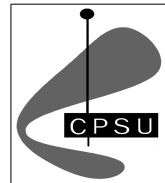




# PSA/CPSU BRIEF

# INFORMATION UPDATE



TO ALL PSA MEMBERS IN THE PUBLIC SECTOR

## STATE WAGE CASE INCREASES TO ALLOWANCES AND TRAINEE WAGES FROM 1 JULY 2015 – 30 JUNE 2016

The following increases in the Award rates have now been made effective from 1 July 2015 (first full pay period on or after 01/07/2015).

These increases were awarded by the Full Bench of the Industrial Relations Commission (SA) (IRC SA) in the 2015 State Wage Case, following the application of the PSA with SA Unions.

The Commission ordered an increase in the State Minimum Award Wage to \$668.80 (from \$652.50) per week; an increase in award rates of pay; and an increase to allowances of 2.5%.

This is a flow-on of the increases awarded by the federal Fair Work Commission (FWC) in its Annual Wage Review.

### **ALLOWANCE INCREASES** (previous rates in brackets)

#### **Motor Vehicle Allowance** - 87 cents (85) per kilometre

No employee is required, under any circumstances whatsoever, to use their private vehicle for official purposes if they do not wish to do so.

#### **First Aid Allowance** - \$15.00 (14.65) per week

#### **Dental Assistants Radiography Allowance** - \$758 (740) per annum.

**Recreation Leave Loading Award** - \$833.90 (813.60) from first pay period on or after 1/07/15. The Award stipulates that an employee is to be paid 17.5% (or 20% if employed as a shift worker or seven day a week worker) of salary up to a maximum of \$833.90 for any one full entitlement of annual leave **OR** the allowances and penalties payable had the employee not been on leave during the relevant period whichever is the greater.

#### **Part-time Interpreters or Translators (Public Service) (SA) Award.**

Linguistic Allowance \$833 (813) per annum

#### **Protective Security Officer Transition Allowance** - \$1,220.30 (\$1,190.53)

#### **Protective Officer Security Allowance** - \$1,830.40 (\$1,785.76)

#### **Academic Allowance**

An employee who is classified as ASO1 and who prior to 1 June 1991 was in receipt of an academic allowance will continue to be paid an allowance of \$610 (595) per annum.

#### **Handling Badly Decomposed Body** - \$26.51 (25.86) per body

## Fisheries Allowances

**Clause 5.3.13** of the SA Public Sector Salaried Employees Interim Award (SAPSSEI) applies.  
**Commercial vessel in excess of 12 metres in length**

OPS – 3	\$182.00 (178.00)
OPS – 4	\$207.00 (202.00)
OPS – 5/OPS – 6	\$223.00 (218.00)

## Other Vessels

OPS – 3	\$115.00 (112.00)
OPS – 4	\$120.00 (117.00)
OPS – 5/OPS - 6	\$122.00 (119.00)

Subject to **sub clause 5.3.13.8**, Fisheries Officers, who as part of their normal duties, are required to hold a Coxswain's Certificate shall be paid an allowance of \$335 (327) per annum.

Subject to **sub clause 5.3.13.8**, Fisheries Officers, who as part of their normal duties, are required to hold a Master Class V Certificate of Competency shall be paid an allowance of \$568 (554) per annum.

## Diving Allowance

An employee who is an experienced diver in addition to his/her ordinary rate will be paid an allowance of \$37.30 (36.40) per week.

Where an employee on any day performs work as a Supervising Diver (unless this employee dives on that day in which event entitlement will be paid at the rate for an experienced diver only) \$27.20 (26.55) per day.

Further diving allowances as per **Clause 5.3.17** SAPSSEI Award.

## Casual Loading 25%

In the 2011 State Wage Case, the PSA achieved a phased-in increase of the casual loading from 20% to 25%. Increased to 25% on 1/07/2014.

## On Call Allowance

These were increased through the 2014 Enterprise Agreement (EA).

