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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)

TECHNICAL EMPLOYEES AWARD

FULL BENCH:

PRESIDENT P L LEARY
COMMISSIONER T J 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)**

AMEND THE **TECHNICAL EMPLOYEES AWARD** BY DELETING CLAUSES 4, 5 AND 8(a) CONTAINED THEREIN, AND INSERTING IN LIEU THEREOF THE FOLLOWING; AND THE AWARD IS CONSOLIDATED:

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1. TITLE

This award is the "Technical 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* occupying a technical position and for whom classifications are not included in other awards of the Tasmanian Industrial Commission.

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4. DATE OF EFFECT

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

5. SUPERSESSION AND SAVINGS

This award supersedes the Technical Employees Award No. 1 of 1997 (Consolidated) and No 1 of 2001.

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 Australian Education Union, Tasmanian Branch;
 - (ii) The Community and Public Sector Union (State Public Services Federation Tasmania);
 - (iii) the Health Services Union of Australia, Tasmania No. 1 Branch.
- (b) Under Section 62(4) of the Act, the Minister for Public Sector Administration is deemed to be an employer organisation having an interest in this award.

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*.

'Employer' means the Minister for Public Sector Administration.

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

'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.

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(b) Classification Standard Definitions

'Close technical supervision' means all work is thoroughly reviewed and checked.

'Complex technical work' means work which includes various tasks involving different and unrelated intricate processes and/or methods, and which depends upon detailed analysis of the subject, phase or issue involved and the selection of the appropriate course of action from many alternatives. It includes work requiring a degree of creativity, originality, ingenuity and initiative.

'Detailed technical direction' refers to situations where precise instructions are given and little or no discretion is allowed.

'General supervision' means supervision given to technical and other staff consisting of the allocation, direction, overseeing and co-ordination of the work of subordinate staff. It differs from technical supervision in that it relates to the general management of the work of all subordinate staff.

'General technical direction' refers to situations where general guidelines are given and detailed instructions are limited to unusual features, some discretion is given in selecting the appropriate courses of action.

'General technical supervision' means that work is regularly reviewed and checked for conformity with directions and other requirements with specific attention given to unusual and/or critical features.

'Limited technical direction' refers to situations where instructions are not normally given, but advice is available if required. Wide discretion is given in selecting appropriate courses of action.

'Limited technical supervision' means provision of technical advice when requested and ensuring overall compliance with objectives.

'Technical direction' means instructions and guidance given to subordinate technical staff by technically or professionally qualified personnel. It includes direction from sources such as manuals, codes, standards, etc.

'Technical supervision' means supervision given to subordinate technical staff by technically or professionally qualified personnel and consists of ensuring adherence to technical directions, solving technical problems, giving decisions on technical solutions proposed by subordinate personnel and reviewing and checking the work of technical staff.

'Technical work' means that application of technical knowledge (initially gained by satisfactorily completing an appropriate course of study at a recognised TAFE institution, or equivalent qualification), experience and judgment to undertake, support and/or supervise research, design, development, construction, processing, maintenance, information management or regulatory activities utilising scientific, mathematical, engineering, drafting and/or laboratory principles and practices

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involving investigations, observations, field trials, testing, measurements, interpretations, evaluations, application of regulations, diagnosis/prognosis and remediation/treatment in laboratory, field or other situations. May work independently of professional and other technical staff.

8. SALARIES

- (a) An employee appointed to a position classified under this award is to be paid at the salary rate applicable to the level determined by reference to the classification standards set out in this clause. Effective on and from 3 October 1996 the salary rate shown in Column B includes provision for the annualisation of the Recreation Leave Allowance.

	Salary per Annum
	\$
Level 1 1st year of service	30904
2nd year of service	30855
3rd year of service	31568
4th year of service	32501
5th year of service and thereafter	33632

PROVIDED that an employee who has completed 12 months service on the maximum salary rate prescribed for Level 1 is to progress to Level 2, subject to the employer being satisfied that the employee's overall performance has justified the progression.

Level 1 classification standard:

Technical work requiring learning and application of conventional practices, methods and standards performed under detailed technical direction and close technical supervision.

