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TASMANIAN INDUSTRIAL COMMISSION

Industrial Relations Act 1984
s23 application for award or variation of award

Minister administering the State Service Act 2000
(T12871 of 2007)

PROFESSIONAL EMPLOYEES AWARD

FULL BENCH:

PRESIDENT P L LEARY
COMMISSIONER TJ ABEY
COMMISSIONER J P McALPINE

Award variation – arbitrated safety net adjustments – application amended – all public sector awards – application approved - operative date ffpp 1 August 2006

ORDER BY CONSENT-

**No. 1 of 2007
(Consolidated)**

NEW CLAUSES ARE SUBSTITUTED FOR CLAUSES 4, 5 AND 8, AND THE AWARD IS CONSOLIDATED:

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1. TITLE

This award is the "Professional Employees Award".

2. CONTENTS

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3. SCOPE

This award is to apply to persons employed under the *Tasmanian State Service Act 1984* or the *Tasmanian Development Act 1983* undertaking work of a professional nature for whom classifications appear in this award and are not included in other awards of the Commission.

4. DATE OF EFFECT

This award is to take effect from the first full pay period to commence on or after 1 August 2006.

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5. SUPERSESSION AND SAVINGS

This award incorporates and supersedes the Professional Employees Award No. 4 of 1997 (Consolidated) and No. 1 of 2000.

PROVIDED that no entitlement accrued or obligation incurred is to be affected by the supersession.

6. AWARD INTEREST

- (a) The employee organisations having, under Section 63(10) of the Act, an interest in this award are:
- (i) The Association of Professional Engineers, Scientists and Managers, Australia;
 - (ii) Australian Education Union, Tasmanian Branch; and
 - (iii) The Community and Public Sector Union (State Public Services Federation Tasmania).
- (b) The employers deemed to be the employer organisation having interest in this award, under Section 62(4) of the Act are:
- (i) the Minister for Public Sector Administration; and
 - (ii) the principal officer, Tasmania Development and Resources.

7. DEFINITIONS

- (a) General Definitions

'Casual employee' means a person engaged to work for a period not exceeding five consecutive days, or on an irregular basis as required by the employer.

'Employee' means a person employed under the provisions of the *Tasmanian State Service Act 1984* or the *Tasmanian Development Act 1983*.

'Employer' being in the case of an employee employed under the *Tasmanian State Service Act 1984* means the minister administering the Act; and in the case of an employee employed under the *Tasmanian Development Act 1983* means the principal officer of Tasmania Development and Resources.

'Full-time employee' means a person engaged to work for the full ordinary weekly hours of work of the relevant position.

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'Part-time employee' means a person engaged to work on a regular basis for a lesser number of ordinary weekly hours than is applicable to an equivalent full time employee.

(b) Classification Standards Definitions

'Complex professional work' means work that includes various tasks involving different and unrelated processes and methods. It depends on analysis of the subject, phase or issues involved in each assignment and the appropriate course of action may have to be selected from many alternatives. The work involves conditions and elements that must be identified and analysed to discern inter-relationship.

'Corporate effect' means a measure of the effect of decisions made or advice required in a position on Agency policies and operations and the achievement of program objectives. Corporate effect is direct in the case of decisions taken, for example in determining policy or committing resources, and indirect where advice or recommendations are involved. The effect of advice or recommendations is a measure of the influence of the advice or recommendations. A measure of the effect of advice or recommendations is their influence upon the decision-maker and the consequences for the organisation of the decision made. Recommendations, for example of a highly technical or specialised nature, may influence the work of a major function or area of an Agency's operations or have an effect extending beyond the Agency.

'Critical professional work' means the term used in a commonly accepted sense in technological areas in relation to a critical component, critical issue or critical decision. It means a cornerstone, or fundamental decision, requiring the exercise of sound professional judgement of the effects of a decision within a particular professional discipline or field of work.

'General professional guidance' means direction and guidance given by a senior professional employee on a range of professional assignments. There is discretion in selecting the most appropriate method of completing these and conformity with directions is measured by satisfactory completion of allocated professional assignments.

'General supervision' means the supervision given by a professional employee to technical and other personnel. It consists of the allocation, direction, overseeing and co-ordination of the work of subordinate personnel. Professional employees may receive supervision on non-technical administrative matters from non-professional personnel.

'Normal professional work' includes continuing professional duties performed in accordance with conventional established professional practice, methods and standards, but excludes professional work of a novel, complex or critical nature.

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'Novel professional work' means work requiring a degree of creativity, originality, ingenuity and initiative and of a type not normally undertaken in a Department or significant organisational unit within the Department. The term may refer to the introduction of new technology or processes used elsewhere.

'Professional discipline' means a branch of a profession.

'Professional field of work' means a major subdivision of a professional discipline.

'Professional judgement' means the application of professional knowledge and experience in defining objectives, solving problems, establishing guidelines, reviewing the work of others, interpreting results and providing and assessing advice or recommendations, and other matters that have an element of latitude or decision-making.

'Professional knowledge' includes knowledge of principles and techniques applicable to the profession. It is obtained during the acquisition of professional qualifications and relevant experience.

'Professional manager' means a person required to have a sound knowledge of relevant principles, practices and procedures applicable to a professional discipline or field of work. Professional managers are responsible for the achievement of particular objectives or completion of a project. This responsibility includes accountability for human, material and financial resources allocated to that objective or project.

'Professional practitioner' means an individual, team member or team leader. In the initial years at Professional Employee Level 1, an employee will apply professional judgement across a limited range of activities and may perform normal professional work under different types of supervision and guidance. Professional supervision is required but may not need to be continuous. As they gain experience at Level 1 and at the higher levels, practitioners carry out a broad range of activities or functions using relevant practices or procedures within a professional discipline or field of work. This role can provide advice to others on aspects of the discipline or field and can be expected to contribute in an original and innovative manner to the activities of the work area, and includes supervision of subordinate professional personnel and personnel from other fields of work.

