

**REGISTER OF
ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA06/146

TITLE: State Water Corporation Salaried Officers Enterprise Agreement 2006

I.R.C. NO: IRC6/1463

DATE APPROVED/COMMENCEMENT: 17 March 2006 / 17 March 2006

TERM: 27

**NEW AGREEMENT OR
VARIATION:** New.

GAZETTAL REFERENCE: 14 April 2006

DATE TERMINATED:

NUMBER OF PAGES: 12

COVERAGE/DESCRIPTION OF

EMPLOYEES: The agreement applies to all employees employed by State Water Corporation located at 36 Darling Street, Dubbo NSW 2830, who are engaged in the classifications listed in Tables 1, 2 & 3 in clause 5 of this agreement, who fall within the coverage of the Crown Employees (Public Service - Conditions of Employment) Reviewed Award 2006 and the Crown Employees (Public Service - Salaries 2004) Award.

PARTIES: State Water Corporation -&- the Public Service Association and Professional Officers' Association Amalgamated Union of New South Wales, and The Association of Professional Engineers, Scientists and Managers, Australia (NSW Branch)

Industrial Relations
Commission of
New South Wales
Coram: Sams D.P.

Howell

Exhibit/~~REF~~ 1

17/3/06

Associate

STATE WATER CORPORATION SALARIED OFFICERS ENTERPRISE AGREEMENT 2006

(MARCH 2006)

STATE WATER CORPORATION SALARIED OFFICERS ENTERPRISE AGREEMENT 2006

March 2006

1. Title

This agreement shall be known as the State Water Corporation Salaried Officers Enterprise Agreement 2006.

2. Arrangement

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3. Parties Bound and Coverage

3.1 The parties to this Agreement are:

3.1.1 State Water Corporation;

3.1.2 The Public Service Association and Professional Officers Association Amalgamated Union of New South Wales

3.1.3 The Association of Professional Engineers, Scientists and Managers Australia (New South Wales Branch).

3.2 In this agreement "the Association" or "the Union" means:

3.2.1 The Public Service Association and Professional Officers Association Amalgamated Union of New South Wales; and

3.2.2 The Association of Professional Engineers, Scientists and Managers Australia (New South Wales Branch) in respect of:

(a) Professional Engineers as defined in the rules of The Association of Professional Engineers, Scientists and Managers Australia (New South Wales Branch) which, without limiting that category includes:

(i) Persons employed in the classification of Engineer;

(ii) Persons performing professional engineering work; and

- (b) Existing members of the Association of Professional Engineers, Scientists and Managers Australia (New South Wales Branch) to the extent that they do not come within 3.2.2(a).

4. Operation and Statement of Intent

- 4.1 This Agreement is entered into to clarify the terms and conditions of persons employed by the State Water Corporation and to protect entitlements so far as the parties are able consequent upon the commencement of the *Workplace Relations Amendment (WorkChoices) Act 2005 (Cth)*.
- 4.2 This Agreement applies to those classifications of employees covered by the classifications listed in Tables 1, 2 and 3 to this Agreement as identified in clause 5.
- 4.3 It is the express objective of the parties to this Agreement that this Agreement reflect the terms and conditions of employment (and in particular agreed future salary increases) applicable to the various classifications of employees operating within the State Water Corporation at the time of this Agreement, without variation.
- 4.4 No employee is to be disadvantaged by the parties entering into this Agreement.
- 4.5 This Agreement shall operate from 17 March 2006 until 1 July 2008.
- 4.6 The parties agree that negotiations for a new industrial instrument to replace this Agreement will commence six months prior to the expiry of this Agreement.