This is the trainee level. During the learning phase the work given is consistent with the level of theoretical knowledge being gained by the trainee while undertaking appropriate course of study. Initially the work is limited in scope and complexity, but as knowledge and experience is gained the scope and complexity of the work is expanded. Detailed technical direction is given in all aspects of the work and close technical supervision is exercised over every phase of its execution. Minimum qualifications are:

Eligible for admission to the relevant course of study at a recognised TAFE institution;

OR

Relevant training and/or experience determined in accordance with the provisions of Section 37 of the *Tasmanian State Service Act 1984* appropriate to the nature of the work.

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		Salary per Annum
		\$
Level 2	1st year of service	34763
	2nd year of service	36102
	3rd year of service	37377
	4th year of service	38596
	5th year of service and thereafter	39868

Level 2 classification standard:

Technical work requiring application of conventional practices, methods and standards performed under general technical direction and general technical supervision;

and/or

Complex technical work performed under detailed technical direction and close technical supervision.

This is the fully qualified technical practitioner level. The duties include ongoing technical work performed in accordance with conventional practices, methods and standards and comprehends adjustment, adaptation, interpretation or modification of those factors where necessary. Work may include technical application and administration of regulations. Work may be organised on a laboratory, field, office, geographical or functional basis, and may be performed in an individual or team situation.

Work may include or wholly consist of complex technical work.

Technical direction and/or technical supervision may be given to less experienced personnel in this level and/or to trainees. Minimum qualifications are:

An Associate Diploma from a recognised TAFE institution, or an equivalent qualification, appropriate to the nature of the work;

OR

Relevant training and/or experience determined in accordance with the provisions of Section 37 of the *Tasmanian State Service Act 1984* appropriate to the nature of the work.

		Salary per Annum
		\$
Level 3	1st year of service	41131
	2nd year of service	42310
	3rd year of service and thereafter	43581

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Level 3 classification standard:

Technical work requiring significant adjustment, adaptation, interpretation or modification of conventional practices, methods and standards performed under limited technical direction and general technical supervisor but not including complex technical work;

and/or

Complex technical work performed under general technical direction and general technical supervision;

and/or

Co-ordination and supervision of conventional technical work performed under limited technical direction and general technical supervision.

Work at this level requires the exercise of considerable technical knowledge, experience and judgement by a senior practitioner who in certain situations may be considered a specialist.

Work may include or wholly consist of complex technical work.

The co-ordination and supervision functions involve technical management of the work of a small number of technical and other staff and which may span more than one discipline or field. Normally, from two to four other technical staff would be supervised.

		Salary per Annum
		\$
Level 4	1st year of service	44750
	2nd year of service	46032
	3rd year of service and thereafter	47293

Level 4 classification standard:

Complex technical work which may span more than one discipline or field performed under limited technical direction and limited technical supervision;

and/or

Co-ordination and supervision of the activities of a unit engaged in conventional and specialist technical work performed under limited technical direction and limited technical supervision.

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Complex technical work requires the exercise of significant technical knowledge, experience and judgement by a senior practitioner who in certain situations may be considered a specialist. The work may cover one or more discipline or field. The supervisor/project leader work involves the technical management of the work of a number of technical and other staff. Normally at least five other technical staff would be supervised for this level to apply.

	Salary per Annum
	\$
Level 5	51030

Level 5 classification standard:

The technical management of a significant technical work unit engaged in complex activities under general supervision.

The technical management function includes using technical knowledge, expertise and experience to determine technical objectives and priorities, and to conduct technical support activities within the agency's operating programs.

It includes interpreting relevant policy, setting standards, evaluating performance, and may involve resolving complex technical problems.

Technical direction and technical supervision is not given but general guidance on agency objectives is provided. Normally a position at this level reports to a senior manager or co-ordinator.

	Salary per Annum
	\$
Level 6	53570

Level 6 classification standard:

The technical management and co-ordination of two or more significant work units engaged in complex activities involving two or more technical disciplines or fields.

A position only would be established at this level when the policies, strategies, technical complexities, and interrelationships are directly related to the technical work and are outside the scope of non-technical senior managers or co-ordinators.

(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 percent to compensate for having no entitlement to payment for annual leave, sick leave and holidays not worked.

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- (iii) A casual employee is to be engaged by the hour with a minimum payment of three hours for each day worked.

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 and provisions contained in this award or the General Conditions of Employment Award the provisions of the 'second tier' agreement are to prevail.

