent financial advice and counselling to apprise them of the implications of salary packaging on their individual personal financial situations.
 - (ix) The employer and the employee shall comply with the procedures set out in the NSW Health Policy Directive 2018_044 *Salary Packaging*, as amended from time to time.

7. No Extra Claims

The Commission makes this Award on the basis that the parties have provided the following undertaking: Other than as provided for in the *Industrial Relations Act 1996*, there shall be no further claims/demands or proceedings instituted before the Industrial Relations Commission of New South Wales for extra or reduced wages, salaries, rates of pay, allowances or conditions of employment with respect to the employees covered by the Award that take effect prior to 30 June 2025 by a party to this Award.

For the avoidance of doubt, the Parties may, during the term of this Award, discuss additional opportunities for system improvements and, if agreed, a further pay increase may be provided to recognise the contribution of employees to those system improvements.

8. Area, Incidence and Duration

- (i) This Award takes effect from 1 July 2024 and shall remain in force for a period of one year. The rates and allowances in the second column in Table 1 of Part B - Monetary Rates, will apply from the first full pay period on or after (ffppoa) 1 July 2024.
- (ii) This Award rescinds and replaces the *Health Professional and Medical Salaries (State) Award 2023* published 25 August 2023 (394 I.G. 1626) and all variations thereof.
- (iii) This Award shall apply to persons employed in classifications contained herein employed in the New South Wales Health Service under s115(1) of the *Health Services Act 1997*, or their successors, assignees or transmittes.

PART B

MONETARY RATES

Table 1 - Salaries and Allowances

In the period 1 July 2024 to the commencement of the first full pay period on or after 1 July 2024, the applicable rates of pay are those that applied immediately prior to the first full pay period on or after 1 July 2024.

Classification	Frequency	01-Jul-2024 Increase 3.5% \$
Aboriginal Health Worker		
1st Year	Annual	62512
2nd Year	Annual	65991
3rd Year	Annual	69410
4th Year	Annual	72914
5th Year	Annual	76204
6th Year	Annual	79652
7th Year	Annual	83026
8th Year	Annual	86895
9th Year	Annual	90357
Senior Aboriginal Health Worker		
1st Year	Annual	93764
2nd Year	Annual	97261
Principal Aboriginal Health Worker		
1st Year	Annual	99900
2nd Year	Annual	104058
Aboriginal Health Practitioner		
1st Year	Annual	69410
2nd Year	Annual	72914
3rd Year	Annual	76204
4th Year	Annual	79652
5th Year	Annual	83062
6th Year	Annual	86895
7th Year	Annual	90357

Classification	Frequency	01-Jul-2024 Increase 3.5% \$
Aboriginal Health Education Officer Graduate		
** This classification and rates are applicable only to employees engaged under this classification up to 2 September 2015. The classification is not to be applied to employees engaged after this date.		
1st Year	Weekly	1369.37
2nd Year	Weekly	1432.36
3rd Year	Weekly	1517.49
4th Year	Weekly	1598.38
5th Year	Weekly	1688.43
6th Year	Weekly	1772.16
7th Year	Weekly	1844.05
8th Year	Weekly	1914.57
9th Year	Weekly	1994.22
An Aboriginal Health Education Officer-Graduate who has completed 12 months service at the salary prescribed on the maximum of the scale and has demonstrated to the satisfaction of the employer by the work performed and the results achieved, the aptitude, abilities and qualities of mind warranting such payment, may progress to the following rate:		
10th Year	Weekly	2091.20
11th Year	Weekly	2188.44
Senior Aboriginal Health Education Officer Graduate		
** This classification and rates are applicable only to employees engaged under this classification up to 2 September 2015. The classification is not to be applied to employees engaged after this date.		
1st Year	Weekly	2187.85
2nd Year	Weekly	2275.59
3rd Year	Weekly	2363.70
Analyst, Chemist, Microbiologist, & Scientific Officer (Transferred Staff of Division of Analytical Laboratories)		
Grade 1		
1st Year	Annual	73775
2nd Year	Annual	76539
3rd Year	Annual	80606
4th Year	Annual	86138
5th Year	Annual	91985
6th Year	Annual	97224
Grade 2		
1st Year	Annual	101805
2nd Year	Annual	104717
3rd Year	Annual	107799
4th Year	Annual	111980
Grade 3		
1st Year	Annual	116499
2nd Year	Annual	120085
3rd Year	Annual	122404
Grade 4		
1st Year	Annual	128187
2nd Year	Annual	131963
Classification	Frequency	01-Jul-2024