5. Conditions of Employment

- 5.1 Except where specifically varied by this Agreement, the conditions of employment for all employees of the State Water Corporation covered by this Agreement are those to be found in the Crown Employees (Public Service – Conditions of Employment) Reviewed Award 2006 as at the time of making this agreement.
- 5.2 The Classifications of position listed in the table set out in cl 5.3 shall, in addition to the conditions pursuant to cl 5.1, attract conditions of employment as set out in the Crown Employees (State Water – Storages, Operations and River Infrastructure Staff) Award. Where the conditions between the Crown Employees (Public Service – Conditions of Employment) Reviewed Award 2006 and the Crown Employees (State Water – Storages, Operations and River Infrastructure Staff) Award differ, the terms and conditions in the latter instrument shall apply.
- 5.3 The Classifications listed in the following Table shall be applicable to the Positions so identified.

Classification	Position Title
State Water Officer 1	Assets Field Officer (Coastal, Hay, Leeton, Moree, Narrabri, North, Warren, Lake Cargelligo)
State Water Officer 2	2IC Major Weirs (Euston & Wentworth)
State Water Officer 3	2IC Minor Ungated Storage (Brogo, Carcoar, Chaffey, Glennies Creek, Lostock, Pindari, Split Rock, Toonumbar, Windamere)
State Water	OIC Major Weirs

Officer 4	(Euston & Wentworth)
State Water Officer 4	2IC Major Ungated Storage (Blowering & Glenbawn)
State Water Officer 4	Lowbidgee Assets Officer (Balranald)
State Water Officer 5	OIC Minor Ungated Storage (Brogo, Carcoar, Chaffey, Glennies Creek, Lostock, Pindari, Split Rock, Toonumbar, Windamere)
State Water Officer 5	Lowbidgee Operations Officer (Balranald)
State Water Officer 5	Senior Assets Officer (Coastal, Hay, Leeton, Moree, Narrabri, North, Warren, Lake Cargelligo)
State Water Officer 6	OIC Major Ungated Storage (Blowering & Glenbawn)
State Water Officer 6	2IC Major Gated Storage (Burrendong, Burrinjuck, Copeton, Hume, Keepit, Wyangala, Menindee)
State Water Officer 7	Operations Officer (Deniliquin, Dubbo, Forbes, Goondiwindi, Moree, Narrabri, Leeton, Warren)
State Water Officer 8	OIC Major Gated Storage (Burrendong, Burrinjuck, Copeton, Hume, Keepit, Wyangala, Menindee)

- 5.4 The Classifications of position listed in Table 3 shall, in addition to the conditions pursuant to cl 5.1, attract conditions of employment as set out in the Crown Employees (Department Of Public Works And Services) Reviewed Award 2004. Where the conditions between the Crown Employees (Public Service – Conditions of Employment) Reviewed Award 2006 and the Crown Employees (Department Of Public Works And Services) Reviewed Award 2004 differ, the terms and conditions in the latter instrument shall apply.
- 5.5 The parties agree that employment within State Water Corporation will be on a Full-Time, Part-Time or casual basis. The ordinary forms of employment will be Full-Time or Part-Time. Casual employees for the purpose of this clause are those persons engaged by the State Water Corporation on a casual basis.

- 5.6 State Water Corporation will continue to adopt a cooperative approach to industrial relations, and will continue to engage in collective bargaining with employees and their representatives. During the life of this Agreement all salaried officers shall be employed in accordance with the salaries and conditions prescribed in this Agreement.

6. Salaries

- 6.1 The Salaries payable to persons employed by the State Water Corporation are those provided by this clause.
- 6.2 The Salaries payable to persons employed by the State Water Corporation in the Classifications identified in Table 1 to this Agreement are payable in accordance with the salaries identified in that Table. Consistent with that Table, Salaries are to be adjusted in accordance with the Memorandum of Understanding, Crown Employees (Public Sector Salaries) between the Association and the NSW Government on 21 December 2004.
- 6.3 The Salaries payable to those persons engaged in the Classifications referred to in the Table at cl 5.3 above continue to be payable in accordance with the Grading Structure and Classifications identified in the Crown Employees (State Water – Storages, Operations and River Infrastructure Staff) Award. The common salary points and corresponding salaries applicable to that grading structure are set out in Table 2 to this Agreement.
- 6.4 The Salaries payable to those persons engaged in the Classifications referred to in cl 5.4 and identified in Table 3 continue to be payable in accordance with the Grading Structure and Classifications identified in the Crown Employees (Department Of Public Works And Services) Reviewed Award 2004. The salaries payable are as set out in Table 3.