10. SPREAD OF HOURS

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

11. OVERTIME

- (a) Employees classified up to and including Level 4, 2nd 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 employee's 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 4, 3rd year of service and above are not entitled to receive payment for overtime worked.

12. HIGHER DUTIES ALLOWANCE

Higher duties allowances are payable as follows:

- (a) An employee classified up to and including Level 4 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 10 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 5 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 20 consecutive working days and the acting position is two or more levels higher than the employee's substantive classification.

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- (c) An employee substantively classified between Level 1 and Level 5 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 40 consecutive working days or more.

13. SALARY INCREMENTS

- (a) An employee occupying a position covered by a classification containing a salary scale providing for annual increments is entitled, at the completion of each period of 12 months continuous service in that position, to receive the relevant annual increment until the maximum salary for that classification is reached.
- (b) An employee is not entitled to an annual increment unless, in the opinion of the employer, the employee's conduct, diligence and efficiency have been satisfactory during the 12 month period preceding the date upon which the increment falls due.

14. AWARD TRANSLATION

The positions covered by the awards listed in Column 1 below prior to 7 March 1996 are 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
S083 Drafting Employees Award	Annexure A
S092 Hobart Regional Water Board Staff Award	Annexure B
S095 Inland Fisheries Commission Award	Annexure C
S143 Tasmanian Museum and Art Gallery Employees Award	
S135 Technical Employees Award	
S125 Survey Officers Award	Annexure D
S130 Teaching Service (Non-Teaching Staff) Award	Annexure E
S134 Technical Foresters Award	Annexure F

Tim Abey
COMMISSIONER

21 June 2007

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ANNEXURE A

**DRAFTING EMPLOYEES AWARD
Translation to Technical Stream**

	COLUMN 1		COLUMN 2		
	Existing		New		
<i>Line 1</i>	Trainee Drafting Officer				Level 1
<i>Line 2</i>	1 st year	22186	22480	2 nd year	
<i>Line 3</i>	2 nd year	22747	23081	3 rd year	
<i>Line 4</i>	3 rd year	23292	23681	4 th year	
<i>Line 5</i>	4 th year	23847	24883	5 th year	
<i>Line 6</i>	5 th year	24658	24883		
<i>Line 7</i>	Drafting Assistants				Level 2
<i>Line 8</i>	Class III		26085	1 st year	
<i>Line 9</i>	1 st year	25060	26085		
<i>Line 10</i>	2 nd year	25514	26085		
<i>Line 11</i>	3 rd year	25973	26085		
<i>Line 12</i>	4 th year	26435	27286	2 nd year	
<i>Line 13</i>	5 th year	26902	27286		
<i>Line 14</i>	Drafting Employees				Level 2
<i>Line 15</i>	Class I		26085	1 st year	
<i>Line 16</i>	1 st year	25905	27286	2 nd year	
<i>Line 17</i>	2 nd year	26490	27286		
<i>Line 18</i>	3 rd year	27081	27286		
<i>Line 19</i>	4 th year	27667	28488	3 rd year	
<i>Line 20</i>	5 th year	28253	28488		
<i>Line 21</i>	Class II		29713	4 th year	
<i>Line 22</i>	1 st year	28835	29713		
<i>Line 23</i>	2 nd year	29426	30951	5 th year	
<i>Line 24</i>	3 rd year	30062	30951		
<i>Line 25</i>	4 th year	30695	30951		
<i>Line 26</i>	Class III		32179	1 st year	Level 3
<i>Line 27</i>	1 st year	31356	32179		
<i>Line 28</i>	2 nd year	32114	33428	2 nd year	
<i>Line 29</i>	3 rd year	32866	33428		
<i>Line 30</i>	Class IV Grade 1		34666	2 nd year	
<i>Line 31</i>	1 st year	33331	34666	3 rd year	
<i>Line 32</i>	2 nd year	34042	34666		
<i>Line 33</i>	Class IV Grade 2		35904	1 st year	Level 4
<i>Line 34</i>	1 st year	34422	37142	2 nd year	
<i>Line 35</i>	Grade 3		37142		
<i>Line 36</i>	1 st year	36117	38380	3 rd year	
<i>Line 37</i>	2 nd year	37097	42095	1 st year	Level 5
<i>Line 38</i>	Class V Grade 1		42095		
<i>Line 39</i>	1 st year	38081	42095		
<i>Line 40</i>	2 nd year	39068	42095		
<i>Line 41</i>	Grade 2		42095		
<i>Line 42</i>	1 st year	40048	42095		
<i>Line 43</i>	Class VI		44570		Level 6
<i>Line 44</i>	1 st year	41950			
<i>Line 45</i>	2 nd year	43058			

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EXPLANATORY NOTES:

Translation is to the next highest salary point within the stream. For example, an existing Drafting Employee Class II, 1st increment (line 19) translates to a new Level 2, 4th increment (line 19).