'Professional specialist' means a person who has in-depth knowledge of, and is acknowledged both by senior management and by professional peers as an authority in, a professional discipline, field of work, or a range of disciplines or fields. An original and continuing contribution to the relevant discipline(s) or field(s) is an essential aspect of this role.

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'Professional supervision' means supervision given to subordinate professional employees that requires the exercise of professional judgement and consists of setting guidelines for the work of professional employees, suggesting approaches to the conduct of professional work, solving technical problems raised by subordinate professional employees, giving decisions on technical solutions proposed by subordinate professional employees, and reviewing and sometimes checking the work of other professional employees.

'Work of a professional nature' means the application of professional knowledge initially gained by satisfactorily completing an appropriate course of study at a recognised tertiary institution, experience and judgement in the development, management and use of technology; investigation; survey; analysis; testing; observation; evaluation; applied research; planning; provision and maintenance of facilities and services; diagnosis/prognosis; remediation treatment; liaison; administration of safety regulations; and education in laboratory, field or other situations.

8. SALARIES

- (a) An employee appointed to a position classified under this award is to be paid at the salary rate applicable to a level determined in accordance with the classification standards set out in this clause.

	Salary Per Annum
	\$
Level 1 First year of service	36,102
Second year	37,960
Third year	39,867
Fourth year	41,777
Fifth year	43,477
Sixth year	45,385
Seventh year	47,293
Eighth year and thereafter	49,175

Level 1 classifications standard:

A professional practitioner, initially under close professional supervision as to method of approach and requirements, performs normal professional work under general professional guidance, and with professional development may perform novel, complex or critical professional work under professional supervision. The work performed may involve the normal professional work of an organisational unit, or of a specialised professional field encompassed by the work of the unit; normal professional work where it is isolated from immediate professional supervision, for example due to the remoteness of the work area; difficult, novel, complex or critical professional work under professional supervision; research carried out under professional supervision and which may be expected to contribute to advances in the techniques used; and professional supervision of less experienced professional employees together with general supervision over technical and other personnel.

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Initially the work of a new graduate is subject to professional supervision. As experience is gained, the contribution and the level of professional judgement increases and professional supervision decreases until a wide range of professional tasks is capable of being performed under general professional guidance. It is expected that independent professional judgement will be exercised when required, particularly in recognising and solving problems and managing cases where principles, procedures, techniques and methods require expansion, adaptation or modification. Initially, employees are required to have sound theoretical professional knowledge gained through satisfactory completion of an appropriate course of study at a recognised tertiary institution.

	Salary Per Annum
Level 2	\$
First year of service	51,060
Second year	52,942
Third year and thereafter	54,825

Level 2 classification standard:

Under broad policy control and direction, a senior professional practitioner who performs novel, complex or critical professional work, or performs a limited range of the duties of professional manager or professional specialist with general professional guidance. The work includes the formulation of professional or policy advice for senior management and may involve provision of such advice to senior executives in other Agencies, the private sector and the wider community. Normally there is limited corporate effect at this level as technical advice is often reviewed by more senior employees. The work includes the role of team or project leader requiring the co-ordination of the work of a number of professionals and/or other personnel who will not necessarily be in the same work discipline as the leader. Employees at this level may oversee the operation of a section comprising professional and/or technical personnel engaged in field, laboratory, clinical, production or operational work which may be organized on a geographical or functional basis.

Employees at this level are expected to have wide experience in their professional fields. They perform a variety of tasks of a novel, complex or critical nature, either individually or as a leader or member of a team. Direction is provided in terms of a clear statement of overall objectives with limited direction as to work priorities. A professional at this level working as a member of a team will have the skills and experience necessary to perform all the tasks undertaken by the team or to have the knowledge and judgement to seek and use specialist advice when it is required. Specialists require substantial or higher knowledge in a particular discipline or field and the exercise of independent professional judgement to resolve complex problems and issues.

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	Salary Per Annum
Level 3	\$
First year of service	57,336
Second year	59,848
Third year and thereafter	61,102

Level 3 classification standard:

Under broad policy control and direction, a senior professional practitioner or a professional manager or a professional specialist. The work contributes directly to the formulation of Agency policies for the work area and requires an understanding of the wider policy and strategic context. Technical or professional advice given generally has consequences beyond the immediate work area and is normally only reviewed for policy and general approach. The work has moderate corporate effect and is performed under broad direction in terms of objectives, policies and priorities. Programs, projects, assignments or other work are generally determined by higher-level management but at this level authority is given to decide how to achieve end results within the limits of available resources. Decisions at this level have direct consequences on the achievement of results for the function or group of activities for which the employee is responsible. Employees are expected to have extensive experience in their professional field and to perform a range of tasks in the absence of general professional guidance.

A senior professional practitioner operates in the absence of general professional guidance and is expected to apply significant professional knowledge and judgement in one or more professional disciplines or fields in relation to more novel, complex and critical work. A senior professional practitioner need not necessarily be supported by other professionals.

A professional manager leads and directs an organisational element or team of professionals and other staff requiring considerable co-ordination, and is responsible for human, physical and financial resources under the control of the position. The units or teams may comprise professional and other personnel in field, laboratory, clinical, production or operational work and which may be organized on a geographical or functional basis. The management role may require professional leadership and direction over subordinate personnel including supervisors, and involves setting standards for, evaluating the performance of and interpreting policy relevant to the work area, and may involve resolving more complex technical or professional problems.

