

Health Employees' Computer Staff (State) Award 2024

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by Health Secretary, NSW Ministry of Health

(No. IRC 242758 of 2024)

Before President Taylor

November 26 2024

AWARD

HEALTH EMPLOYEES' COMPUTER STAFF (STATE) AWARD 2024

PART A

Arrangement

Clause No.	Subject Matter
1.	Definitions
2.	Salaries
3.	Conditions of Service
4.	Dispute Resolution
5.	Anti-Discrimination
6.	No Extra Claims
7.	Area, Incidence and Duration

PART B - MONETARY RATES

Table 1 – Salaries

PART A

1. Definitions

Unless the context otherwise indicates or requires the several expressions hereunder defined shall have their respective meaning assigned to them:

"Employer" means the Secretary of the Ministry of Health exercising employer functions on behalf of the Government of New South Wales.

"Union" means the Health Services Union NSW.

2. Salaries

Full-time Computer Staff employees shall be paid the salaries as set in Table 1 of Part B - Monetary Rates, of this Award.

3. Conditions. of Service

The *Health Employees Conditions of Employment (State) Award 2023* as varied or replaced from time to time, shall apply to all persons covered by this Award.

In addition, *the Health Industry Status of Employment (State) Award 2023*, as varied or replaced from time to time, shall also apply to relevant employees.

4. Dispute Resolution

The dispute resolution procedure contained in the *Health Employees Conditions of Employment (State) Award 2023* as varied or replaced from time to time, shall apply.

5. Anti-Discrimination

- (i) It is the intention of the parties bound by this Award to seek to achieve the object in section 3(f) of the *Industrial Relations Act 1996* to prevent and eliminate discrimination in the workplace. This includes discrimination on the grounds of race, sex, marital status, disability, homosexuality, transgender identity, age and responsibilities as a carer.
- (ii) It follows that in fulfilling their obligations under the dispute resolution procedure prescribed by this Award the parties have obligations to take all reasonable steps to ensure that the operation of the provisions of this Award are not directly or indirectly discriminatory in their effects. It will be consistent with the fulfilment of these obligations for the parties to make application to vary any provision of the Award which, by its terms or operation, has a direct or indirect discriminatory effect.
- (iii) Under the *Anti-Discrimination Act 1977*, it is unlawful to victimise an employee because the employee has made or may make or has been involved in a complaint of unlawful discrimination or harassment.
- (iv) Nothing in this clause is to be taken to affect:
 - (a) any conduct or act which is specifically exempted from anti-discrimination legislation;
 - (b) offering or providing junior rates of pay to persons under 21 years of age;
 - (c) any act or practice of a body established to propagate religion which is exempted under section 56(d) of the *Anti-Discrimination Act 1977*;
 - (d) a party to this Award from pursuing matters of unlawful discrimination in any State or Federal jurisdiction.
- (v) This clause does not create legal rights or obligations in addition to those imposed upon the parties by the legislation referred to in this clause.

NOTES -

- (e) Employers and employees may also be subject to Commonwealth anti-discrimination legislation.
- (f) Section 56(d) of the *Anti-Discrimination Act 1977* provides:

"Nothing in this Act affects ... any other act or practice of a body established to propagate religion that conforms to the doctrines of that religion or is necessary to avoid injury to the religious susceptibilities of the adherents of that religion.

6. No Extra Claims

The Commission makes this Award on the basis that the parties have provided the following undertaking: Other than as provided for in the *Industrial Relations Act 1996* (or its successor however described), there shall be no further claims/demands or proceedings instituted before the Industrial Relations Commission of New South Wales for extra or reduced wages, salaries, rates of pay, allowances or conditions of employment with respect to the employees covered by the Award that take effect prior to 30 June 2025 by a party to this Award.

For the avoidance of doubt, the Parties may, during the term of this Award, discuss additional opportunities

for system improvements and, if agreed, a further pay increase may be provided to recognise the contribution of employees to those system improvements.

7. Area, Incidence and Duration

- (i) This Award takes effect from 1 July 2024 and shall remain in force for a period of one year. The rates in the second column in Table 1 of Part B - Monetary Rates, will apply from the first full pay period on or after (ffppoa) 1 July 2024.
- (ii) This Award rescinds and replaces the *Health Employees Computer Staff (State) Award 2023* published 8 September 2023 (395 I.G. 69) and all variations thereof.
- (iii) This Award shall apply to persons employed in classifications contained herein employed in the New South Wales Health Service under s115(1) of the *Health Services Act 1997*, or their successors, assignees or transmittes, excluding the County of Yancowinna.

Part B

In the period 1 July 2024 to the commencement of the first full pay period on or after 1 July 2024, the applicable rates of pay are those that applied immediately prior to the first full pay period on or after 1 July 2024.

MONETARY RATES

Table 1 – Salaries

Classification	Rate from ffppoa 01-Jul-2024 Per annum \$
Computer Manager	
Grade 1	
1st Year	113645
2nd Year	116953
3rd Year	120820
4th Year	124111
5th Year	128497
6th Year and Thereafter	131806
Grade 2	
1st Year	128497
2nd Year	131806
3rd Year	138455
4th Year and Thereafter	145069
Analyst	
1st Year	93752
2nd Year	96571
3rd Year	100325
4th Year	103122
5th Year	106548
6th Year and Thereafter	109334
Senior Analyst	
1st Year	113645
2nd Year	116953
3rd Year	120820
4th Year	124111
5th Year	128497

6th Year and Thereafter	131806
Programmers	
Trainee	
1st Year	55583
2nd Year	57085
3rd Year	59178
4th Year	60584
5th Year	61999
6th Year	64015
7th Year	66130
8th Year	68298
9th Year and Thereafter	72253
Programmer	
1st Year	76091
2nd Year	80337
3rd Year	85130
4th Year	93752
5th Year	100325
6th Year and Thereafter	103122
Supervisor	
1st Year	106548
2nd Year	109335
3rd Year	113645
4th Year and Thereafter	116953
Computer Operator	
Grade 1	
1st Year	57085
2nd Year	59178
3rd Year	60584
4th Year and Thereafter	61999
Grade 2	
1st Year	64015
2nd Year	66130
3rd Year and Thereafter	68298
Senior	
Grade 1	
1st Year	72253
2nd Year	73947
3rd Year	76091
4th Year and Thereafter	77885
Grade 2	
1st Year	80337
2nd Year	82221
3rd Year	85130
4th Year and Thereafter	87386
Field Implementation Officer	
1st Year	80337
2nd Year	82221
3rd Year	85130
4th Year and Thereafter	87386
Network Analyst	
1st Year	83639
2nd Year and Thereafter	86117

I. Taylor *J, President.*

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