

# Increased Rates of Pay and Allowances for Public Health Service Employees Skilled Trades

**Summary** To inform NSW Health Staff on the increases to rates of pay and allowances for employees covered by the Public Health Service Employees Skilled Trades (State) Award 2023.

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## **Increased Rates of Pay and Allowances for Public Health Service Employees Skilled Trades**

### **PURPOSE**

This Information Bulletin advises of increases to rates of pay and allowances, from the first full pay period on or after 1 July 2023, for staff covered by the Public Health Service Employees Skilled Trades (State) Award.

### **KEY INFORMATION**

The Public Health Service Employees Skilled Trades (State) Award 2023 was made by consent of all parties by Chief Commissioner Constant of the NSW Industrial Relations Commission.

The Award provides a 4.0 per cent increase to wages and wage related allowances effective from the first full pay period on or after 1 July 2023. The updated wage rates and wage related allowances are provided in Attachment 1 (tables 1 and 2).

The Award also provides increases, in accordance with movement to the expense related allowance in the Crown Employees Wages Staff (Rates of Pay) Award, to expense related allowances. These are provided in Attachment 2.

The updated wage rates and wage related allowances for apprentices are provided in Attachment 3.

Public Hospital Service Employees Skilled Trades (State) Award 2022 is available on the NSW Health [website](#).

### **ATTACHMENT**

1. Public Health Service Employees Skilled Trades – Rates of Pay and Allowances
2. Public Health Service Employees Skilled Trades – Expense Related Allowances (Including Tool Allowances for all Trades other than Electrical)
3. Public Health Service Employees Skilled Trades – Apprentice Wages and Allowances

## Attachment 1 – Public Health Service Employees Skilled Trades – Rates of Pay and Allowances

*Table 1 – Annual Wages*

| Description   | Frequency | Rate from FFPPOA<br>1 July 2023<br>\$ |
|---|-----------|---------------------------------------|
| <b>Bricklayer</b>   |           |                                       |
| Level 1   | Annual    | 59,963                                |
| Level 2 (Level 1 plus 5%)   | Annual    | 62,961                                |
| Level 3 (Level 1 plus 10%)  | Annual    | 65,960                                |
| Level 4 (Level 1 plus 15%)  | Annual    | 68,957                                |
| <b>Carpenter</b>  |           |                                       |
| Level 1   | Annual    | 59,963                                |
| Level 2 (Level 1 plus 5%)   | Annual    | 62,961                                |
| Level 3 (Level 1 plus 10%)  | Annual    | 65,960                                |
| Level 4 (Level 1 plus 15%)  | Annual    | 68,957                                |
| <b>Electrical Instrument Fitter</b>   |           |                                       |
| Level 1   | Annual    | 66,473                                |
| Level 2 (Level 1 plus 5%)   | Annual    | 69,796                                |
| Level 3 (Level 1 plus 10%)  | Annual    | 73,120                                |
| Level 4 (Level 1 plus 15%)  | Annual    | 76,443                                |
| Elec Fitter & Ass to Chief Eng.-Syd Hosp/Elec Fitter & Ass to Chief Eng - Other Hosp/Plant Elec/Elec in Charge of Generating Plant are paid as Electrical Tradesperson plus Additional Wage Rate plus Tool Allowance. |           |                                       |
| <b>Electrical Tradesperson</b>  |           |                                       |
| Level 1   | Annual    | 63,460                                |
| Level 2 (Level 1 plus 5%)   | Annual    | 66,633                                |
| Level 3 (Level 1 plus 10%)  | Annual    | 69,806                                |
| Level 4 (Level 1 plus 15%)  | Annual    | 72,979                                |
| <b>Fitter / Motor Mechanic</b>  |           |                                       |
| Level 1   | Annual    | 59,804                                |
| Level 2 (Level 1 plus 5%)   | Annual    | 62,794                                |
| Level 3 (Level 1 plus 10%)  | Annual    | 65,785                                |
| Level 4 (Level 1 plus 15%)  | Annual    | 68,775                                |
| <b>Floor / Wall Tiler</b>   |           |                                       |
| Level 1   | Annual    | 59,963                                |
| Level 2 (Level 1 plus 5%)   | Annual    | 62,961                                |