Professional specialists at this level exercise a high degree of independent professional judgement in the resolution of more novel, complex and critical problems or issues. They are required to provide authoritative technical or policy advice which draws on in-depth knowledge in a professional or technical field or discipline. Analysis, design and interpretation of research or investigations represent authoritative and final professional conclusions. An original and continuing contribution to the knowledge in the relevant disciplines or fields and the

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application of that advance in knowledge to the organization’s work would be expected.

	Salary Per Annum
Level 4	\$
First year of service	63,614
Second year	65,496
Third year	67,380

Level 4 classification standard:

Under broad policy control and direction, a senior professional practitioner, a senior professional manager, or a senior professional specialist. The work requires the exercise of a high degree of independence in the determination of overall strategies, priorities, work standards and the allocation of resources. Judgments made at this level form the basis of advice to senior levels within an Agency and are often critical to the achievement of overall objectives of a programme or organizational unit. Work is monitored against broad objectives and has a high corporate effect. Administrative direction is given on the Agency’s policies and objectives and ensuring co-ordination with other major work units.

A senior professional practitioner at this level operates in accordance with broad objectives and is expected to apply unusually significant professional knowledge and professional judgement in one or more disciplines or fields directly relevant to the work area and in relation to most novel, complex or critical work.

A senior professional manager at this level leads, directs and co-ordinates a major function or work area in an Agency involving a considerable variety of activities and organized on a geographical (including State-wide) or functional basis. Relative to other senior professional employees’ positions, senior professional managers at this level have unusually significant responsibility for the human, physical and financial resources under their control, and the work may also include extensive co-ordination of projects involving unusually large numbers of professional and other personnel engaged in field, laboratory, clinical, production or construction work, and directing professional and technical personnel working in different fields. Senior professional managers at this level may also be responsible for initiating, planning and conducting research projects of considerable breadth that contribute significantly to the development of Agency or government policy or are highly complex in terms of problem definition and methodology.

A senior professional specialist at this level is expected to have a depth of knowledge in the relevant discipline or field of significance to the Agency. Persons at this level often have a national reputation. There is a requirement for a high degree of originality and analytical and conceptual skills in the resolution of particularly complex technical or policy issues. The work requires expert knowledge in a professional or technical field or range of fields and in most cases a comprehensive knowledge of relevant legislation and policies. In some circumstances, specialists also have a management and/or co-ordination role. The work requires constant adaptation of existing principles to new and unusual problems and involves frequent changes in policy, program or technological requirements.

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Salary Per Annum
\$
72,401

Level 5

Level 5 classification standard:

Under broad policy control, an executive professional manager. The work involves executive management of several major work areas in an Agency, involving a very wide variety of activities associated with the development, co-ordination and implementation of State-wide policies. Only broad governmental objectives govern the position within which total flexibility exists for developing policies, strategies and tactics to achieve objectives. Direction received would be an exception and limited to issues that have an effect upon other external operational policy areas. Work at this level has the highest corporate effect.

(b) Part-Time and Casual Employees

- (i) Employees are to be paid in the same ratio that their ordinary weekly hours bear to the ordinary weekly hours of equivalent full-time employees.
- (ii) Casual employees are to be paid a loading of 20% to compensate for having no entitlement to payment for annual leave, sick leave and holidays not worked.
- (iii) A casual employee is to be engaged by the hour with a minimum payment of three hours for each day worked.

(c) Qualifications

An employee is only to be classified under this award if the following conditions are met:

- (i) The Commissioner for Public Employment has deemed the position to require an essential educational qualification in accordance with Section 37(1) of the *Tasmanian State Service Act 1984*; or
- (ii) An employee was employed prior to 7 March 1996; and
 - there was a statutory requirement for employees occupying a position to have a professional qualification under one of the statutes listed in paragraph (1); or
 - the professional qualification of the occupation was defined by one of the awards listed in paragraph (2).

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(1) Statutory Requirement for Qualifications:

- *Architects' Act 1929*
- *Physiotherapists' Registration Act 1951*
- *Psychologists Registration Act 1976*
- *Land Surveyors Act 1909*
- *Valuers' Registration Act 1974*
- *Veterinary Act 1918*

(2) Award Requirement for Qualifications:

- Agricultural Officers Award No. 2 of 1996 (Consolidated) - S076
- Foresters Award No. 2 of 1996 (Consolidated) - S084
- Inland Fisheries Commission Award No. 1 of 1997 (Consolidated) - S095
- Librarians and Archivists Award No. 2 of 1996 (Consolidated) - S098
- Physiotherapists, Occupational Therapists and Speech Pathologists Award No. 1 of 1996 (Consolidated) - S108
- Professional Engineers Award No. 1 of 1996 (Consolidated) - S113
- Scientific Employees Award No. 1 of 1997 (Consolidated) - S120
- Survey Officers Award No. 2 of 1996 (Consolidated) - S125
- Tasmanian Dairy Industry Authority Staff Award No. 1 of 1996 (Consolidated) - S126
- Tasmanian Museum and Art Gallery Employees Award No. 1 of 1997 (Consolidated) - S143
- Welfare Workers Award No. 2 of 1997 (Consolidated) - S138; or

(iii) In respect to employees employed under the *Tasmanian Development Act 1983* the principal officer, Tasmania Development and Resources has deemed the position to require an essential professional qualification.

9. CONDITIONS OF EMPLOYMENT

- (a) Unless specified otherwise in this award, conditions of employment applying to employees covered by this award are to be as prescribed in the General Conditions of Employment Award.
- (b) Where there is an inconsistency between the 'second tier' agreement T1233 of 1988 or T1287 of 1988 and provisions contained in this award or the General Conditions of Employment Award the provisions of the relevant 'second tier' agreement are to prevail.