7. Grievance and Dispute Settling Procedures

- 7.1 Where an employee has a grievance or dispute concerning an employment matter, the following steps will be taken:
- 7.1.1 The grievance or dispute shall first be discussed with their immediate manager/team leader who will make the necessary enquiries and give the employee or employees a response.
- 7.1.2 The immediate manager, or other appropriate officer, shall convene a meeting in order to resolve the grievance, dispute or difficulty within two (2) working days, or as soon as practicable, of the matter being brought to attention. The employee has a right to have a Union representative present at the meeting should the employee so elect.
- 7.1.3 Where the grievance or dispute involves confidential or other sensitive material (including issues of harassment or discrimination under the *Anti Discrimination Act, 1977*) that makes it impractical for the staff member to advise their immediate manager the notification may occur to the next appropriate level of management, including where required, to the Chief Executive Officer or delegate.
- 7.1.4 Should the grievance or dispute remain unresolved, the employee or employees (or the Union on their behalf) should forward the details of the grievance or dispute in writing to the Branch Manager who will arrange a meeting, within ten working days, with the relevant people to discuss the matter with a view to resolving the grievance or dispute.
- 7.1.5 If the grievance or dispute is still unresolved, the Chief Executive Officer (or his delegate) and the employee or employees (or the appropriate Union on their behalf) shall be notified and a conference arranged to examine and resolve the matter.
- 7.1.6 If the grievance or dispute is not settled by the conference, State Water Corporation, the employee or employees (or the appropriate Union on their behalf) may refer the matter to

an agreed mediator for a mediation conference which shall be attended by the employee or employees with their Union representative and a person with appropriate authority from State Water Corporation. The costs of the mediation shall be met by State Water Corporation.

- (i) The mediation conference is not to be conducted in a legalistic fashion and shall be approached by all concerned to bring about an agreed solution. The mediator will not make decisions or impose a solution on the parties unless requested to do so, in writing, by both parties.
- (ii) If a settlement is reached, the terms of the settlement must be written down and signed by both parties and the mediator before the mediation conference is terminated.
- (iii) An agreed settlement shall be binding on the parties and enforceable.
- (iv) Either party may terminate the mediation conference, in writing, at any time.

7.1.7 If the grievance or dispute still remains unresolved following mediation, either party has the right to have the matter referred to the President of the Industrial Relations Commission of New South Wales for further conciliation and if unresolved arbitration and determination.

- (i) During the grievance and dispute resolution procedure, the normal work situation that existed prior to the grievance or dispute arising shall be maintained and no party shall be prejudiced.
- (ii) This procedure shall not prevent State Water Corporation or the Union from making direct representations to one another on any matter giving rise to or likely to give rise to a grievance or dispute.

8. Management of Conduct and Performance

- 8.1 Part 2.7 and sections 60-61 of the *Public Sector Employment and Management Act 2002* (PSEM Act) and the Guidelines made under Part 2.7 of the PSEM Act, as amended from time to time shall apply to all permanent employees of State Water Corporation as though they were officers of the public service.
- 8.2 For the purpose of the reference to Part 2.7 of the PSEM Act, the Chief Executive Officer of State Water Corporation is to be the appropriate Department Head, and may delegate the exercise of these functions to other staff of the State Water Corporation.
- 8.3 The provision in this clause shall not apply to temporary and casual employees at the State Water Corporation.

