

NSW Department of Premier and Cabinet logo

Type:

Department of Premier and Cabinet Circular

Identifier: C2021-01 **Status:** Active

C2021-01 - Variation to the Crown Employees (Public Sector - Salaries 2019) Award

Description

The Industrial Relations Commission has approved the 2020 increase for salaries and salary related allowances

from the first full pay period on or after 1 July 2020.

This Circular applies to all Agencies employing staff under the *Crown Employees (Public Sector - Salaries 2019)*

Award.

Function and Subject

Industrial Relations (1)

Awards

Attachments

IRC orders and variations to Schedule A Crown Employees Public Sector Salaries 2019 Award (<https://arp.nsw.gov.au/assets/ars/attachments/IRC-orders-and-variations-to-Schedule-A-Crown-Employees-Public-Sector-Salaries-2019-Award.pdf>)

Detailed Outline

On 15 December 2020, the Industrial Relations Commission made variations to the *Crown Employees (Public Sector - Salaries 2019) Award* increasing salaries and salary related allowances for Awards and Agreements listed in Schedule A to the Award by 0.3 per cent from the commencement of the first full pay period on or after 1 July 2020.

Agencies should process the adjustments to salaries and salary related allowances in accordance with the attached schedule for employees who were employed from the beginning of the first full pay period commencing on or after 1 July 2020. See attachment Salary Rates Tables.

Methods of Adjustment

Salaries - annual rates

Annual 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 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 0.3 per cent.

Allowances

Salary related allowances (such as a first aid allowance) are increased by 0.3 per cent.

Weekly and daily allowance rates are rounded to the nearest 5 cents, and hourly rates 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 0.3 per cent.

Employees receiving salary maintenance

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

Timothy Reardon

Secretary

Overview

Who needs to know and/or comply with this?

Departments

Executive agencies related to Departments

Separate agencies

AR Details

Date Issued

Feb 2, 2021

Review Date

Jun 30, 2021

Replaces

C2019-04-Crown Employees

(Public Sector - Salaries

2019) Award (<https://>

*arp.nsw.gov.au/c2019-04-
crown-employees-public-sector-salaries
-2019-award/)*

Replaced By

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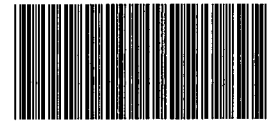
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**Industrial Relations
Commission**
of New South Wales

Crown Solicitor's Office
crownsol@csso.nsw.gov.au

Your Ref:



D0001D0PYG

17 December 2020

NOTICE OF ORDERS MADE

Case number 2020/00079899
Case title Crown Employees (Public Sector - Salaries 2020) Award

On 15 December 2020 the following orders (and/or directions) were made:

Chief Commissioner Constant makes the following short minutes of order on the 15th of December 2020 (see attached):

Registrar

Short Minutes of Order


FILED

- 4 DEC 2020

OFFICE OF THE INDUSTRIAL
REGISTRARBEFORE THE INDUSTRIAL RELATIONS COMMISSION
OF NEW SOUTH WALESNo. IRC 00079899 of
2020*Crown Employees (Public
Sector - Salaries 2019)
Award*Public Service Association
and Professional Officers'
Association Amalgamated
Union of New South Wales**Applicant**SHORT MINUTES OF
ORDER**Filed by:**
Public Service Association
and Professional Officers'
Association Amalgamated
Union of New South Wales**Contact name:**
Alison McRobert**Address:**
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A. The Commission orders:

1. That pursuant to s 17 of the *Industrial Relations Act 1996*, the Commission orders that the award known as the **Crown Employees (Public Sector - Salaries 2019) Award** be varied in the terms set out in **Schedule A** to these orders.
2. That the effect of this variation is to increase salary rates and allowances by 0.3% as outlined in the attached **Schedule A**.
3. That this variation will take effect from the first full pay period to commence on or after 1 July 2020.