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10. HIGHER DUTIES ALLOWANCE

Higher duties allowances are payable as follows:

- (a) An employee classified up to and including Level 1, 8th year of service is entitled to a higher duties allowance only when the employee acts in and performs the duties of a higher classified position for a minimum period of ten consecutive working days and the acting position is two or more levels higher than the employee's substantive classification;
- (b) An employee classified at Level 2 and above is entitled to a higher duties allowance only when the employee acts in and performs the duties of a higher classified position for a minimum period of twenty consecutive working days and the acting position is two or more levels higher than the employee's substantive classification.
- (c) An employee substantively classified between Level 1 and Level 4 for is entitled to a higher duties allowance if required to act in and perform the duties of a position classified one Level higher than the employee's substantive classification and where the acting appointment is for a period of forty consecutive working days or more.

11. OVERTIME

- (a) Employees classified up to and including Level 1, 6th year of service are entitled to payment for authorised overtime worked at the direction of the employer. The payment is to be calculated by reference to the employees' actual salary as prescribed in this award and the overtime rates as prescribed in the General Conditions of Employment Award.
- (b) Employees classified at Level 1, 7th year of service and above are not entitled to receive payment for overtime worked.

12. SALARY INCREMENTS

- (a) An employee occupying a position covered by a classification containing a salary scale providing for annual increments is to be entitled, at the completion of each period of twelve months continuous service in that position, to receive the relevant annual increment until the maximum salary for that classification is reached.
- (b) A part-time employee is not to be entitled to annual increments until he/she has completed the number of hours that an equivalent full-time employee would have worked in one year.

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- (c) An employee is not to be entitled to an annual increment unless, in the opinion of the employer, the employee's conduct, diligence and efficiency have been satisfactory during the twelve month period preceding the date upon which the increment falls due.

13. SPREAD OF HOURS

Ordinary hours of work may be performed between 7.00am and 7.00pm.

14. TRANSLATION

The positions covered by the awards listed in column 1 below prior to 7 March 1996 is to be translated to the relevant classification levels contained in this award in accordance with the Annexure to this award contained in column 2 below.

COLUMN 1	COLUMN 2
S081 Administrative and Clerical Employees Award - Tasmanian Audit Office	Annexure A
S076 Agricultural Officers Award S095 Inland Fisheries Commission Staff Award S126 Tasmanian Dairy Industry Authority Staff Award S120 Scientific Employees Award S084 Foresters Award	Annexure B
S078 Architects Award	Annexure C
S098 Librarians and Archivists Award	Annexure D
S108 Physiotherapists, Occupational Therapists and Speech Pathologists Award	Annexure E
S113 Professional Engineers Award	Annexure F
S114 Psychologists Award	Annexure G
S125 Survey Officers Award	Annexure H
S143 Tasmanian Museum and Art Gallery Employees Award	Annexure I
S136 Valuers Award	Annexure J
S137 Veterinary Officers Award	Annexure K
S138 Welfare Workers Award	Annexure L

James P McAlpine
COMMISSIONER

21 June 2007

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ANNEXURE A

**ADMINISTRATIVE AND CLERICAL EMPLOYEES AWARD
Translation to Professional Stream**

Employees occupying the position of Auditor, Senior Auditor Levels 1 and 2, Senior EDP Auditor, Senior Audit Manager and Director of Audit in the Tasmanian Audit Office.

	COLUMN 1		COLUMN 2	
	Existing		New	
<i>Line 1</i>	Auditor	25415	27286	Level 1
<i>Line 2</i>		26879	27286	
<i>Line 3</i>		28334	29095	
<i>Line 4</i>		29653	30950	
<i>Line 5</i>		30941	30950	
<i>Line 6</i>		32201	32809	
<i>Line 7</i>	Senior Auditor Level 1	37256	38380	
<i>Line 8</i>		38054	38380	
<i>Line 8</i>		38837	40236	
<i>Line 10</i>	Senior Auditor Level 2	43016	43951	Level 2
<i>Line 11</i>		43883	43951	
<i>Line 12</i>	Senior EDP Auditor	43016	43951	Level 2
<i>Line 13</i>		43883	43951	
<i>Line 14</i>	Senior Audit Manager	51153	51998	Level 3
<i>Line 15</i>	Director of Audit	56884	58189	Level 4

EXPLANATORY NOTES

Translation is to the next highest salary point within the stream. For example, an existing Auditor (line 6) translates to a new Level 1 4th increment (line 6).

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ANNEXURE B

**AGRICULTURAL OFFICERS AWARD
FORESTERS AWARD**

INLAND FISHERIES COMMISSION STAFF AWARD

TASMANIAN DAIRY INDUSTRY AUTHORITY STAFF AWARD

SCIENTIFIC EMPLOYEES AWARD

Translation to Professional Stream

	COLUMN 1			COLUMN 2		
	Existing			New		
Line 1	Class I	1st year	25235	27286	1st year	Level 1
Line 2		2nd year	25828	27286		
Line 3		3rd year	26759	27286		
Line 4		4th year	28233	29095	2nd year	
Line 5		5th year	29988	30950	3rd year	
Line 6		6th year	32064	32809	4th year	
Line 7		7th year	34154	34665	5th year	
Line 8	Class II	Grade 1	35362	36522	6th year	
Line 9			36806	38380	7th year	
Line 10		Grade 2	38306	38380		
Line 11			39806	40236	8th year	
Line 12	Class III	Grade 1	41309	42095	1st year	Level 2
Line 13			42802	43951	2nd year	
Line 14		Grade 2	44391	45808	3rd year	
Line 15		45977	48284	1st year	Level 3	
Line 16	Class IV	Grade 1	46970	48284		
Line 17			47965	48284		
Line 18		Grade 2	48960	50761		2nd year
Line 19			49954	50761		
Line 20			51998	3rd year		
Line 21	Class V	Grade 1	52575	54474	1st year	Level 4
Line 22		Grade 2	54975	56331	2nd year	
Line 23		Grade 3	57051	58189	3rd year	
Line 24	Class VI		60876	63141		Level 5

EXPLANATORY NOTES

Translation is to the next highest salary point within the stream. For example, an existing Class I 5th increment (line 5) translates to a new Level 1, 5th increment (line 5). In the case of employees translated from the top of the existing Class III, Grade 2 (Line 15) to the bottom of the new Level 3 (Line 15) there is to be no progression in the new Level 3 unless the employee's position description satisfies the requirements of the classification standards for the new Level 3.