		Increase 3.5% \$
3rd Year	Annual	134508
Grade 5		
1st Year	Annual	139641
2nd Year	Annual	143716
Part-Time Graduate Analyst (Per Hour)	Hourly	48.18
Biomedical Engineer		
Grade 1		
1st Year of service	Annual	76015
2nd Year of service	Annual	80420
3rd Year of service	Annual	85714
4th Year of service	Annual	91348
5th Year of service and thereafter	Annual	97021
Grade 2		
1st Year of service	Annual	102813
2nd Year of service	Annual	106012
3rd Year of service	Annual	109220
4th Year of service and thereafter	Annual	112408
Grade 3		
1st Year of service	Annual	118475
2nd Year of service	Annual	122241
3rd Year of service	Annual	126026
4th Year of service and thereafter	Annual	130320
Grade 4		
1st Year of service	Annual	135960
2nd Year of service	Annual	139821
3rd Year of service and thereafter	Annual	143651
Grade 5		
1st Year of service	Annual	149457
2nd Year of service and thereafter	Annual	152198
Grade 6		
1st Year of service	Annual	154966
2nd Year of service and thereafter	Annual	157765
Clerk Of Works		
Clerk Of Works	Annual	97360
Co-Ordinators		
Group 1 - Cooma, Young, Ballina, Byron, Brunswick, Casino, Kyogle	Annual	95750
Group 3 - Moree, Tweed Heads, SW Zone - Zone 1, 2 and 5; Grafton, Armidale, Port Macquarie	Annual	102477
Group 5 - Tamworth	Annual	111684
Group 6 - Dubbo	Annual	116089
Allowances-Co-Ordinators		
The Co-ordinators allowance is applicable only to Co-ordinators in AHS and to individuals occupying Coordinators positions as at 30/3/87 who were earning a higher salary including allowances than those determined above as at 30/3/87		
Future occupants, other than those in AHS, receive the salary for the positions listed above		

Classification	Frequency	01-Jul-2024 Increase 3.5% \$
Co-Ordinators		
Team Leaders Allowance		
In charge of 5-10 staff	Per Week	50.00
In charge of 11-25 staff	Per Week	83.30
In charge of 26-40 staff	Per Week	116.90
In charge of more than 40 staff	Per Week	133.70
Area Co-ordinators Allowance	Per Week	183.90
Drug Alcohol Counsellor Non Graduate		
Grade 1		
1st Year	Annual	62486
2nd Year	Annual	65981
3rd Year	Annual	69403
4th Year	Annual	72875
5th Year	Annual	76174
Grade 2		
1st Year	Annual	79639
2nd Year	Annual	83026
Allowances - Drug And Alcohol Counsellors - Non-Graduate		
Drug and Alcohol Counsellor - 2 years on maximum	Per Week	72.50
Dental Assistants		
Grade 1		
1st Year	Annual	65953
2nd Year	Annual	67463
3rd Year	Annual	68892
4th Year	Annual	70456
Grade 2		
1st Year	Annual	71909
2nd Year	Annual	74496
3rd Year	Annual	76786
4th Year	Annual	78810
Grade 3		
1st Year	Annual	86185
2nd Year	Annual	89213
Dental Assistant Supervision Allowance		
2-5 Staff Year	Per Week	39.20
6-10 Staff Year	Per Week	55.60
11-15 Staff Year	Per Week	70.80
16-19 Staff Year	Per Week	86.50
Dental Officers		
Level 1		
1st Year	Annual	103050
2nd Year	Annual	118181