Chief Commissioner Constant

15/12/2020

Date

SCHEDULE A

ORDER OF VARIATION

CROWN EMPLOYEES (PUBLIC SECTOR - SALARIES 2019) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

(Case No.2020/00079899)

Before Chief Commissioner Constant, Commissioner Murphy, Commissioner Sloan

VARIATION

1. Add to clause 3 (iii):

a 0.3% increase to salaries payable with effect from the first full pay period to commence on or after 1 July 2020;

2. Delete clause 9 (iii) and (iv) and insert:

(iii) This Variation to the Crown Employees (Public Sector - Salaries 2019) Award, published on 21 February 2020 (3864 I.G. 436), shall take effect from 1 July 2020 and remain in force until 30 June 2021.

3. Delete Schedule A and insert:

SCHEDULE A

LIST OF AWARDS, AGREEMENTS AND DETERMINATIONS

The wages, salaries and relevant allowances under this Award are payable to employees appointed to or performing the duties of any of the positions covered by the following Awards, Agreements and Determinations

Awards:

Crown Employees (Administrative and Clerical Officers - Salaries) Award 2007

Crown Employees (Correctional Officers, Department of Attorney General and Justice - Corrective Services NSW) Award

Crown Employees (Correctional Officers, Corrective Services NSW) Award 2007 for Kempsey, Dillwynia and Wellington Correctional Centres

Crown Employees (Departmental Officers) Award

Crown Employees (Sound Reporters) Award

Crown Employees (Department of Communities and Justice (Youth Justice) - 38 Hour week Operational Staff 2019) Reviewed Award

Crown Employees (Office of Sport - Catering Officers) Award

Crown Employees (Office of Sport - Centre Managers) Award

Crown Employees (Office of Sport - Program Officers) Award

Crown Employees (Office of Sport - Services Officers) Award

Crown Employees Department of Family and Community Services NSW (Aboriginal Housing Award) 2016

Crown Employees (Department of Finance, Services and Innovation) Award 2015

Crown Employees (Department of Finance, Services and Innovation - Waste Assets Management Corporation) Salaried Staff Award 2012

Crown Employees (Department of Industry) Food Safety Officers Award

Crown Employees (General Assistants in Schools - Department of Education) Award

Crown Employees (General Managers, Superintendents, Managers Security and Deputy Superintendents, Department of Communities and Justice - Corrective Services NSW) Award 2009

Crown Employees (General Staff - Salaries) Award 2007

Crown Employees Sydney Living Museums (Gardens - Horticulture and Trades Employees) Award 2016

Crown Employees (Interpreters and Translators, Multicultural NSW) Award

Crown Employees (Jenolan Caves Reserve Trust) Salaries Award 2016

Crown Employees - Legal Officers (Crown Solicitor's Office, Legal Aid Commission Staff Agency, Office of the Director of Public Prosecutions and Parliamentary Counsel's Office) Award

Crown Employees (Librarians, Library Assistants, Library Technicians and Archivists) Award

Crown Employees (Lord Howe Island Board Salaries and Conditions 2009) Award

Crown Employees (NSW Department of Community and Justice - Community Services Division) After Hours Service Award 2016

Crown Employees (NSW Department of Finance, Services and Innovation - Graphic Service Operators) Award

Crown Employees (Department of Industry) Domestic Services Officers Award

Crown Employees (NSW Department of Premier and Cabinet) Exhibition Project Managers and Officers Australian Museum Award

Crown Employees (Department of Industry) Fisheries Employees Award

Crown Employees (Department of Planning and Environment) Geoscientists Award

Crown Employees (Department of Industry) Land Information Officers Award

Crown Employees (Department of Industry) Local Coordinator Allowance Award

Crown Employees (Department of Planning and Environment) Mine Safety and Environment Officers Award

Crown Employees (Department of Industry) Operational Staff Award

Crown Employees (NSW Department of Premier and Cabinet) Museum of Applied Arts and Sciences - Casual Guide Lecturers Award

Crown Employees (Department of Industry) Professional Officers Award

Crown Employees (Department of Industry) Regulatory Officers Award

Crown Employees (NSW Department of Premier and Cabinet) State Library Security Staff Award