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ANNEXURE C

**ARCHITECTS AWARD
Translation to Professional Stream**

	COLUMN 1				COLUMN 2		
	Existing				New		
<i>Line 1</i>	Class I		1st year	26941	27286	1st year	Level 1
<i>Line 2</i>			2nd year	28175	29095	2nd year	
<i>Line 3</i>			3rd year	29425	30950	3rd year	
<i>Line 4</i>			4th year	30968	32809	4th year	
<i>Line 5</i>			5th year	32519	32809		
<i>Line 6</i>			6th year	34157	34665	5th year	
<i>Line 7</i>	Class II	Grade 1	1st year	36130	36522	6th year	
<i>Line 8</i>			2nd year	37290	38380	7th year	
<i>Line 9</i>		Grade 2	1st year	38453	40236	8th year	
<i>Line 10</i>			2nd year	39615	40236		
<i>Line 11</i>	Class III		1st year	41611	42095	1st year	Level 2
<i>Line 12</i>			2nd year	42990	43951	2nd year	
<i>Line 13</i>			3rd year	44356	45808	3rd year	
<i>Line 14</i>			4th year	45737	45808		
<i>Line 15</i>	Class IV	Grade 1	1st year	47807	48284	1st year	Level 3
<i>Line 16</i>			2nd year	48730	50761	2nd year	
<i>Line 17</i>		Grade 2	1st year	49644	50761		
<i>Line 18</i>			2nd year	50559	50761		
<i>Line 19</i>					51998	3rd year	
<i>Line 20</i>	Class V	Grade 1	1st year	52699	54474	1st year	Level 4
<i>Line 21</i>			2nd year	53614	54474		
<i>Line 22</i>		Grade 2	1st year	54769	56331	2nd year	
<i>Line 23</i>			2nd year	55700	56331		
<i>Line 24</i>	Class VI		1st year	57071	58189	3rd year	
<i>Line 25</i>			2nd year	59328	63141		Level 5
<i>Line 26</i>			3rd year	61591			
<i>Line 27</i>			4th year	66711*			

EXPLANATORY NOTES

Translation is to the next highest salary point within the stream. For example, an existing Class III 1st year (line 11) translates to a new Level 2, 1st year (line 11).

Persons employed in positions on line 24 translate to the next highest salary point. Such persons are to progress to the top of the new level, ie in the case of line 24 - new Level 5.

* Salary maintenance is to apply to existing classifications highlighted with asterisk, ie line 27.

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ANNEXURE D

**LIBRARIANS AND ARCHIVISTS AWARD
Translation to Professional Stream**

ARCHIVISTS

	COLUMN 1			COLUMN 2		
	Existing			New		
<i>Line 1</i>	Class I	1st year	27191	27286	1st year	Level 1
<i>Line 2</i>		2nd year	28753	29095	2nd year	
<i>Line 3</i>		3rd year	30415	30950	3rd year	
<i>Line 4</i>		4th year	32118	32809	4th year	
<i>Line 5</i>		5th year	33877	34665	5th year	
<i>Line 6</i>				36522	6th year	
<i>Line 7</i>				38380	7th year	
<i>Line 8</i>	Class II	1st year	38633	40236	8th year	
<i>Line 9</i>		2nd year	40261	42095	1st year	Level 2
<i>Line 10</i>			43951	2nd year		
<i>Line 11</i>			45808	3rd year		
<i>Line 12</i>	Class III		49930	48284	1st year	Level 3
<i>Line 13</i>				50761	2nd year	
<i>Line 14</i>				51998	3rd year	
<i>Line 15</i>	Class IV		54920	54474	1st year	Level 4
<i>Line 16</i>				56331	2nd year	
<i>Line 17</i>				58189	3rd year	
<i>Line 18</i>				63141		Level 5

EXPLANATORY NOTES

Translation is to the next highest salary point within the stream. For example, an existing Class I 5th increment (line 5) translates to a new Level 1, 5th increment (line 5).

In the case of employees translated from the top of the existing Class II 2nd year (line 9) to the bottom of the new Level 2 (line 9) there is to be no progression in the new Level 2 unless the employee's position description satisfies the requirements of the classification standards for the new Level 2.

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LIBRARIANS

	COLUMN 1			COLUMN 2			
	Existing			New			
<i>Line 1</i>	Class I	1st year	27191	27286	1st year	Level 1	
<i>Line 2</i>		2nd year	28753	29095	2nd year		
<i>Line 3</i>		3rd year	30415	30950	3rd year		
<i>Line 4</i>		4th year	32118	32809	4th year		
<i>Line 5</i>		5th year	33877	34665	5th year		
<i>Line 6</i>	Class II	1st year	36199	36522	6th year	Level 2	
<i>Line 7</i>		2nd year	37385	38380	7th year		
<i>Line 8</i>	Class III	1st year	38633	40236	8th year		
<i>Line 9</i>		2nd year	40261	42095	1st year		
<i>Line 10</i>	Class IV	1st year	43025	43951	2nd year		
<i>Line 11</i>		2nd year	44693	45808	3rd year		
<i>Line 12</i>	Class V			48284	1st year		Level 3
<i>Line 13</i>			49930	50761	2nd year		
<i>Line 14</i>				51998	3rd year		
<i>Line 15</i>	Class VI			54474	1st year	Level 4	
<i>Line 16</i>			54920	56331	2nd year		
<i>Line 17</i>				58189	3rd year		
<i>Line 18</i>				63141		Level 5	

EXPLANATORY NOTES

Translation is to the next highest salary point within the stream. For example, an existing Class II 1st increment (line 6) translates to a new Level 1, 6th increment (line 6).

