

GOVERNMENT SECTOR EMPLOYMENT ACT 2013 CHANGES

POLICE INTEGRITY COMMISSION, CONDITIONS OF EMPLOYMENT

SECTION 52 (1) DETERMINATION NO 1/2015 6 February 2015

Part 1 - PURPOSE

1.1 INTENT

This determination is made pursuant to S52(1) of the *Government Sector Employment Act 2013* fixing employment conditions and remuneration rates for non-executive employees of the Police Integrity Commission beyond the employment conditions and remuneration rates applying to public service employees under the *Government Sector Employment Act 2013*.

It is for a term of three years and determines the employment arrangements for all non-executive employees at the Police Integrity Commission.

1.2 DURATION

It is intended that this Determination is for a term of three years.

1.3 COVERAGE

This Determination covers the employment conditions and remuneration for the following Police Integrity Commission classifications:

- Security Staff
- Covert Services Staff
- Investigators
- IT Staff
- Finance & Administration Staff
- Registry Staff
- Analyst/Researchers
- Complaint Assessors
- Lawyers
- Paralegals
- Electronic Surveillance Monitors
- Intelligence Analysts

Part 2 - EMPLOYMENT AGREEMENTS

2.1 Staff of the Police Integrity Commission Staff Agency to which this Determination applies are employed as non-executive employees.

2.2 Staff of the Police Integrity Commission Staff Agency are employed on either an ongoing, temporary or casual basis in accordance with Section 43 of the *Government Sector Employment Act 2013*.

2.3 The terms and conditions of employment for non-executive employees of the Police Integrity Commission Staff Agency are outlined in a range of Employment Agreements. These Employment Agreements are the:

- General Staff Composite Salary Arrangement Agreement
- Security Staff Composite Salary Arrangement Agreement
- Electronic Collection Shift-work Composite Salary Arrangement Agreement
- Investigators Composite Salary Arrangement Agreement
- Covert Services Staff Composite Salary Arrangement Agreement
- Clerical/Administration Staff Flex-time Arrangement Agreement

Part 3 - CONDITIONS OF EMPLOYMENT

3.1 A significant percentage of the duties of operational roles across the Police Integrity Commission are driven by unstable factors and can result in the need to respond to information on short notice and at any time of the day and night.

3.2 In recognition of this fact the majority of non-executive employee roles at the Commission are filled on the basis of composite salary remuneration packages.

3.3 The composite salary amounts paid to non-executive Commission employees absorb all relevant overtime, penalty rates and allowances that would otherwise be associated with the duties required of their respective roles and reflect the specialist nature of individual roles and of the work of the Commission.

3.4 Commission non-executive employees employed under Composite Salary Arrangements are also entitled to 10 accrued days off (ADOs) per service year. These additional leave days are further compensation for those times when employees may be required to work unreasonable additional hours on weekends and/or outside of normal business hours.

3.5 All Commission non-executive employees are entitled to 21 annual leave days per year (rather than the standard 20 per year).

3.6 No Commission non-executive employees receive annual leave loading.

3.7 Commission non-executive employees employed under Composite Salary arrangements are not entitled to be paid overtime.

3.8 The Commission employs Composite Salary Arrangement Agreement Electronic Surveillance Monitoring employees on the basis of a shift roster consisting of 4 x 10 hour days on shift, followed by 4 days off. This shift roster covers 365 days per year and includes penalty rate payments for work on public holidays.

3.9 The following roles are employed under a Flex-time Arrangement Agreement and are not covered by Composite Salary type arrangements:

- Clerical Support Officer- Electronic Collection Unit x 1
- Finance Officer x 1
- Services Officer x 1
- Assistant Manager – Registry x 1
- Senior Registry Officer x 1
- Registry Officer x 3
- Telephonist/Registry Officer x 1
- Intelligence Support Officer x 2

- 3.10 Flex-time Arrangement Agreements operate in accordance with the standard NSW Public Sector model.

Part 4 - HOURS OF WORK

- 4.1 Full-time Composite Salary Arrangement Agreement Electronic Surveillance Monitoring employees work 140 hours per 4 week cycle on a 365 day per year rotating shift arrangement consisting of 4 x 10 hour days on shift followed by 4 days off shift.
- 4.2 Full-time Composite Salary Arrangement Agreement Security employees work a minimum standard of 150 hours per 4 week cycle (75 hours per fortnight).
- 4.3 All other full-time Composite Salary Arrangement Agreement employees work a minimum standard of 140 hours per 4 week cycle (70 hours per fortnight).
- 4.4 Full-time Flex-time Arrangement Agreement employees work a minimum standard of 140 hours per 4 week cycle (70 hours per fortnight).
- 4.5 Part-time employees work the pro-rata equivalent of the minimum standard hours attached to their respective roles.