Crown Employees (Department of Industry) Technical Staff Award

Crown Employees (NSW Police Force Administrative Officers and Temporary Employees) Award 2009

Crown Employees (NSW Police Force Communications Officers) Award

Crown Employees (NSW Police Force Police Band) Award

Crown Employees (NSW Police Force Special Constables) (Security) Award

Crown Employees (Office of Environment and Heritage and the Office of Environment Protection Authority) General Award 2018

Crown Employees (Office of Environment and Heritage – National Parks and Wildlife Service) Conditions of Employment Award 2015

Crown Employees (Department of Finance, Services and Innovation – SafeWork NSW Inspectors 2007) Award

Crown Employees (Parks and Gardens - Horticulture and Rangers Staff) Award 2007

Crown Employees (Parliament House Conditions of Employment) Award 2015

Crown Employees (Physiotherapists, Occupational Therapists, Speech Pathologists and Music Therapists) Award

Crown Employees (Planning Officers) Award 2016

Crown Employees (Psychologists) Award

Crown Employees (Public Service Conditions of Employment) Reviewed Award 2009

Crown Employees (Public Service Training Wage) Reviewed Award 2008

Crown Employees (Research Scientists) Award 2007

Crown Employees (Rural Fire Service) Award

Crown Employees (Senior Assistant Superintendents and Assistant Superintendents, Department of Attorney General and Justice - Corrective Services NSW) Award 2009

Crown Employees (Senior Officers Salaries) Award 2012

Crown Employees (Sheriff's Officers) Award 2007

Crown Employees (State Emergency Service) Learning and Development Officers Award 2012

Crown Employees (State Emergency Service) Region Staff Award 2018

Crown Employees (State Emergency Service) State Operations Centre – Continuous Shift Workers Award 2017

Crown Employees (Tipstaves to Justices) Award 2007

Crown Employees (Trades Assistants) Award

Taronga Conservation Society Australia Salaried Employees Award

Agreements and Determinations:

Adventure Facilitator, Oberon Correctional Centre - Department of Corrective Services Section 130 (1) Determination No. 955 of 2007

Architects etc. Agreement No. 1733 of 1971

Artists, etc., Australian Museum; Designers and Senior Designer, National Parks & Wildlife Service; Artist, Chief, Exhibitions Department and Keeper of Exhibits, Museum of Applied Arts and Sciences Agreement No. 2196 of 1975

Bandmaster, Department of Corrective Services, Determination No. 936 of 2004

Cadet Conditions and Rates of Pay, Various Departments Determination No. 938 of 2004

Specialist Psychologist - 1st year	97530	97823
2nd year	103047	103356
3rd year	108570	108896
4th year	114091	114433
5th year and thereafter	119607	119966
Senior Specialist Psychologist -		
1st year	125131	125506
2nd year	128810	129196
3rd year and thereafter	132494	132891
Chief Psychologist - 1st year	138900	139317
Principal Psychologist - 1st year and thereafter	150893	151346
Environmental Allowance (Corrective Services and Juvenile Justice)	3117	3126

Crown Employees (Public Service Conditions of Employment) Reviewed Award 2009

Allowances	1.7.19 2.50% \$	1.7.20 0.3% \$
On call allowance	1.00	1.01
Community Language Allowance Scheme Base level rate	1448	1452
Higher level rate	2177	2184
Flying Allowance	21.70	21.75
First Aid Allowance Holders of basic qualification	933	936
Holders of current occupational first aid certificate	1401	1405

Crown Employees (Public Service Training Wage) Reviewed Award 2008

Table 1 – Full Time Weekly Wage Rates (Effective from the first full pay period to commence on or after 1 July 2019)

Skill Levels

Diploma	Skill Level A	Skill Level B	Skill Level C
	Arts Administration Business (Office Administration) Clerical Administrative Skills Communications (Call Centres) Financial Services Information Technology Public Administration Sport and Recreation	Laboratory Operations Horticulture Tourism Operations Retail Operations Hospitality Operations	Rural Skills

Diploma

Where the accredited training courses and work performance are for the purposes of generating skills that have been defined for work at Diploma level