Persons employed in positions on line 8 translate to the next highest salary point. Such persons are to progress to the top of the new level, ie in the case of line 8 - new Level 2.

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ANNEXURE E

PHYSIOTHERAPISTS, OCCUPATIONAL THERAPISTS AND SPEECH PATHOLOGISTS AWARD
Translation to Professional Stream

		COLUMN 1				COLUMN 2			
		Existing				New			
<i>Line 1</i>	Class I	Grade 1	1st year	25828	27286	1st year	Level 1		
<i>Line 2</i>			2nd year	26759	27286				
<i>Line 3</i>			3rd year	28233	29095	2nd year			
<i>Line 4</i>					30950	3rd year			
<i>Line 5</i>			4th year	32064	32809	4th year			
<i>Line 6</i>			5th year	34154	34665	5th year			
<i>Line 7</i>		Grade 2	1st year	35632	36522	6th year			
<i>Line 8</i>			2nd year	36806	38380	7th year			
<i>Line 9</i>	Class II		1st year	38306	38380				
<i>Line 10</i>			2nd year	39806	40236	8th year			
<i>Line 11</i>	Class III		1st year	41309	42095	1st year	Level 2		
<i>Line 12</i>			2nd year	42802	43951	2nd year			
<i>Line 13</i>			3rd year	44391	45808	3rd year			
<i>Line 14</i>	Class IV	Grade 1		44391	45808				
<i>Line 15</i>		Grade 2		45977	48284	1st year	Level 3		
<i>Line 16</i>		Grade 3		46970	48284				
<i>Line 17</i>		Grade 4		47965	48284				
<i>Line 18</i>	Class V	Grade 1		47965	48284				
<i>Line 19</i>		Grade 2		48960	50761	2nd year			
<i>Line 20</i>		Grade 3		49954	50761				
<i>Line 21</i>					51998	3rd year			
<i>Line 22</i>					54474	1st year	Level 4		
<i>Line 23</i>					56331	2nd year			
<i>Line 24</i>					58189	3rd year			
<i>Line 25</i>					63141		Level 5		

EXPLANATORY NOTES

Translation is to the next highest salary point within the stream. For example, an existing Class IV Grade 2 (line 15) translates to a new Level 3, 1st year (line 15).

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ANNEXURE F

PROFESSIONAL ENGINEERS AWARD Translation to Professional Stream

	COLUMN 1			COLUMN 2		
	Existing			New		
<i>Line 1</i>	Class I	1st year	25829	27286	1st year	Level 1
<i>Line 2</i>		2nd year	26759	27286		
<i>Line 3</i>		3rd year	28234	29095	2nd year	
<i>Line 4</i>		4th year	29988	30950	3rd year	
<i>Line 5</i>		5th year	32065	32809	4th year	
<i>Line 6</i>		6th year	34157	34665	5th year	
<i>Line 7</i>	Class II	1st year	36130	36522	6th year	
<i>Line 8</i>		2nd year	37872	38380	7th year	
<i>Line 9</i>		3rd year	39615	40236	8th year	
<i>Line 10</i>	Class III	1st year	42024	42095	1st year	Level 2
<i>Line 11</i>				43951	2nd year	
<i>Line 12</i>		2nd year	44026	45808	3rd year	
<i>Line 13</i>		3rd year	46025	48284	1st year	Level 3
<i>Line 14</i>	Class IV	1st year	48028	48284		
<i>Line 15</i>		2nd year	49493	50761	2nd year	
<i>Line 16</i>		3rd year	50962	51998	3rd year	
<i>Line 17</i>	Class V	1st year	52961	54474	1st year	Level 4
<i>Line 18</i>		2nd year	54630	56331	2nd year	
<i>Line 19</i>		3rd year	56296	56331		
<i>Line 20</i>				58189	3rd year	
<i>Line 21</i>	Class VI	Grade 1	59630	63141		Level 5
<i>Line 22</i>		Grade 2	62297	63141		
<i>Line 23</i>		Grade 3	65632*	63141		
<i>Line 24</i>		Grade 4	68966*	63141		

EXPLANATORY NOTES

Translation is to the next highest salary point within the stream. For example, an existing Class II 1st year (line 7) translates to a new Level 1, 6th year (line 7).

In the case of employees translated from the top of the existing Class III 3rd year (line 13) to the bottom of the new Level 3 (line 13) there is to be no progression in the new Level 3 unless the employee's position description satisfies the requirements of the classification standards for the new Level 3.

* Salary maintenance is to apply to existing classifications highlighted with asterisk, ie lines 23 and 24.

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ANNEXURE G

**PSYCHOLOGISTS AWARD
Translation to Professional Stream**

	COLUMN 1				COLUMN 2		
	Existing				New		
<i>Line 1</i>	Graduate Employee Class I						Level 1
<i>Line 2</i>		1st year	23801	27286	1st year		
<i>Line 3</i>		2nd year	25224	27286			
<i>Line 4</i>		3rd year	26572	27286			
<i>Line 5</i>	Registered Psychologist Class I						
<i>Line 6</i>		1st year	27608	29095	2nd year		
<i>Line 7</i>		2nd year	29363	30950	3rd year		
<i>Line 8</i>		3rd year	31282	32809	4th year		
<i>Line 9</i>		4th year	32321	32809			
<i>Line 10</i>	Class II	Grade 1	1st year	34525	34665	5th year	
<i>Line 11</i>			2nd year	35234	36522	6th year	
<i>Line 12</i>		Grade 2	1st year	36764	38380	7th year	
<i>Line 13</i>			2nd year	38139	38380		
<i>Line 14</i>	Class III	Grade 1		39808	40236	8th year	
<i>Line 15</i>		Grade 2		41156	42095	1st year	Level 2
<i>Line 16</i>	Class IV	Grade 1		42388	43951	2nd year	
<i>Line 17</i>		Grade 2		43478	43951		
<i>Line 18</i>					45808	3rd year	

EXPLANATORY NOTES

Translation is to the next highest salary point within the stream. For example, an existing Class IV Grade 1 (line 16) translates to a new Level 2, 2nd year (line 16).