|   |        |        |
|---|--------|--------|
| Level 3 (Level 1 plus 10%)  | Annual | 65,960 |
| Level 4 (Level 1 plus 15%)  | Annual | 68,957 |
| <b>Painter / Spray Painter</b>  |        |        |
| Level 1   | Annual | 59,963 |
| Level 2 (Level 1 plus 5%)   | Annual | 62,961 |
| Level 3 (Level 1 plus 10%)  | Annual | 65,960 |
| Level 4 (Level 1 plus 15%)  | Annual | 68,957 |
| <b>Plasterer</b>  |        |        |
| Level 1   | Annual | 59,963 |
| Level 2 (Level 1 plus 5%)   | Annual | 62,961 |
| Level 3 (Level 1 plus 10%)  | Annual | 65,960 |
| Level 4 (Level 1 plus 15%)  | Annual | 68,957 |
| <b>Plumber</b>  |        |        |
| Level 1   | Annual | 60,380 |
| Level 2 (Level 1 plus 5%)   | Annual | 63,399 |
| Level 3 (Level 1 plus 10%)  | Annual | 66,419 |
| Level 4 (Level 1 plus 15%)  | Annual | 69,439 |
| Plumbers acting alone on Plumbers/Drainers/Gasfitters licences and combinations are paid as Plumber plus Additional Wage Rates plus Tool Allowance. |        |        |
| <b>Scientific Instrument Maker</b>  |        |        |
| Level 1   | Annual | 61,787 |
| Level 2 (Level 1 plus 5%)   | Annual | 64,876 |
| Level 3 (Level 1 plus 10%)  | Annual | 67,967 |
| Level 4 (Level 1 plus 15%)  | Annual | 71,056 |
| <b>Signwriter</b>   |        |        |
| Level 1   | Annual | 61,285 |
| Level 2 (Level 1 plus 5%)   | Annual | 64,350 |
| Level 3 (Level 1 plus 10%)  | Annual | 67,415 |
| Level 4 (Level 1 plus 15%)  | Annual | 70,478 |
| <b>Tool Maker</b>   |        |        |
| Level 1   | Annual | 61,787 |
| Level 2 (Level 1 plus 5%)   | Annual | 64,876 |
| Level 3 (Level 1 plus 10%)  | Annual | 67,967 |
| Level 4 (Level 1 plus 15%)  | Annual | 71,056 |
| <b>Welder 1st Class</b>   |        |        |
| Level 1   | Annual | 59,804 |
| Level 2 (Level 1 plus 5%)   | Annual | 62,794 |

|                            |        |        |
|----------------------------|--------|--------|
| Level 3 (Level 1 plus 10%) | Annual | 65,785 |
| Level 4 (Level 1 plus 15%) | Annual | 68,775 |

Mechanic Tradesperson Special Class is paid as Fitter/Motor Mechanic Level 2 plus Tool Allowance from 1/7/97 and thereafter. Welder Special Class is paid as Welder 1st Class plus Additional Wage Rates plus Tool Allowance.

**Table 2 – Additional and Special Rates/Allowances (Including Tool Allowance for Electrical Trades)**

| Clause No. | Allowance Description  | Frequency    | Rate from FFPPOA<br>1 July 2023<br>\$ |
|------------|--|--------------|---------------------------------------|
| 4A(ii)     | On-call - Rostered on duty                                       | Per 24 Hours | 26.90                                 |
| 4A(iii)    | On-call - Rostered off duty                                      | Per 24 Hours | 53.14                                 |
| 7(i)(a)    | Electricians Licence Grade A                                     | Per Week     | 55.39                                 |
| 7(i)(a)    | Electricians Licence Grade B                                     | Per Week     | 30.21                                 |
| 7(i)(b)(1) | Plumbers License   | Per Week     | 54.97                                 |
| 7(i)(b)(2) | Gasfitters License   | Per Week     | 54.97                                 |
| 7(i)(b)(3) | Drainers License   | Per Week     | 44.78                                 |
| 7(i)(b)(4) | Plumbers and Gasfitters License                                  | Per Week     | 72.60                                 |
| 7(i)(b)(5) | Plumbers and Drainers License                                    | Per Week     | 72.60                                 |
| 7(i)(b)(6) | Gasfitters and Drainers License                                  | Per Week     | 72.60                                 |
| 7(i)(b)(7) | Plumbers and Drainers and Gasfitters License                     | Per Week     | 101.14                                |
| 7(i)(c)    | Plumbers/Gasfitters/Drainers Reg. Cert                           | Per Hour     | 1.08                                  |
| 7(i)(d)    | Electric Welding   | Per Hour     | 0.85                                  |
| 7(i)(e)    | Computing Quantities   | Per Day      | 6.91                                  |
| 7(i)(f)    | Boiler Attendants Certificate                                    | Per Week     | 8.53                                  |
| 7(i)(g)    | BMC Operator   | Per Week     | 44.37                                 |
| 7(i)(h)    | Motor Mechanic per day   | Per Day      | 3.50                                  |
| 7(i)(h)    | Motor Mechanic   | Each         | 0.87                                  |
| 7(i)       | Elec Fitter & Assistant to Chief Eng.-Sydney Hospital            | Per Week     | 78.21                                 |
| 7(i)       | Elec Fitter & Assistant to Chief Eng.-Other Hosp.                | Per Week     | 62.38                                 |
| 7(i)       | Electrician in Charge of Generating Plant less than 75 Kilowatts | Per Week     | 22.96                                 |
| 7(i)       | Electrician in charge of Generating Plant 75 Kilowatts or more   | Per Week     | 79.78                                 |
| 7(i)       | Plant Electrician  | Per Week     | 75.02                                 |
| 7(j)       | Welder Special Class   | Per Week     | 14.28                                 |
| 8          | Tool Allowance - Electrical Trades                               | Per Week     | 22.82                                 |
| 9(i)(b)    | Leading Hand Electrician   | Per Week     | 75.02                                 |