Classification	Frequency	01-Jul-2024 Increase 3.5% \$
3rd Year	Annual	125744
4th Year	Annual	133305
Level 2		
1st Year	Annual	140872
2nd Year	Annual	148436
Level 3		
1st Year	Annual	156682
2nd Year	Annual	161286
3rd Year	Annual	164252
Level 4		
1st Year	Annual	187013
2nd Year	Annual	192293
Dental Management Allowance		
Level 1 (Per Annum)	Annual	7878
Level 2 (Per Annum)	Annual	15906
Area Director Oral Health Clinical Services		
Level 1	Annual	205161
Level 2	Annual	225311
Level 3	Annual	259000
Dental Specialist		
1st Year of service	Annual	176899
2nd Year of service	Annual	183599
3rd Year of service	Annual	190253
4th Year of service	Annual	197294
5th Year of service	Annual	204340
* For supplementary payment in lieu of private Practice or On-call/Recall Allowance refer to Determination - Dental Staff Specialists Part A, B and C		
Senior Clinical Specialist		
Senior Clinical Specialist	Annual	214142
Dental Specialist Management Allowance		
Dental Specialist Management Allowance	Annual	11815
Dental Technicians		
Trainee		
Stage 1 - (first 6 months)	Annual	47761
Stage 2 - (6 months to 1 year)	Annual	49261
Stage 3 - (1 year to 18 months)	Annual	54058
Stage 4 - (18 months to 2 years)	Annual	55925
Level 1		
1st Year	Annual	71909
2nd Year	Annual	74496
3rd Year	Annual	76786
4th Year	Annual	78810
5th Year	Annual	83993

Classification	Frequency	01-Jul-2024 Increase 3.5% \$
Level 2		
1st Year	Annual	83993
2nd Year	Annual	86792
Level 3		
1st Year	Annual	89577
2nd Year	Annual	95008
Level 4		
1st Year	Annual	99453
2nd Year	Annual	101010
Level 5		
1st Year	Annual	110700
2nd Year	Annual	115701
Deputy Chief Dental Technician (Sydney Dental Hospital - 2008 current occupant only)		
2nd year	Annual	111991
Dental Prosthetists		
Level 1		
1st Year	Annual	89577
2nd Year	Annual	95008
Level 2		
1st Year	Annual	99453
2nd Year	Annual	101010
Level 3		
1st Year	Annual	110700
2nd Year	Annual	115701
Oral Health Therapists		
Level 1		
1st Year	Annual	73427
2nd Year	Annual	76056
3rd Year	Annual	80519
4th Year	Annual	85800
Level 2		
1st Year	Annual	91472
2nd Year	Annual	97045
3rd Year	Annual	101591
4th Year	Annual	104753
Level 3		
1st Year	Annual	112396
2nd Year	Annual	116038
Level 4		
1st Year	Annual	121657
2nd Year	Annual	124607
Sole Practitioner Allowance (Oral Health Therapist)		

Classification	Frequency	01-Jul-2024 Increase 3.5% \$
Sole Practitioner Allowance (Oral Health Therapist)	Annual	7948
Director Of Animal Care Westmead		
Director Of Animal Care Westmead	Annual	138329
Trainee Environmental Health Officer		
1st Year	Annual	59146
2nd Year	Annual	61190
3rd Year	Annual	63252
4th Year	Annual	65299
Environmental Health Officer		
1st Year	Annual	71467
2nd Year	Annual	74728
3rd Year	Annual	79139
4th Year	Annual	83390
5th Year	Annual	88095
6th Year	Annual	92469
7th Year	Annual	96185
8th Year	Annual	99885
9th Year	Annual	104066
In order to progress to Year 10 of the scale, an Environmental Health Officer must have: (i) completed 12 months service at the salary prescribed on the maximum of the scale; and (ii) have demonstrated to the satisfaction of the employer by the work performed and the results achieved, the aptitude and qualities of mind warranting such payment. After 12 months satisfactory work performance on Year 10, the officer will progress to the year 11 rate. Under no circumstances can Environmental Health Officers receive Year 10 or Year 11 rates unless they fulfil these criteria.		
10th Year - Performance Barrier	Annual	109120
11th Year - Performance Barrier	Annual	114173
Senior Environmental Health Officer		
1st Year	Annual	118731
2nd Year	Annual	123335
Transferred Environmental Health Officer - 35hrs per week		
11th Year - Performance Barrier	Annual	114173
Transferred Senior Environmental Health Officer - 35hrs per week		
1st Year	Annual	118731
2nd Year	Annual	123335
Health Education Officer Non-Graduate		
1st Year of service	Annual	62486
2nd Year of service	Annual	65978
3rd Year of service	Annual	69402
4th Year of service	Annual	72875
5th Year of service	Annual	76172
6th Year of service	Annual	79631
7th Year of service	Annual	83024
8th Year of service	Annual	86888
9th Year of service & thereafter	Annual	90360