Persons employed in positions on line 14 translate to the next highest salary point. Such persons are to progress to the top of the new level, ie in the case of line 14 - new Level 2.

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ANNEXURE H

**SURVEY OFFICERS AWARD
Translation to Professional Stream**

	COLUMN 1				COLUMN 2			
	Existing				New			
<i>Line 1</i>	Class I	Grade 1	1st year	25440	27286	1st year	Level 1	
<i>Line 2</i>			2nd year	25884	27286			
<i>Line 3</i>			3rd year	26739	27286			
<i>Line 4</i>	Class II	Grade 1	1st year	28720	29095	2nd year		
<i>Line 5</i>			2nd year	30246	30950			3rd year
<i>Line 6</i>			3rd year	32235	32809			4th year
<i>Line 7</i>		Grade 2	1st year	32962	34665	5th year		
<i>Line 8</i>			2nd year	34502	34665			
<i>Line 9</i>			Class III	Grade 1	1st year			35890
<i>Line 10</i>	2nd year	36737			38380	7th year		
<i>Line 11</i>	Grade 2	1st year		37686	38380	8th year		
<i>Line 12</i>		2nd year	39093	40236				
<i>Line 13</i>	Grade 3	1st year	39585	40236				
<i>Line 14</i>			Class IV	1st year		41052	42095	1st year
<i>Line 15</i>	2nd year	42526		43951	2nd year			
<i>Line 16</i>	Class V	Grade 1	44076	45808	3rd year			
<i>Line 17</i>			Grade 2	45674		45808		
<i>Line 18</i>		Grade 3	47265	48284	1st year	Level 3		
<i>Line 19</i>			Grade 4	50087	50761		2nd year	
<i>Line 20</i>				51998	51998		3rd year	
<i>Line 21</i>				54474	1st year	Level 4		
<i>Line 22</i>					56331		2nd year	
<i>Line 23</i>					58189		3rd year	
<i>Line 24</i>		Grade 5	58258	63141		Level 5		

EXPLANATORY NOTES

Translation is to the next highest salary point within the stream. For example, an existing Class III Grade 1 1st year (line 9) translates to a new Level 1, 6th year (line 9).

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ANNEXURE I

**TASMANIAN MUSEUM AND ART GALLERY AWARD
Translation to Professional Stream**

CURATORS AND DIRECTORS

	COLUMN 1			COLUMN 2		
	Existing			New		
<i>Line 1</i>	Class I	1st year	25235	27286	1st year	Level 1
<i>Line 2</i>		2nd year	25828	27286		
<i>Line 3</i>		3rd year	26759	27286		
<i>Line 4</i>		4th year	28233	29095	2nd year	
<i>Line 5</i>		5th year	29988	30950	3rd year	
<i>Line 6</i>		6th year	32064	32809	4th year	
<i>Line 7</i>		7th year	34154	34665	5th year	
<i>Line 8</i>	Class II	Grade 1	35632	36522	6th year	
<i>Line 9</i>			36806	38380	7th year	
<i>Line 10</i>		Grade 2	38306	38380		
<i>Line 11</i>			39806	40236	8th year	
<i>Line 12</i>	Class III	Grade 1	41309	42095	1st year	Level 2
<i>Line 13</i>			42802	43951	2nd year	
<i>Line 14</i>		Grade 2	44391	45808	3rd year	
<i>Line 15</i>			45977	48284	1st year	Level 3
<i>Line 16</i>	Class IV	1st year	46970	48284		
<i>Line 17</i>		2nd year	47965	48284		
<i>Line 18</i>				50761	2nd year	
<i>Line 19</i>				51998	3rd year	
<i>Line 20</i>				54474	1st year	Level 4
<i>Line 21</i>				56331	2nd year	
<i>Line 22</i>				58189	3rd year	
<i>Line 23</i>	Director	Class I	61091	63141		Level 5
<i>Line 24</i>		Class II	63681*			
<i>Line 25</i>		Class III	66275*			

EXPLANATORY NOTES

Translation is to the next highest salary point within the stream. For example, an existing Class III Grade 1 (line 12) translates to a new Level 2, 1st year (line 12).

In the case of employees translated from the top of the existing Class III Grade 2 (line 15) to the bottom of the new Level 3 (line 15) there is to be no progression in the new Level 3 unless the employee's position description satisfies the requirements of the classification standards for the new Level 3.

* Salary maintenance is to apply to existing classifications highlighted with asterisk, ie lines 24 and 25.