Table 1
State Water Corporation Employee Classifications and Salaries

Classification and Grades	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$	1.7.07 Per annum +4% \$
Administrative and Clerical Officers			
Clerks General Scale			
1st year of service or 18 years	25,013	26,014	27,055
2nd year of service Minimum at 20 years	30,254	31,464	32,723
3rd year of service Minimum at 21 years	32,606	33,910	35,266
4th year of service	33,496	34,836	36,229
5th year of service	34,913	36,310	37,762
6th year of service	35,547	36,969	38,448
7th year of service	36,428	37,885	39,400
8th year of service	37,775	39,286	40,857
9th year of service	39,144	40,710	42,338
10th year of service	40,590	42,214	43,903
Provided that officers who on 6th December 1979 were on 14th year of General Scale and paid a personal allowance of \$417.00 p.a. in terms of Circular No. 20 of 1979 shall be paid by way of allowance above 10th year of the General Scale.	42,327	44,020	45,781
Minimum for employee with Higher School Certificate Qualification at 19 years of age	28,343	29,477	30,656
Grade 1			
1st year of service	42,825	44,538	46,320
Thereafter	44,085	45,848	47,682
Grade 2			
1st year of service	45,314	47,127	49,012
Thereafter	46,557	48,419	50,356
Grade 3			
1st year of service	47,877	49,792	51,784
Thereafter	49,319	51,292	53,344
Grade 4			
1st year of service	50,860	52,894	55,010
Thereafter	52,423	54,520	56,701
Grade 5			
1st year of service	56,516	58,777	61,128
Thereafter	58,299	60,631	63,056
Grade 6			
1st year of service	60,584	63,007	65,527
Thereafter	62,360	64,854	67,448
Grade 7			
1st year of service	64,227	66,796	69,468
Thereafter	66,148	68,794	71,546
Grade 8			
1st year of service	68,905	71,661	74,527
Thereafter	71,094	73,938	76,896
Grade 9			
1st year of service	73,213	76,142	79,188
Thereafter	75,272	78,283	81,414
Grade 10			
1st year of service	78,345	81,479	84,738
Thereafter	80,680	83,907	87,263

Grade 11			
1st year of service	84,679	88,066	91,589
Thereafter	88,269	91,800	95,472
Grade 12			
1st year of service	93,800	97,552	101,454
Thereafter	97,932	101,849	105,923
Senior Officers			
Grade 1			
Year 1	109,578	113,961	118,519
Year 2	118,073	122,796	127,708
Grade 2			
Year 1	120,070	124,873	129,868
Year 2	128,537	133,678	139,025
Grade 3			
Year 1	132,838	138,152	143,678
Year 2	145,817	151,650	157,716
Departmental Professional Officers			
Grade I -			
1st year of service	42,825	44,538	46,320
2nd year of service	44,511	46,291	48,143
3rd year of service	46,994	48,874	50,829
4th year of service	50,370	52,385	54,480
5th year of service	53,939	56,097	58,341
6th year of service and thereafter	57,138	59,424	61,801
Grade II -			
1st year of service	59,937	62,334	64,827
2nd year of service	61,713	64,182	66,749
3rd year of service	63,594	66,138	68,784
4th year of service and thereafter	66,148	68,794	71,546
Grade III -			
1st year of service	68,905	71,661	74,527
2nd year of service	71,094	73,938	76,896
3rd year of service	72,511	75,411	78,427
4th year of service and thereafter	75,272	78,283	81,414
Grade IV -			
1st year of service	78,345	81,479	84,738
2nd year of service and thereafter	79,899	83,095	86,419
Grade V -			
1st year of service	83,035	86,356	89,810
2nd year of service and thereafter	84,679	88,066	91,589
Grade VI -			
1st year of service	87,318	90,811	94,443
2nd year of service and thereafter	89,028	92,589	96,293
Grade VII -			
1st year of service	91,780	95,451	99,269
2nd year of service and thereafter	93,800	97,552	101,454
Grade VIII -			
1st year of service	96,851	100,725	104,754
2nd year of service and thereafter	97,932	101,849	105,923