Classification	Frequency	01-Jul-2024 Increase 3.5% \$
Health Education Officer Graduate		
1st Year of service	Annual	71467
2nd Year of service	Annual	74728
3rd Year of service	Annual	79139
4th Year of service	Annual	83390
5th Year of service	Annual	88095
6th Year of service	Annual	92469
7th Year of service	Annual	96185
8th Year of service	Annual	99885
9th Year of service	Annual	104066
A Graduate Health Education Officer who:- (i) has completed 12 months service at the salary prescribed on the maximum of the scale; abilities and qualities of mind warranting such payment, may progress to the following rate:		
On Maximum for 12 months	Annual	109120
and after 12 months service in receipt of this rate, shall be paid the following rate subject to approval of the Grading Committee.		
On Maximum for further 12 months	Annual	114187
Senior Health Education Officer Non-Graduate		
1st Year of service	Annual	93774
2nd Year of service	Annual	97316
Senior Health Education Officer Graduate		
1st Year of service	Annual	114173
2nd Year of service	Annual	118731
3rd Year of service	Annual	123335
Part Time Health Education Officer		
Non-Graduate (Per Hour)	Hourly	45.34
Graduate (Per Hour)	Hourly	52.76
Transferred Health Education Officer - Graduate (As at 01/10/1986)		
9th Year of service	Annual	104066
On Maximum for 12 months	Annual	109120
On Maximum for further 12 months	Annual	114187
Ethnic Health Worker		
Part-time Ethnic Health Worker (Per Hour)	Hourly	45.57
Part-time Ethnic Day Care Co-ordinator (Per Hour)	Hourly	46.02
Hospital Scientists / Medical Technologists		
Chief Hospital Scientist		
If sole Hospital Scientist in a hospital or in-charge of other Hospital Scientists or trainees at Hospitals having an A.D.A. of occupied beds of:		
Chief Hospital Scientist <200 ADA		
1st Year	Weekly	2526.53
2nd Year	Weekly	2594.89
3rd Year	Weekly	2680.56
If in-charge of other Hospital Scientists or trainees at hospitals having an A.D.A. of occupied beds of:		

Classification	Frequency	01-Jul-2024 Increase 3.5% \$
Chief Hospital Scientist >200 ADA		
1st Year	Weekly	2680.56
2nd Year	Weekly	2759.99
3rd Year	Weekly	2827.65
Allowances (Hospital Scientist)		
Fellowship of A.I.M.T. Allowance		
Provided that where a Chief Hospital Scientist is the holder of a Fellowship of the Australian Institute of Medical Technology shall be paid an allowance of:	Per Week	69.90
Senior Hospital Scientist (Senior Medical Technologist in-charge of section)		
1st Year	Weekly	2154.32
2nd Year	Weekly	2223.90
3rd Year	Weekly	2283.96
Hospital Scientist (Medical technologist)		
1st Year	Weekly	1407.49
2nd Year	Weekly	1457.46
3rd Year	Weekly	1543.04
4th Year	Weekly	1643.92
5th Year	Weekly	1752.54
6th Year	Weekly	1859.92
7th Year	Weekly	1946.98
8th Year	Weekly	2007.56
Hospital Scientist (Medical Technologist) - United Dental Hospital		
1st Year	Weekly	1407.49
2nd Year	Weekly	1457.46
3rd Year	Weekly	1543.04
4th Year	Weekly	1643.92
5th Year	Weekly	1752.54
6th Year	Weekly	1859.92
7th Year	Weekly	1946.98
8th Year	Weekly	2007.56
Hospital Scientist (Scientific Officer)		
1st Year	Weekly	1407.49
2nd Year	Weekly	1457.46
3rd Year	Weekly	1543.04
4th Year	Weekly	1643.92
5th Year	Weekly	1752.54
6th Year	Weekly	1859.92
7th Year	Weekly	1946.98
8th Year	Weekly	2007.56
Senior or Chief Hospital Scientist (Senior Scientific Officer)		
1st Year	Weekly	2154.32
2nd Year	Weekly	2223.90
3rd Year	Weekly	2283.96
4th Year	Weekly	2526.53