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LIBRARIANS

	COLUMN 1			COLUMN 2		
	Existing			New		
<i>Line 1</i>	Class I	1st year	27191	27286	1st year	Level 1
<i>Line 2</i>		2nd year	28753	29095	2nd year	
<i>Line 3</i>		3rd year	30415	30950	3rd year	
<i>Line 4</i>		4th year	32118	32809	4th year	
<i>Line 5</i>		5th year	33877	34665	5th year	
<i>Line 6</i>	Class II	1st year	36199	36522	6th year	
<i>Line 7</i>		2nd year	37385	38380	7th year	
<i>Line 8</i>				40236	8th year	

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ANNEXURE J

**VALUERS AWARD
Translation to Professional Stream**

	COLUMN 1		COLUMN 2		
	Existing		New		
<i>Line 1</i>	Class I		27286	1st year	Level 1
<i>Line 2</i>		1st year 28876	29095	2nd year	
<i>Line 3</i>		2nd year 29834	30950	3rd year	
<i>Line 4</i>		3rd year 30832	30950		
<i>Line 5</i>		4th year 31824	32809	4th year	
<i>Line 6</i>		5th year 32814	34665	5th year	
<i>Line 7</i>		6th year 33813	34665		
<i>Line 8</i>	Class II	1st year 35229	36522	6th year	
<i>Line 9</i>		2nd year 36224	36522		
<i>Line 10</i>		3rd year 37211	38380	7th year	
<i>Line 11</i>	Class III	1st year 38663	40236	8th year	
<i>Line 12</i>		2nd year 40056	40236		
<i>Line 13</i>		3rd year 41473	42095	1st year	Level 2
<i>Line 14</i>		4th year 42891	43951	2nd year	
<i>Line 15</i>	Class IV	1st year 45439	45808	3rd year	
<i>Line 16</i>			48284	1st year	Level 3
<i>Line 17</i>		2nd year 48287	50761	2nd year	
<i>Line 18</i>			51998	3rd year	
<i>Line 19</i>	Class V	52533	54474	1st year	Level 4
<i>Line 20</i>			56331	2nd year	
<i>Line 21</i>		57051	58189	3rd year	
<i>Line 22</i>	Class VI	60337	63141		Level 5

EXPLANATORY NOTES

Translation is to the next highest salary point within the stream. For example, an existing Class II 1st year (line 8) translates to a new Level 1, 6th year (line 8).

Persons employed in positions on lines 11, 12, and 15 translate to the next highest salary point. Such persons are to progress to the top of the new level, ie in the case of line 11 - new Level 2; line 12 - new Level 2; and line 15 - new Level 3 respectively.

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ANNEXURE K

**VETERINARY OFFICERS AWARD
Translation to Professional Stream**

	COLUMN 1			COLUMN 2		
	Existing			New		
<i>Line 1</i>	Class I	1st year	28595	27286	1st year	Level 1
<i>Line 2</i>		2nd year	30465	29095	2nd year	
<i>Line 3</i>		3rd year	32389	30950	3rd year	
<i>Line 4</i>		4th year	33918	32809	4th year	
<i>Line 5</i>				34665	5th year	
<i>Line 6</i>	Class II	1st year	35448	36522	6th year	
<i>Line 7</i>		2nd year	36974	38380	7th year	
<i>Line 8</i>		3rd year	38491	40236	8th year	
<i>Line 9</i>		4th year	40025	40236		
<i>Line 10</i>	Class III		41611	42095	1st year	Level 2
<i>Line 11</i>	Class IV	Grade 1	43034	43951	2nd year	
<i>Line 12</i>			44448	45808	3rd year	
<i>Line 13</i>		Grade 2	45864	48284	1st year	Level 3
<i>Line 14</i>			47295	48284		
<i>Line 15</i>				50761	2nd year	
<i>Line 16</i>				51998	3rd year	
<i>Line 17</i>	Class V		52390	54474	1st year	Level 4
<i>Line 18</i>				56331	2nd year	
<i>Line 19</i>	Class VI		57500	58189	3rd year	

EXPLANATORY NOTES

Translation is to the next highest salary point within the stream. For example, an existing Class IV Grade 1 (Line 11) translates to a new Level 2, 2nd year (Line 11).

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ANNEXURE L

**WELFARE WORKERS AWARD
Translation to Professional Stream**

Employees occupying positions of Social Worker and Senior Social Worker in the Department of Education, Community and Cultural Development

	COLUMN 1			COLUMN 2		
	Base Salary	Existing Allowance	Gross Salary	New		
<i>Line 1</i>				27286	1st year	Level 1
<i>Line 2</i>	Class 9	27170	810	27980	29095	2nd year
<i>Line 3</i>	Class 10	27970	810	28780	29095	
<i>Line 4</i>	Class 11	28771	810	29581	30950	3rd year
<i>Line 5</i>	Class 12	29594	810	30404	30950	
<i>Line 6</i>	Class 13	30504	810	31314	32808	4th year
<i>Line 7</i>	Class 14	31359	810	32169	32808	
<i>Line 8</i>	Class 15	32235	810	33045	34665	5th year
<i>Line 9</i>	Class 16	33109	810	33919	34665	
<i>Line 10</i>					36522	6th year
<i>Line 11</i>	Class 22	37271	810	38081	38380	7th year
<i>Line 12</i>					40236	8th year

EXPLANATORY NOTES

Translation is to the next highest salary point within the stream. For example an existing Class 16 (line 9) translates to a new Level 1, 5th year (line 9).

Employees occupying positions of Probation Officer in the Department of Justice

	COLUMN 1		COLUMN 2		
	Existing		New		
<i>Line 1</i>	Class 6	24681	27286	1st year	Level 1
<i>Line 2</i>	Class 7	25570	27286		
<i>Line 3</i>	Class 8	26369	27286		
<i>Line 4</i>	Class 9	27170	27286		
<i>Line 5</i>	Class 10	27970	29095	2nd year	
<i>Line 6</i>	Class 11	28771	29095		
<i>Line 7</i>	Class 12	29594	30950	3rd year	
<i>Line 8</i>	Class 13	30504	30950		
<i>Line 9</i>	Class 14	31359	32809	4th year	
<i>Line 10</i>	Class 15	32235	32809		
<i>Line 11</i>	Class 16	33109	34665	5th year	

EXPLANATORY NOTES

Translation is to the next highest salary point within the stream. For example an existing Class 16 (line 11) translates to a new Level 1, 5th year (line 11).