|             |   |          |       |
|-------------|---|----------|-------|
| 9(ii)(a)    | Leading Hand - Other than Electricians I/C up to 5 Employees    | Per week | 57.19 |
| 9(ii)(b)    | Leading Hand - Other than Electricians I/C 6 up to 10 Employees | Per Week | 74.73 |
| 9(ii)(c)    | Leading Hand - Other than Electricians I/C over 10 Employees    | Per Week | 95.77 |
| 7(ii)(a)    | Cold Place  | Per Hour | 0.92  |
| 7(ii)(b)    | Confined Spaces   | Per Hour | 1.08  |
| 7(ii)(c )   | Dirty Work  | Per Hour | 0.92  |
| 7(ii)(d)    | Height Money - at 7.5 metres                                    | Per Hour | 0.92  |
| 7(ii)(d)    | Height Money - every additional 3 metres                        | Per Hour | 0.92  |
| 7(ii)(e)    | Hot Places - 46C-54C  | Per Hour | 0.92  |
| 7(ii)(e)    | Hot Places - more than 54C                                      | Per Hour | 1.08  |
| 7(ii)(f)(1) | Insulation Material   | Per Hour | 1.08  |
| 7(ii)(f)(2) | Asbestos  | Per Hour | 1.08  |
| 7(ii)(g)    | Boil Repair   | Per Hour | 0.64  |
| 7(ii)(g)    | Oil fired Boiler  | Per Hour | 2.25  |
| 7(ii)(g)    | Smoke Boxes etc   | Per Hour | 0.64  |
| 7(h)(1)     | Wet Places - other than rain                                    | Per Hour | 0.92  |
| 7(h)(1)     | Rain  | Per Hour | 0.92  |
| 7(h)(2)     | Mud Allowance   | Per Day  | 7.02  |
| 7(i)        | Acid Furnaces etc.  | Per Hour | 4.62  |
| 7(j)        | Depth Money   | Per Hour | 0.92  |
| 7(k)(1)     | Swing Scaffolds other than plasterers - First four hours        | Per Hour | 6.52  |
| 7(k)(1)     | Swing Scaffolds other than plasterers - Thereafter              | Per Hour | 1.36  |
| 7(k)(2)     | Swing Scaffolds - plasterers                                    | Per Hour | 0.18  |
| 7(l)        | Spray Application   | Per Hour | 0.92  |
| 7(m)        | Working Second-hand timber                                      | Per Day  | 3.47  |
| 7(n)        | Roof Work   | Per Hour | 0.92  |
| 7(o)        | Explosive Powered Tools   | Per Day  | 2.16  |
| 7(p)        | Morgues   | Per Hour | 1.02  |
| 7(q)(1)     | Toxic_Obnox - Epoxy Materials                                   | Per Hour | 1.08  |
| 7(q)(2)     | Toxic_Obnox Sub A/C not operating                               | Per Hour | 0.77  |
| 7(q)(4)     | Close Proximity to Toxic Sub                                    | Per Hour | 0.92  |
| 7(r)        | Psychiatric Patients (PH Ward)                                  | Per Hour | 0.77  |
| 7(s)        | Animal House  | Per Hour | 0.59  |
| 7(u)        | Asbestos Eradication  | Per Hour | 3.04  |

|                |   |          |       |
|----------------|---|----------|-------|
| 7(x)(1)        | Psychiatric Hospitals                                 | Per Hour | 1.77  |
| 7(x)(2)        | Geriatric Allowance - Allandale/Garrawarra            | Per Hour | 0.61  |
| 7(x)(2)        | Geriatric Allowance - Lidcombe                        | Per Hour | 0.56  |
| 7(iii)         | Thermostatic Mixing Valve                             | Per Week | 30.12 |
| 7(iv)          | Chokages  | Per Day  | 10.50 |
| 7(v)           | Fouled Equipment                                      | Per Day  | 10.50 |
| 21(i)          | Climatic and Isolation Allowance - Time and Half Zone | Per Week | 9.94  |
| 21(ii)         | Climatic and Isolation Allowance - Double Zone        | Per Week | 20.01 |
| Part B Table 2 | Apprentice Passing Exams - 1st Year                   | Per Week | 1.87  |
| Part B Table 2 | Apprentice Passing Exams - 2nd Year                   | Per Week | 5.81  |
| Part B Table 2 | Apprentice Passing Exams - 3rd Year                   | Per Week | 7.66  |