Miscellaneous Professional Officers			
Cadets/Trainees			
1st year of service	26,727	27,797	28,908
2nd year of service	30,253	31,464	32,722
3rd year of service	32,606	33,910	35,267
4th year of service	35,547	36,969	38,447
5th year of service	37,775	39,286	40,857
6th year of service	39,518	41,099	42,743
General Scale			
1st year of service	39,518	41,099	42,743
2nd year of service	42,088	43,772	45,523
3rd year of service	44,858	46,653	48,519
4th year of service	47,877	49,792	51,784
5th year of service	50,860	52,894	55,010
6th year of service	54,480	56,659	58,926
Grade 1			
1st year of service	54,944	57,142	59,428
2nd year of service	56,516	58,776	61,127
3rd year of service	58,299	60,631	63,057
Thereafter	59,937	62,334	64,828
Grade 2			
1st year of service	62,361	64,855	67,449
Thereafter	63,594	66,138	68,783
Grade 3			
1st year of service	65,516	68,136	70,862
Thereafter	68,905	71,662	74,528
Grade 4			
1st year of service	71,777	74,648	77,634
Thereafter	73,914	76,871	79,946
Grade 5			
1st year of service	78,346	81,480	84,739
Thereafter	80,680	83,907	87,263
Grade 6			
1st year of service	84,678	88,066	91,588
Thereafter	89,029	92,590	96,293

Surveyors, Trigonometrical Surveyors and Cartographic Surveyors

	1.7.05	1.7.06	1.7.07
	Per annum	Per annum	Per annum
	4%	4%	4%
	\$	\$	\$
Grade I			
1st year of service	44,511	46,291	48,143
2nd year of service	46,994	48,874	50,829
3rd year of service	50,370	52,385	54,480
4th year of service	53,939	56,097	58,341
5th year of service and thereafter	57,138	59,424	61,801
Grade II			
1st year of service	60,584	63,007	65,527
2nd year of service	62,917	65,434	68,051
3rd year of service	64,873	67,468	70,167
4th year of service and thereafter	66,761	69,431	72,208
Grade III			
1st year of service	70,325	73,138	76,064
2nd year of service	72,511	75,411	78,427
3rd year of service	75,272	78,283	81,414
4th year of service and thereafter	77,576	80,679	83,906
Grade IV			
1st year of service	81,465	84,724	88,113
2nd year of service	83,857	87,211	90,699
3rd year of service and thereafter	85,521	88,942	92,500
Grade V			
1st year of service	89,028	92,589	96,293
2nd year of service and thereafter	90,782	94,413	98,190

Engineers

Classification and Grades	1.7.05	1.7.06	1.7.07
	Per annum	Per annum	Per annum
	+4%	+4%	+4%
	\$	\$	\$
Grade I Diplomate Experience Since Qualifying			
In first year	42,825	44,538	46,320
After one year	44,511	46,291	48,143
After two years	46,994	48,874	50,829
After three years	50,370	52,385	54,480
After four years	53,939	56,097	58,341
After five years	57,138	59,424	61,801
Grade I Graduate Experience Since Qualifying			
In first year	44,511	46,291	48,143
After one year	46,994	48,874	50,829
After two years	50,370	52,385	54,480
After three years	53,939	56,097	58,341
After four years	57,138	59,424	61,801

Grade II			
1st year of service	60,584	63,007	65,527
2nd year of service	62,917	65,434	68,051
3rd year of service	64,873	67,468	70,167
4th year of service and thereafter	66,761	69,431	72,208
Grade III			
1st year of service	70,325	73,138	76,064
2nd year of service	72,511	75,411	78,427
3rd year of service	75,272	78,283	81,414
4th year of service and thereafter	77,576	80,679	83,906
Grade IV			
1st year of service	81,465	84,724	88,113
2nd year of service	83,857	87,211	90,699
3rd year of service and thereafter	85,521	88,942	92,500
Grade V			
1st year of service	89,028	92,589	96,293
2nd year of service and thereafter	90,782	94,413	98,190
Grade VI			
1st year of service	92,792	96,504	100,364
2nd year of service and thereafter	94,782	98,573	102,516