Persons employed in positions on lines 28, 32 and 35 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 28 - new Level 4, line 32 - new Level 5; and line 35 - new Level 6.

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ANNEXURE B

**HOBART REGIONAL WATER BOARD STAFF AWARD
Translation to Technical Stream**

Drafting Officers

	COLUMN 1			COLUMN 2		
	Existing			New		
<i>Line 1</i>	Trainee Drafting Officer					Level 1
<i>Line 2</i>	1st year	22186		22480	2nd year	
<i>Line 3</i>	2nd year	22747		23081	3rd year	
<i>Line 4</i>	3rd year	23292		23681	4th year	
<i>Line 5</i>	4th year	23847		24883	5th year	
<i>Line 6</i>	5th year	24658		24883		
<i>Line 7</i>	Drafting Assistants					Level 2
<i>Line 8</i>	Class III					
<i>Line 9</i>	1st year	25060		26085	1st year	
<i>Line 10</i>	2nd year	25514		26085		
<i>Line 11</i>	3rd year	25973		26085		
<i>Line 12</i>	4th year	26435		27286	2nd year	
<i>Line 13</i>	5th year	26902		27286		
<i>Line 14</i>	Drafting Employees					Level 2
<i>Line 15</i>	Class I					
<i>Line 16</i>	1st year	25905		26085	1st year	
<i>Line 17</i>	2nd year	26490		27286	2nd year	
<i>Line 18</i>	3rd year	27081		27286		
<i>Line 19</i>	4th year	27667		28488	3rd year	
<i>Line 20</i>	5th year	28253		28488		
<i>Line 21</i>	Class II					
<i>Line 22</i>	1st year	28835		29713	4th year	
<i>Line 23</i>	2nd year	29426		29713		
<i>Line 24</i>	3rd year	30062		30951	5th year	
<i>Line 25</i>	4th year	30695		30951		
<i>Line 26</i>	Class III					Level 3
<i>Line 27</i>	1st year	31356		32179	1st year	
<i>Line 28</i>	2nd year	32114		32179		
<i>Line 29</i>	3rd year	32866		33428	2nd year	
<i>Line 30</i>	Class IV Grade 1					
<i>Line 31</i>	1st year	33331		33428	2nd year	
<i>Line 32</i>	2nd year	34042		34666	3rd year	
<i>Line 33</i>	Class IV Grade 2					
<i>Line 34</i>	1st year	34422		34666		
<i>Line 35</i>	2nd year	35130		35904	1st year	Level 4
<i>Line 36</i>	Grade 3					
<i>Line 37</i>	1st year	36117		37142	2nd year	
<i>Line 38</i>	2nd year	37097		37142		
<i>Line 39</i>	Class V Grade 1					
<i>Line 40</i>	1st year	38081		38380	3rd year	
<i>Line 41</i>	2nd year	39068		42095	1st year	Level 5
<i>Line 42</i>	Grade 2					
<i>Line 43</i>	1st year	40048		42095		
<i>Line 44</i>	Class VI					
<i>Line 45</i>	1st year	41950		42095		
<i>Line 46</i>	2nd year	43058		44570		Level 6

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Persons employed in positions on lines 28, 32 and 35 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 28 - new Level 4, line 32 - new Level 5; and line 35 - new Level 6.