### Attachment 2 – Public Health Service Employees Skilled Trades – Expense Related Allowances (Including Tool Allowances for all Trades other than Electrical)

*Expense related allowances are adjusted in accordance with movements in the expense related allowances in the Crown Employees Wages Staff (Rates of Pay) Award.*

| Clause No. | Allowance Description  | Frequency | Effective Date 01-Jul-2023<br>\$ |
|------------|--|-----------|----------------------------------|
| 8          | Tool Allowance Bricklayer                                    | Per Week  | 27.10                            |
| 8          | Tool Allowance Carpenter                                     | Per Week  | 38.00                            |
| 8          | Tool Allowance Floor/Wall Tiler                              | Per Week  | 27.10                            |
| 8          | Tool Allowance Fitter Motor Mechanic                         | Per Week  | 38.00                            |
| 8          | Tool Allowance Plasterer                                     | Per Week  | 38.00                            |
| 8          | Tool Allowance Painter Spray Painter Signwriter              | Per Week  | 9.30                             |
| 8          | Tool Allowance Plumber                                       | Per Week  | 38.00                            |
| 8          | Tool Allowance Scientific Instrument/Tool Maker              | Per Week  | 38.00                            |
| 8          | Tool Allowance Welder 1st Class                              | Per Week  | 38.00                            |
| 5(viii)    | Meal Allowance for meal on overtime                          | Each      | 30.90                            |
| 5(viii)    | Subsequent Meal  | Each      | 13.10                            |
| 10(i)      | Employee required to work away from accustomed place of work | Per Day   | 25.30                            |
| 20(vii)(c) | Laundry Allowance (Skilled Trades)                           | Per Week  | 1.18                             |
| 31         | Living away from home allowance - (W)                        | Per Week  | 618.00                           |
| 31         | Living away from home allowance - (D)                        | Per Day   | 88.30                            |

|          |   |          |          |
|----------|---|----------|----------|
| 22(ii)   | Damage to clothing and tools - insurance to the extent of |          | 2,198.00 |
| 20(viii) | Ambulance Service - Uniform provided up to the value of   | Per Year | 472.33   |

### Attachment 3 – Public Health Service Employees Skilled Trades – Apprentice Wages and Allowances

| Description                        | Frequency | Rate from FFPPOA<br>1 July 2023<br>\$ |
|------------------------------------|-----------|---------------------------------------|
| Apprentice Bricklayer              |           |                                       |
| 1st Year                           | Annual    | 26,085                                |
| 2nd Year                           | Annual    | 34,681                                |
| 3rd Year                           | Annual    | 44,792                                |
| 4th year                           | Annual    | 51,794                                |
| Apprentice Carpenter               |           |                                       |
| 1st Year                           | Annual    | 26,085                                |
| 2nd Year                           | Annual    | 34,681                                |
| 3rd Year                           | Annual    | 44,792                                |
| 4th year                           | Annual    | 51,794                                |
| Apprentice Electrician             |           |                                       |
| 1st Year                           | Annual    | 26,085                                |
| 2nd Year                           | Annual    | 34,681                                |
| 3rd Year                           | Annual    | 44,792                                |
| 4th year                           | Annual    | 51,794                                |
| Apprentice Fitter / Motor Mechanic |           |                                       |
| 1st Year                           | Annual    | 26,085                                |
| 2nd Year                           | Annual    | 34,681                                |
| 3rd Year                           | Annual    | 44,792                                |
| 4th year                           | Annual    | 51,794                                |
| Apprentice Painter                 |           |                                       |
| 1st Year                           | Annual    | 26,085                                |
| 2nd Year                           | Annual    | 34,681                                |
| 3rd Year                           | Annual    | 44,792                                |
| 4th year                           | Annual    | 51,794                                |
| Apprentice Plumber                 |           |                                       |
| 1st Year                           | Annual    | 26,085                                |
| 2nd Year                           | Annual    | 34,681                                |



|          |        |        |
|----------|--------|--------|
| 3rd Year | Annual | 44,792 |
| 4th year | Annual | 51,794 |

Tool Allowances for Apprentices are the same as those of the corresponding Tradesperson at Table 1, except for Apprentice Electricians, who will be paid the Tool Allowance for Electrical Trades at Table 2.

Other Allowances at Table 2, which are relevant to Apprentices (disability allowances etc.) will also apply. This includes the Allowances for Apprentices passing exams.