Table 2
Crown Employees (State Water – Storages, Operations and River Infrastructure Staff) Award

	Common Salary Point	1.7.05 Per annum +4% \$	1.7.06 Per annum +4% \$	1.7.07 Per annum +4% \$
State Water Officer 1				
1st year of service	31	37,413	38,910	40,466
2nd year of service	37	39,518	41,099	42,743
3rd year of service	43	41,779	43,450	45,188
4th year of service	46	42,825	44,538	46,320
5th year of service	49	44,085	45,848	47,682
6th year of service and thereafter	52	45,314	47,127	49,012
State Water Officer 2				
1st year of service	52	45,314	47,127	49,012
2nd year of service	55	46,557	48,419	50,356
3rd year of service	58	47,877	49,792	51,784
4th year of service and thereafter	61	49,319	51,292	53,344
State Water Officer 3				
1st year of service	55	46,557	48,419	50,356
2nd year of service	58	47,877	49,792	51,784
3rd year of service	61	49,319	51,292	53,344
4th year of service and thereafter	64	50,860	52,894	55,010

State Water Officer 4				
1st year of service	67	52,423	54,520	56,701
2nd year of service	73	55,512	57,732	60,041
3rd year of service	75	56,516	58,777	61,128
4th year of service	78	58,299	60,631	63,056
5th year of service and thereafter	82	60,584	63,007	65,527
State Water Officer 5				
1st year of service	83	61,174	63,621	66,166
2nd year of service and thereafter	85	62,360	64,854	67,448
State Water Officer 6				
1st year of service	88	64,227	66,796	69,468
2nd year of service and thereafter	90	65,516	68,137	70,862
State Water Officer 7				
1st year of service	91	66,148	68,794	71,546
2nd year of service	95	68,905	71,661	74,527
3rd year of service and thereafter	98	71,094	73,938	76,896
State Water Officer 8				
1st year of service	100	72,511	75,411	78,427
2nd year of service and thereafter	104	75,272	78,283	81,414

Table 3
Crown Employees (Department Of Public Works And Services) Reviewed Award 2004

DPWS Staff		1.7.05	1.7.06	1.7.07
		4%	4%	4%
	Year	\$ per annum		
General Scale	1	\$25,357	\$26,371	\$27,426
General Scale	HSC Age 19 yrs	\$28,732	\$29,881	\$31,076
General Scale	Age 20 or 2nd yr	\$30,667	\$31,893	\$33,169
General Scale	Age 21 or 3rd yr	\$33,052	\$34,374	\$35,749
General Scale	4	\$33,955	\$35,313	\$36,725
General Scale	5	\$35,388	\$36,803	\$38,275
General Scale	6	\$36,032	\$37,474	\$38,973
General Scale	7	\$36,928	\$38,405	\$39,941
General Scale	8	\$38,292	\$39,824	\$41,417
General Scale	9	\$39,682	\$41,269	\$42,920
General Scale	10	\$41,143	\$42,789	\$44,500