Technical Employees

	COLUMN 1			COLUMN 2		
	Existing			New		
<i>Line 1</i>	Class I	18 years	15068	21879		Level 1
<i>Line 2</i>		19 years	17338	21879		
<i>Line 3</i>		20 years	19196	21879		
<i>Line 4</i>		21 years	20667	21879	1st year	
<i>Line 5</i>		2nd year	21209	21879		
<i>Line 6</i>		3rd year	21750	21879		
<i>Line 7</i>		4th year	22300	22480	2nd year	
<i>Line 8</i>	Class II	1st year	22752	23081	3rd year	
<i>Line 9</i>		2nd year	23289	23681	4th year	
<i>Line 10</i>	Class III	Grade 1	23746	24883	5th year	
<i>Line 11</i>		Grade 2	24404	24883		
<i>Line 12</i>	Class IV	Grade 1	25018	26085	1st year	Level 2
<i>Line 13</i>		Grade 2	25597	26085		
<i>Line 14</i>	Class V	Grade 1	26101	27286	2nd year	
<i>Line 15</i>		Grade 2	26683	27286		
<i>Line 16</i>	Class VI	Grade 1	27182	27286		
<i>Line 17</i>		Grade 2	27759	28488	3rd year	
<i>Line 18</i>	Class VII	Grade 1	28248	28488		
<i>Line 19</i>		Grade 2	28828	29713	4th year	
<i>Line 20</i>	Class VIII	Grade 1	29322	29713		
<i>Line 21</i>		Grade 2	29955	30951	5th year	
<i>Line 22</i>	Class IX	Grade 1	30506	30951		
<i>Line 23</i>		Grade 2	31140	32179	1st year	Level 3
<i>Line 24</i>	Class X	Grade 1	31688	32179		
<i>Line 25</i>		Grade 2	32321	33428	2nd year	
<i>Line 26</i>	Class XI	Grade 1	32876	33428		
<i>Line 27</i>		Grade 2	33506	34666	3rd year	
<i>Line 28</i>	Class XII	Grade 1	34064	34666		
<i>Line 29</i>		Grade 2	34681	35904	1st year	Level 4
<i>Line 30</i>	Class XIII	Grade 1	35245	35904		
<i>Line 31</i>		Grade 2	35871	35904		
<i>Line 32</i>				37142	2nd year	
<i>Line 33</i>				38380	3rd year	

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EXPLANATORY NOTES

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

In the case of employees translated from the existing Class IX Grade 2 (line 23) and Class XII Grade 2 (line 29) to the bottom of the new Level 3 (line 23) and Level 4 (line 29) respectively, there is to be no progression in the new level unless the employee’s position description satisfies the requirements of the classification standards for the new level.

Superintendents and Supervisors

	COLUMN 1			COLUMN 2	
<i>Line 1</i>	Supervisor	Class I	40116	42095	Level 5
<i>Line 2</i>		Class II	40740	42095	
<i>Line 3</i>	Superintendent	Class I	42626	44570	Level 6
<i>Line 4</i>		Class II	43251	44570	

EXPLANATORY NOTES

Translation is to the next highest salary point within the stream. For example, an existing Supervisor Class II (line 2) translates to a new Level 5 (line 2).

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ANNEXURE C

**INLAND FISHERIES COMMISSION AWARD
TASMANIAN MUSEUM AND ART GALLERY EMPLOYEES AWARD
TECHNICAL EMPLOYEES AWARD
Translation to Technical Stream**

	COLUMN 1		COLUMN 2		
	EXISTING		NEW		
Line 1	Class I	20667	21879	1st year	Level 1
Line 2		21209	21879		
Line 3		21750	21879		
Line 4		22300	22480	2nd year	
Line 5	Class II	1st year 22752	23081	3rd year	
Line 6		2nd year 23289	23681	4th year	
Line 7	Class III	Grade 1 23746	24883	5th year	
Line 8		Grade 2 24404	24883		
Line 9	Class IV	Grade 1 25018	26085	1st year	Level 2
Line 10		Grade 2 25597	26085		
Line 11	Class V	Grade 1 26101	27286	2nd year	
Line 12		Grade 2 26683	27286		
Line 13	Class VI	Grade 1 27182	27286		
Line 14		Grade 2 27759	28488	3rd year	
Line 15	Class VII	Grade 1 28248	28488		
Line 16		Grade 2 28828	29713	4th year	
Line 17	Class VIII	Grade 1 29322	29713		
Line 18		Grade 2 29955	30951	5th year	
Line 19	Class IX	Grade 1 30506	30951		
Line 20		Grade 2 31140	32179	1st year	Level 3
Line 21	Class X	Grade 1 31688	32179		
Line 22		Grade 2 32321	33428	2nd year	
Line 23	Class XI	Grade 1 32876	33428		
Line 24		Grade 2 33506	34666	3rd year	
Line 25	Class XII	Grade 1 34064	34666		
Line 26		Grade 2 34681	35904	1st year	Level 4
Line 27	Class XIII	Grade 1 35245	35904		
Line 28		Grade 2 35871	35904		
Line 29	Class XIV	Grade 1 36424	37142	2nd year	
Line 30		Grade 2 37051	37142		
Line 31	Class XV	Grade 1 37611	38380	3rd year	
Line 32		Grade 2 38239	38380		
Line 33	Class XVI	Grade 1 38866	42095		Level 5
Line 34		Grade 2 39494	42095		
Line 35	Class XVII	Grade 1 40116	42095		
Line 36		Grade 2 40740	42095		
Line 37	Class XVIII	Grade 1 41371	42095		
Line 38		Grade 2 42002	42095		
Line 39	Class XIX	Grade 1 42626	44570		Level 6
Line 40		Grade 2 43251	44570		