Classification	Frequency	01-Jul-2024 Increase 3.5% \$
5th Year	Weekly	2594.89
6th Year	Weekly	2680.56
7th Year	Weekly	2759.99
8th Year	Weekly	2827.65
<p>Provided that a Senior Hospital Scientist shall not progress beyond the salary prescribed for the third year of the scale unless such officer holds a post-graduate degree in Science at least equivalent to the degree of Master of Science of an approved university or has been admitted as a Member of the Australian Association of Clinical Biochemists or holds such qualifications as are deemed equivalent. Provided further that any Senior Hospital Scientist in receipt of the fourth year of service rate and above or Principal Hospital Scientist who holds the degree of Master of Science or is a Fellow of the Australian Institute of Medical Laboratory Scientists or holds appropriate equivalent qualifications shall be paid the following allowance:</p>		
Senior/Principal H.S. Master of Science	Per Week	74.30
Principal Hospital Scientist (Principal Scientific Officer)		
1st Year	Weekly	3024.48
2nd Year	Weekly	3098.21
3rd Year	Weekly	3179.78
4th Year	Weekly	3253.84
5th Year	Weekly	3331.10
6th Year	Weekly	3407.32
7th Year	Weekly	3484.33
8th Year	Weekly	3562.49
9th Year	Weekly	3638.27
10th Year	Weekly	3717.24
<p>Provided that a Principal Hospital Scientist shall not progress beyond the salary prescribed for the fourth year of the scale unless such officer holds a post-graduate degree in Science at least equivalent to the Degree of Doctor of Philosophy of an approved university or has been admitted as a Fellow of the Australian Association of Clinical Biochemists, or holds such qualifications as are deemed equivalent</p>		
Trainee Hospital Scientist		
1st Year	Weekly	793.24
2nd Year	Weekly	852.46
3rd Year	Weekly	970.24
4th Year	Weekly	1101.79
5th Year	Weekly	1230.84
6th Year	Weekly	1348.60
<p>The Commencing salary of the Trainee Hospital Scientist who on appointment has completed part of a degree course shall be fixed having regard to that part of the course that has been successfully completed. Provided that each year of full-time or part-time study for an appropriate degree combined with employment as a Trainee Hospital Scientist shall be considered for salary purposes as the equivalent of one year's service in the Trainee Hospital Scientist scale.</p>		
Senior Hospital Scientist In-Charge of Section		
1st Year	Weekly	2154.32
2nd Year	Weekly	2223.90
3rd Year	Weekly	2283.96
Senior Or Chief Hospital Scientist In-Charge Of Lab		
Less than 200 ADA		
1st Year	Weekly	2526.53
2nd Year	Weekly	2594.89

Classification	Frequency	01-Jul-2024 Increase 3.5% \$
3rd Year	Weekly	2680.56
More than 200 ADA		
1st Year	Weekly	2680.56
2nd Year	Weekly	2759.99
3rd Year	Weekly	2827.65
Transferred Hospital Scientist (Scientific Officer) - Oliver Lathan Laboratory		
5th Year	Weekly	1752.54
6th Year	Weekly	1859.92
7th Year	Weekly	1946.98
8th Year and Thereafter	Weekly	2007.56
Transferred Senior or Chief Hospital Scientist (Senior Scientific Officer) - Oliver Latham Laboratory		
1st Year	Annual	112409
2nd Year	Annual	116040
3rd Year	Annual	119173
4th Year	Annual	131830
5th Year	Annual	135397
6th Year	Annual	139867
7th Year	Annual	144012
8th Year and Thereafter	Annual	147543
Transferred Hospital Scientist (Scientific Officer) - I.C.P.M.R.		
8th Year	Weekly	2007.56
Transferred Senior Hospital Scientist (Senior Scientific Officer) - I.C.P.M.R.		
1st Year	Weekly	2154.32
2nd Year	Weekly	2223.90
3rd Year	Weekly	2283.96
4th Year	Weekly	2526.53
5th Year	Weekly	2594.89
6th Year	Weekly	2680.56
7th Year	Weekly	2759.99
8th Year and Thereafter	Weekly	2827.65
Library Staff		
Library Assistant		
Year 1	Annual	58493
Year 2	Annual	61855
Year 3	Annual	65504
Year 4	Annual	70116
Year 5	Annual	72572
Librarian Grade 1		
Year 1	Annual	73775
Year 2	Annual	77853
Year 3	Annual	82053
Year 4	Annual	86938
Year 5	Annual	91119