Employees who are rostered to be on call of a night time, will be paid an allowance for each night as follows:

On call Allowance	First full pay period on or after 1/10/2014	First full pay period on or after 1/10/2015	First full pay period on or after 1/10/2016
Monday-Friday	\$29.95	\$30.70	\$31.45

Employees who are rostered to be on call during a full Saturday, Sunday or public holiday or any day that the employee would normally be rostered off duty, will be paid an allowance per day as follows:

On call Allowance	First full pay period on or after 1/10/2014	First full pay period on or after 1/10/2015	First full pay period on or after 1/10/2016
Weekends/Public Holidays/Rostered Days Off	\$52.35	\$53.65	\$55.00

These rates override those in the award, which no longer apply.

N.B. Different arrangements apply to Correctional Officers in respect to Call Backs.

### Safety Net Award

With the introduction of Enterprise Bargaining, Awards became the safety net. Salaries and allowances are increased every year by the IRC in the State Wage Case, but the salaries and any allowances in the relevant EA override these.

### Trainee Wages

The EA, at **Clause 4.3.23** excludes trainees.

Therefore the Traineeship Rates under the Award apply. There are three levels. Wage Level A, Wage Level B and Wage Level C, as well as School-Based Traineeships and Part-time Trainees. The trainee wage most applicable to the Public Sector is Wage Level A.

### S6.8.4 Weekly Wage Level A

Where the accredited training course and work performed are for the purpose of generating skills, which have been defined for work at Wage Level A per week.

Wage from 1/07/2015

Highest Year of Schooling Completed

	Year 10	Year 11	Year 12
	\$	\$	\$
<i>School Leaver</i>	236 (50%)	295 (33%)	
	275 (33%)	331 (25%)	
	302	331	397
<i>Plus 1 year out of school</i>	331	397	459
<i>Plus 2 years out of school</i>	397	459	536
<i>Plus 3 years out of school</i>	459	536	613
Plus 4 years out of school	536	613	
Plus 5 or more years	613		
<b>Previous Wage</b> from 1/7/2013	Year 10	Year 11	Year 12
School Leaver	230 (50%)*	288 (33%)	
	268 (33%)	323 (25%)	
	295	323	387
<i>Plus 1 year out of school</i>	323	387	448
<i>Plus 2 years out of school</i>	387	448	523
<i>Plus 3 years out of school</i>	448	523	598
<i>Plus 4 years out of school</i>	523	598	
Plus 5 or more years	598		

### Applicable Awards

The following Awards will be changed on 10 and 11 August 2015 which are when the PSA has been advised that the Minutes of the award changes will be settled in the IRC. The increases will apply from the first full pay period on or after 1/7/15. Retrospectivity will apply.

SA Public Sector Salaried Employees Interim Award (SAPSSEI)  
 Medical Scientists (South Australian Public Sector Award)  
 Intellectual Disability Services Award

Chauffeur (Ministerial) Public Service Award  
Assistants to Members of Parliament of SA  
School Services Officers (Government Schools) Awards  
Aboriginal Education Workers (DECS) Award  
Early Childhood Worker Award  
Part-time Interpreters or Translators (Public Service (SA) Award)

Public Service (Recreational Leave Loading) Award

**Other Increases**

Increases to other allowances:- (**PSA Brief 13/02/15 Link**)

**Travelling Allowances; Meal Allowances; and Incidental Expenses** were last increased from 22 December 2014, in accordance with the Consumer Price Index (CPI) and should be next increased from the first pay period on or after 23 December 2015.

For any further enquiries please contact either the PSA hotline on 8205 3227 or email [enquiries@cpsu.asn.au](mailto:enquiries@cpsu.asn.au)

**PSA WEBSITE: [www.cpsu.asn.au](http://www.cpsu.asn.au)**

25/08/2015

/home2/PSA/industrial/communications/briefs/Increases\_to\_Allowances\_&\_Trainee\_Wages\_150723\_Ian.odt

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