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EXPLANATORY NOTES

Translation is to the next highest salary point within the stream. For example, an existing Class IV Grade 1 (line 9) translates to a new Level 2, 1st year (line 9).

In the case of employees translated from the existing Class IX Grade 2 (line 20) and Class XII Grade 2 (line 26) to the bottom of the new Level 3 (line 20) and Level 4 (line 26) respectively, there is to be no progression in the new level unless the employee's position description satisfies the requirements of the classification standards for the new level.

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ANNEXURE D

**SURVEY OFFICERS AWARD
Translation to Technical Stream**

Survey Officers

	COLUMN 1			COLUMN 2		
	EXISTING			NEW		
<i>Line 1</i>	Class I					
<i>Line 2</i>	Grade 1	1st year	25540	26085	1st year	Level 2
<i>Line 3</i>		2nd year	25884	26085		
<i>Line 4</i>		3rd year	26739	27286	2nd year	
<i>Line 5</i>	Class II			28488	3rd year	
<i>Line 6</i>	Grade 1	1st year	28720	29713	4th year	
<i>Line 7</i>		2nd year	30246	30951	5th year	
<i>Line 8</i>				32179	1st year	Level 3
<i>Line 9</i>		3rd year	32235	33428	2nd year	
<i>Line 10</i>				34666	3rd year	

EXPLANATORY NOTES

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

Persons employed in positions on line 6 translate to the next highest salary point. Such persons are to progress to the top to the new level, ie. in the case of line 6 - new Level 3.

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ANNEXURE E

**TEACHING SERVICE (NON-TEACHING STAFF) AWARD
Translation to Technical Stream**

	COLUMN 1		COLUMN 2		
	EXISTING		NEW		
<i>Line 1</i>	Class I	21370	21879	1st year	Level 1
<i>Line 2</i>		21894	22480	2nd year	
<i>Line 3</i>	Class II	22449	22480		
<i>Line 4</i>		22928	23081	3rd year	
<i>Line 5</i>		23381	23681	4th year	
<i>Line 6</i>		23848	24883	5th year	
<i>Line 7</i>	Class III	24638	24883		
<i>Line 8</i>		25124	26085	1st year	Level 2
<i>Line 9</i>		25636	26085		
<i>Line 10</i>		26142	27286	2nd year	
<i>Line 11</i>	Class IV	26837	27286		
<i>Line 12</i>		27345	28488	3rd year	
<i>Line 13</i>		27841	28488		
<i>Line 14</i>		28341	28488		
<i>Line 15</i>	Senior Grade 1	29437	29713	4th year	
<i>Line 16</i>		29878	30951	5th year	
<i>Line 17</i>		30430	30951		
<i>Line 18</i>	Senior Grade 2	30968	32179	1st year	Level 3
<i>Line 19</i>		31541	32179		
<i>Line 20</i>		32201	33428	2nd year	
<i>Line 21</i>			34666	3rd year	

EXPLANATORY NOTES

Translation is to the next highest salary point within the stream. For example, an existing Class III 4th increment (line 10) translates to a new Level 2 2nd increment (line 10)

Persons employed in positions on lines 7, translate to the next highest salary point. Such persons are to progress to the top to the new level, ie. in the case of line 7 - new Level 2.

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ANNEXURE F

**TECHNICAL FORESTERS AWARD
Translation to Technical Stream**

Principal Technical Foresters Class III - \$39871 translates to new Technical Stream at Level 5 - \$42095.