Classification	Frequency	01-Jul-2024 Increase 3.5% \$
Year 6	Annual	95279
Librarian Grade 2		
Year 1	Annual	99124
Year 2	Annual	102867
Year 3	Annual	107799
Year 4	Annual	111980
Librarian Grade 3		
Year 1	Annual	117683
Year 2	Annual	121203
Year 3	Annual	125819
Year 4	Annual	130701
Librarian Grade 4		
Year 1	Annual	134508
Year 2	Annual	138360
Year 3	Annual	142336
Year 4	Annual	146658
Library Technician - Grade 1		
Year 1	Annual	73775
Year 2	Annual	77853
Year 3	Annual	82053
Year 4	Annual	86938
Medical Records Administrator		
1st Year	Annual	70683
2nd Year	Annual	73409
3rd Year	Annual	77085
4th Year	Annual	80466
5th Year	Annual	83948
6th Year	Annual	87867
7th Year and Thereafter	Annual	91426
Medical Records Manager		
Grade 1	Annual	100094
Grade 2	Annual	103460
Grade 3	Annual	107342
Grade 4	Annual	115577
Grade 5	Annual	119482
Grade 6	Annual	123625
Grade 7	Annual	128065
Grade 8	Annual	137608
Country Regions	Annual	119482
Research/Analyst/Specialist Dept. Or Section		
Research/Analyst/Specialist Dept. Or Section	Annual	97224
Music Therapist Unqualified		
1st Year (Per Hour)	Hourly	34.35

Classification	Frequency	01-Jul-2024 Increase 3.5% \$
2nd Year (Per Hour)	Hourly	35.05
3rd Year (Per Hour)	Hourly	35.61
Nurse Counsellor Non-Graduate		
1st year of service	Annual	65056
2nd year of service	Annual	67955
3rd year of service	Annual	71651
4th year of service	Annual	75066
5th year of service	Annual	78730
Nurse Counsellor Graduate		
1st year of service	Annual	72101
2nd year of service	Annual	75387
3rd year of service	Annual	79888
4th year of service	Annual	83945
5th year of service	Annual	88723
6th year of service	Annual	92566
7th year of service	Annual	96204
8th year of service	Annual	99444
9th year of service	Annual	104091
Remedial Gymnast (Qualified)		
1st Year	Annual	63076
2nd Year	Annual	64886
3rd Year	Annual	68521
4th Year	Annual	71909
5th Year	Annual	75398
6th Year and Thereafter	Annual	78864
Sessional Rates		
Sessional Music Therapist (per session*)	Session	259.30
Sessional Occupational Therapist (per session*)	Session	259.30
Sessional Orthoptist (per session*)	Session	259.30
Sessional Physiotherapist (per session*)	Session	259.30
Sessional Podiatrist (per session*)	Session	259.30
Sessional Speech Pathologist (per session*)	Session	259.30
*Session = 3½ hours		
Sexual Assault Workers - Non-Graduate		
Grade 1		
1st Year	Annual	62480
2nd Year	Annual	65981
3rd Year	Annual	69402
4th Year	Annual	72874
5th Year	Annual	76170
Grade 2		
1st Year	Annual	79631
2nd Year	Annual	83018

Classification	Frequency	01-Jul-2024 Increase 3.5% \$
Social Educators		
1st Year	Annual	74728
2nd Year	Annual	79139
3rd Year	Annual	83390
4th Year	Annual	88093
5th Year	Annual	92469
6th Year	Annual	96185
7th Year	Annual	99888
8th Year and Thereafter	Annual	104066
Program Director		
1st Year	Annual	131544
2nd Year	Annual	134508
Welfare Officers - Non-Graduate		
Grade 1		
1st Year	Annual	62480
2nd Year	Annual	65981
3rd Year	Annual	69402
4th Year	Annual	72874
5th Year	Annual	76170
Grade 2		
1st Year	Annual	79631
2nd Year	Annual	83018
Allowance (Welfare Officer)		
Welfare Officer - Non-Graduate 2 years on maximum	Per Week	77.10

PART C

LIST OF AWARDS

Awards as varied or replaced from time to time.

Hospital Scientists (State) Award 2024

Public Hospitals Professional Engineers (Biomedical Engineers) (State) Award 2024

Public Hospitals Library Staff (State) Award 2024

Public Hospitals Medical Record Librarians Award 2024

Public Hospitals Dental Assistants (State) Award 2024

Health Employees Oral Health Therapists (State) Award 2024

Health Employees Dental Officers (State) Award 2024

Health Employees Dental Prosthetists and Dental Technicians (State) Award 2024

I. Taylor *J, President.*

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