	Personal	\$42,354	\$44,049	\$45,810
Grade				
1	1	\$43,411	\$45,148	\$46,953
	2	\$44,685	\$46,473	\$48,332
2	1	\$45,937	\$47,774	\$49,685
	2	\$47,193	\$49,081	\$51,044
3	1	\$48,532	\$50,474	\$52,493
	2	\$49,996	\$51,996	\$54,076
4	1	\$51,558	\$53,620	\$55,765
	2	\$53,139	\$55,265	\$57,475
5	1	\$57,290	\$59,582	\$61,965
	2	\$59,101	\$61,465	\$63,923
6	1	\$61,414	\$63,871	\$66,426
	2	\$63,212	\$65,740	\$68,370
7	1	\$65,110	\$67,715	\$70,423
	2	\$67,058	\$69,740	\$72,530
8	1	\$69,846	\$72,640	\$75,546
	2	\$72,071	\$74,954	\$77,952
9	1	\$74,217	\$77,186	\$80,273
	2	\$76,304	\$79,356	\$82,530
DPWS Senior Staff				
		1-Jul-05	1-Jul-06	1-Jul-07
Level		4%	4%	4%
1#	1	\$79,422	\$82,599	\$85,903
	2	\$81,785	\$85,057	\$88,459
2#	1	\$85,839	\$89,273	\$92,843
	2	\$89,481	\$93,060	\$96,782
3#	1	\$95,086	\$98,889	\$102,845
	2	\$99,274	\$103,245	\$107,374
# These levels replace Grades 10, 11 and 12 of the A&C salary scale.				
DPWS Professional Staff				
Date of Increase		1-Jul-05	1-Jul-06	1-Jul-07
Salary Increase		4%	4%	4%
	Year	\$ per annum		
General Scale	1	\$25,357	\$26,372	\$27,427
General Scale	HSC Age 19 yrs	\$28,732	\$29,881	\$31,076
General Scale	Age 20 or 2nd yr	\$30,667	\$31,893	\$33,169
General Scale	Age 21 or 3rd yr	\$33,052	\$34,374	\$35,749
General Scale	4	\$33,955	\$35,313	\$36,725

General Scale	5	\$35,388	\$36,803	\$38,275
General Scale	6	\$36,033	\$37,474	\$38,973
General Scale	7	\$36,928	\$38,405	\$39,941
General Scale	8	\$38,292	\$39,823	\$41,416
General Scale	9	\$39,682	\$41,269	\$42,920
General Scale	10	\$41,143	\$42,789	\$44,501
General Scale	11	\$42,354	\$44,048	\$45,810
General Scale	12	\$43,411	\$45,148	\$46,954
General Scale	13	\$44,686	\$46,473	\$48,332
Grade				
1	1	\$45,119	\$46,924	\$48,801
	2	\$47,638	\$49,544	\$51,526
	3	\$51,058	\$53,100	\$55,224
	4	\$54,676	\$56,863	\$59,138
	5	\$57,920	\$60,236	\$62,646
2	1	\$61,414	\$63,871	\$66,426
	2	\$63,780	\$66,331	\$68,984
	3	\$65,760	\$68,391	\$71,126
	4	\$67,675	\$70,382	\$73,197
3	1	\$71,290	\$74,142	\$77,107
	2	\$73,503	\$76,444	\$79,501
	3	\$76,304	\$79,356	\$82,530
	4	\$78,638	\$81,783	\$85,055
4	1	\$82,581	\$85,884	\$89,320
	2	\$85,001	\$88,401	\$91,937
	3	\$86,696	\$90,163	\$93,770
DPWS Senior Professional Staff				
Level				
Snr 1	1	\$90,248	\$93,858	\$97,612
	2	\$92,026	\$95,707	\$99,536
Snr 2	1	\$94,064	\$97,826	\$101,739
	2	\$96,084	\$99,928	\$103,925
Snr 3	1	\$98,178	\$102,106	\$106,190
	2	\$99,273	\$103,244	\$107,374
These levels replace Grades 5 and 6 of the Engineers' and Architects' salary scale.				

Signed:

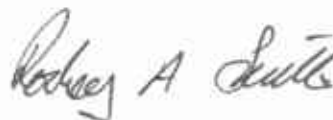


For and on behalf of the Public Service Association
and Professional Officers' Association
Amalgamated Union of New South Wales

17 March 2006

Date

Signed:



For and on behalf of the State Water Corporation

17 March 2006

Date

Signed:



For and on behalf of The Association of
Professional Engineers, Scientists and Managers
Australia (New South Wales Branch)

17 March 2006

Date