Part 5 - SALARY SYSTEM

- 5.1 All non-executive employees of the Police Integrity Commission Staff Agency are remunerated within the framework of the following salary system:

| Salary Level | Salary Step | Annual Salary |
|--------------|-------------|---------------|
| Trainee | 01 | \$29,276 |
| | 02 | \$32,529 |
| | 03 | \$33,784 |
| Level 1 | 01 | \$37,132 |
| | 02 | \$42,714 |
| | 03 | \$45,732 |
| | 04 | \$47,719 |
| Level 1A | 01 | \$45,732 |
| | 02 | \$47,719 |
| | 03 | \$50,460 |
| Level 2 | 01 | \$47,722 |
| | 02 | \$50,460 |
| | 03 | \$53,191 |
| Level 2A | 01 | \$53,191 |
| | 02 | \$59,363 |
| | 03 | \$61,181 |
| Level 3 | 01 | \$59,363 |
| | 02 | \$64,609 |

| | | |
|-----------------|----|-----------|
| | 03 | \$67,985 |
| Level 3A | 01 | \$64,609 |
| | 02 | \$67,985 |
| | 03 | \$68,991 |
| Level 4 | 01 | \$68,991 |
| | 02 | \$72,021 |
| | 03 | \$74,288 |
| | 04 | \$76,551 |
| Level 4A | 01 | \$72,021 |
| | 02 | \$74,288 |
| | 03 | \$76,551 |
| | 04 | \$78,601 |
| Level 5 | 01 | \$76,551 |
| | 02 | \$78,601 |
| | 03 | \$80,845 |
| | 04 | \$84,137 |
| | 05 | \$85,134 |
| Level 6 | 01 | \$87,300 |
| | 02 | \$89,836 |
| | 03 | \$92,555 |
| | 04 | \$96,252 |
| | 05 | \$97,282 |
| Level 6A | 01 | \$99,957 |
| | 02 | \$104,409 |
| | 03 | \$110,331 |
| Level 7 | 01 | \$99,957 |
| | 02 | \$104,409 |
| | 03 | \$110,331 |
| | 04 | \$112,827 |
| | 05 | \$115,321 |
| | 06 | \$117,817 |
| Level 8 | 01 | \$119,646 |
| | 02 | \$123,369 |
| | 03 | \$127,096 |
| Level 8A | 01 | \$130,999 |
| | 02 | \$134,903 |
| Level 9 | 01 | \$138,601 |
| | 02 | \$141,059 |
| | 03 | \$145,955 |
| Level 10 | 01 | \$146,498 |

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|--|----|-----------|
| | 02 | \$152,180 |
| | 03 | \$157,856 |
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- 5.2 All non-executive Investigator and Covert Services employees of the Police Integrity Commission Staff Agency Operations Division are remunerated within the framework of the following salary system:

| Salary Level | Salary Step | Annual Salary |
|------------------------------|-------------|---------------|
| Investigator | 01 | \$110,765 |
| | 02 | \$116,497 |
| | 03 | \$122,234 |
| | 04 | \$127,967 |
| | 05 | \$133,701 |
| | 06 | \$139,429 |
| | | |
| Covert Officer | 01 | \$114,017 |
| | 02 | \$119,748 |
| | 03 | \$125,487 |
| | 04 | \$131,219 |
| | 05 | \$136,954 |
| | 06 | \$142,682 |
| | | |
| Senior Covert Officer | 01 | \$151,086 |
| | 02 | \$155,569 |
| | 03 | \$156,756 |
| | | |
| Manager | 01 | \$157,856 |
| | 02 | \$160,527 |
| | 03 | \$166,188 |
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- 5.3 Future wage increases granted to public service employees under the Crown Employees (Public Sector – Salaries 2008) Award will also apply to Police Integrity Commission non-executive employees holding roles that are covered by this salary system.

DATE OF EFFECT

This Determination shall take effect on and from the date of signing.



Ian Peters
Director, Public Sector Industrial Relations
NSW Industrial Relations