Classification	1.7.19	1.7.20
	Per week	Per week
	2.50%	0.30%
	\$	\$
Trainee - Diploma Level	743.6	745.80
Skill Level A	1.7.19	1.7.20

Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level A:	Per week	Per week
	2.50%	0.30%
	\$	\$
Highest Year of Schooling Completed		
Year 10		
School leaver	328.2	329.20
Plus 1 year out of school	361.8	362.90
Plus 2 years	433.8	435.10
Plus 3 years	505.9	507.40
Plus 4 years	586.9	588.70
Plus 5 years or more	671.4	673.40
Year 11		
School leaver	361.5	362.60
Plus 1 year out of school	433.8	435.10
Plus 2 years	505.9	507.40
Plus 3 years	586.9	588.70
Plus 4 years	671.4	673.40
Plus 5 years or more	671.4	673.40
Year 12		
School leaver	433.8	435.10
Plus 1 year out of school	505.9	507.40
Plus 2 years	586.9	588.70
Plus 3 years	671.4	673.40
Plus 4 years	671.4	673.40
Plus 5 years or more	671.4	673.40
Skill Level B	1.7.19	1.7.20
Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level B:	Per week	Per week
	2.50%	0.30%
	\$	\$
Highest Year of Schooling Completed		
Year 10		
School leaver	328.2	329.20
Plus 1 year out of school	361.5	362.60
Plus 2 years	420.4	421.70
Plus 3 years	483.7	485.20
Plus 4 years	568.2	569.90
Plus 5 years or more	647.7	649.60
Year 11		
School leaver	361.7	362.80
Plus 1 year out of school	420.4	421.70
Plus 2 years	483.7	485.20
Plus 3 years	568.2	569.90
Plus 4 years	647.7	649.60
Plus 5 years or more	647.7	649.60
Year 12		

School leaver	420.4	421.70
Plus 1 year out of school	483.7	485.20
Plus 2 years	568.2	569.90
Plus 3 years	647.7	649.60
Plus 4 years	647.7	649.60
Plus 5 years or more	647.7	649.60
Skill Level C	1.7.19	1.7.20
Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level C:	Per week	Per week
	2.50%	0.30%
	\$	\$
Highest Year of Schooling Completed		
Year 10		
School leaver	328.2	329.20
Plus 1 year out of school	361.7	362.80
Plus 2 years	416.6	417.80
Plus 3 years	468.8	470.20
Plus 4 years	493.6	495.10
Plus 5 years or more	584.4	586.20
Year 11		
School leaver	361.7	362.80
Plus 1 year out of school	416.6	417.80
Plus 2 years	468.8	470.20
Plus 3 years	522	523.60
Plus 4 years	584.4	586.20
Plus 5 years or more	584.4	586.20
Year 12		
School leaver	416.6	417.80
Plus 1 year out of school	468.8	470.20
Plus 2 years	522	523.60
Plus 3 years	584.4	586.20
Plus 4 years	584.4	586.20
Plus 5 years or more	584.4	586.20
School-Based Traineeships -		
	1.7.19	1.7.20
Year of Schooling	2.5%	0.30%
School based traineeships Skill Levels A, B and C		
Year 11	328.2	329.20
Year 12	366	367.10

The average proportion of time spent in structured training that has been taken into account in setting the rate is 20%.

Table 2 – Hourly Wage Rates

These rates should be read in conjunction with clause 10 of the Crown Employees (Public Service Training Wage) Reviewed Award

Trainees who have left school:

Diploma

Where the accredited training courses and work performance are for the purposes of generating skills that have been defined for work at Diploma level:

Classification	1.7.19	1.7.20
	Per week	Per week
	2.50%	0.30%
	\$	\$
Trainee		
Diploma Level - part-time	26.5	26.58
Skill Level A	1.7.19	1.7.20
Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level A:	Per week	Per week
	2.50%	0.30%
	\$	\$
Highest Year of Schooling Completed		
Year 10		
School leaver	11.8	11.84
Plus 1 year out of school	12.9	12.94
Plus 2 years	15.6	15.65
Plus 3 years	18	18.05
Plus 4 years	21	21.06
Plus 5 years or more	24	24.07
Year 11		
School leaver	12.9	12.94
Plus 1 year out of school	15.6	15.65
Plus 2 years	18	18.05
Plus 3 years	21	21.06
Plus 4 years	24	24.07
Plus 5 years or more	24	24.07
Year 12		
School leaver	15.6	15.65
Plus 1 year out of school	18	18.05
Plus 2 years	21	21.06
Plus 3 years	24	24.07
Plus 4 years	24	24.07
Plus 5 years or more	24	24.07
Skill Level B	1.7.19	1.7.20
Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level B:	Per week	Per week
	2.50%	0.30%
	\$	\$
Highest Year of Schooling Completed		
Year 10		
School leaver	11.8	11.84

Plus 1 year out of school	12.9	12.94
Plus 2 years	15	15.04
Plus 3 years	17.3	17.35
Plus 4 years	20.4	20.46
Plus 5 years or more	23.1	23.17
Year 11		
School leaver	12.9	12.94
Plus 1 year out of school	15	15.04
Plus 2 years	17.3	17.35
Plus 3 years	20.4	20.46
Plus 4 years	23.1	23.17
Plus 5 years or more	23.1	23.17
Year 12		
School leaver	15	15.04
Plus 1 year out of school	17.3	17.35
Plus 2 years	20.4	20.46
Plus 3 years	23.1	23.17
Plus 4 years	23.1	23.17
Plus 5 years or more	23.1	23.17
Skill Level C	1.7.19	1.7.20
Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level C:	Per week	Per week
	2.50%	0.30%
	\$	\$
Highest Year of Schooling Completed		
Year 10		
School leaver	11.8	11.84
Plus 1 year out of school	12.9	12.94
Plus 2 years	14.9	14.94
Plus 3 years	16.8	16.85
Plus 4 years	18.6	18.66
Plus 5 years or more	20.9	20.96
Year 11		
School leaver	12.9	12.94
Plus 1 year out of school	14.9	14.94
Plus 2 years	16.8	16.85
Plus 3 years	18.6	18.66
Plus 4 years	20.9	20.96
Plus 5 years or more	20.9	20.96
Year 12		
School leaver	14.9	14.94
Plus 1 year out of school	16.8	16.85
Plus 2 years	18.6	18.66
Plus 3 years	20.9	20.96
Plus 4 years	20.9	20.96
Plus 5 years or more	20.9	20.96

	1.7.19	1.7.20
School Based Trainees	2.5%	0.30%
Wage Levels A, B and C		
Year 11	11.8	11.84
Year 12	12.9	12.94

Crown Employees (Research Scientists) Award 2007

Research Scientists			
Classification and Grades	Common Salary Point	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
Research Scientist - 1st year of service	86	95171	95457
2nd year of service	91	100056	100356
3rd year of service	96	105318	105634
4th year of service	100	109682	110011
Efficiency Barrier - 5th year of service	105	115017	115362
6th year of service	109	119685	120044
7th year of service	113	124413	124786
Senior Research Scientist - 1st year of service	115	126843	127224
2nd year of service	118	130647	131039
3rd year of service	121	134667	135071
Efficiency Barrier - 4th year of service	124	138830	139246
5th year of service	127	143370	143800
Principal Research Scientist - 1st year of service	130	148134	148578
2nd year of service	-	151523	151978
3rd year of service	-	155370	155836
Senior Principal Research Scientist - 1st year of service	-	166571	167071
2nd year of service	-	178688	179224
Efficiency Barrier - 3rd year of service	-	193913	194495

Crown Employees (Rural Fire Service) Award

RFS Officers

These rates are inclusive of Annual Leave Loading

Classification and Grades	1.7.19 Per annum 2.50% \$	1.7.20 Per annum 0.3% \$
RFS Officer Level 1		
Year 1	38348	38463
Year 2	46379	46518
Year 3	49986	50136
Year 4	51354	51508
Year 5	53524	53685
Year 6	54493	54656
Year 7	55844	56012

