

WITHOUT PREJUDICE

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DIRECTOR (SOUTH AUSTRALIA, NORTHERN TERRITORY AND TASMANIA):
PROFESSIONALS AUSTRALIA

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**FINAL PROPOSAL FOR NEW SOUTH AUSTRALIAN PUBLIC SECTOR ENTERPRISE
AGREEMENT: SALARIED 2025**

These final “Terms of Offer” (**Offer**) are provided on a without prejudice basis as a package in full and final settlement of all claims made in enterprise bargaining negotiations. The Industrial Relations and Policy Branch (**IRAP**), Attorney-General’s Department on behalf of the employer, reserves the right to vary, withdraw or correct any unintended aspect of this offer.

The Offer is conditional on an agreement being reached and approved by the SAET. Except where indicated, the proposals in this “Terms of Offer” outline the nature of each aspect of the offer on the basis that, where applicable, issues of detail or clarification will be provided in the draft *South Australian Public Sector Enterprise Agreement: Salaried* or be the subject of further clarification if necessary.

Interpretation: A reference in this Offer to a payment to be made will be taken to being subject to the payment being effected within a reasonably practicable time after an agreement is approved or a payment is due:

- provided that implementation of changed salary or wage rates will generally have priority over giving effect to other payment/s.

A reference to “ffpp” in relation to a date, means the first full pay period to commence on or after the date specified. Unless otherwise stated in this Offer, the operative date will be on and from the date of approval by the SAET.

PROPOSALS TO BE THE SUBJECT OF TERMS OF A NEW ENTERPRISE AGREEMENT

PERIOD OF AGREEMENT

It is proposed that the new enterprise agreement will come into effect on the date of approval by the South Australian Employment Tribunal (**SAET**) and will nominally expire on 1 July 2027.

RENEGOTIATION

It is proposed that negotiations for a new enterprise agreement must commence twelve (12) months prior to the nominal expiry date.

SALARY INCREASES, CLASSIFICATIONS, ALLOWANCES AND MONETARY PAYMENTS

General Salary Increases

- First increase for ASO1 – ASO3, OPS1 – OPS3 and TGO0 – TGO1: a one-off increase to base salary being the greater of \$4,000 or the amount required to achieve 3% above 2025 award rates, whichever is greater.
- First increase for all other classifications: Salary increase of 3.75% per annum with effect from the first full pay period commencing on or after 1 August 2025.

Note: some classification streams would be reconfigured. First salary increase would be applied to classifications streams as reconfigured.

- Second increase for all classifications: Salary increase of 3.5% per annum, with effect from the first full pay period commencing on or after 1 July 2026.
- Third increase for all classifications: Salary increase of 3.25% per annum, with effect from the first full pay period commencing on or after 1 July 2027.

Retrospective increases (or other monetary payments) will not apply to persons who are not employed at the time of SAET approval.

Note: it is proposed to include a clause in a proposed new agreement that stipulates that during the nominal life of a new agreement, **any** employee whose salary that falls below the applicable award rate will receive a one-off increase to base salary, being the difference between the annual salary under a proposed new agreement and the applicable award rate that the employee has fallen below.

General Salary Increases – Department for Correctional Services (DCS) - Correctional Officers (CO)

- First increase for CO1 - CO4: a one-off increase to base salary, being the difference between the annual salary under the current EA and 3% above the applicable 2025

award rate and from first full pay period commencing on or after 1 August 2025, a \$4,000 increase to base salary.

- First increase for CO5 and above: Salary increase of 3.75% per annum with effect from the first full pay period commencing on or after 1 August 2025.
- Second increase for all CO: Salary increase of 3.5% per annum with effect from first full pay period commencing on or after 1 July 2026.
 - In addition, CO1 to CO3 from first full pay period commencing on or after 1 July 2026 will receive a \$1,500 increase to base salary.
 - In addition, CO4 and above from first full pay period commencing on or after 1 July 2026 will receive a \$2,500 increase to base salary.
- Third increase for all CO: Salary increase of 3.25% per annum with effect from first full pay period commencing on or after 1 July 2027.
 - In addition, CO1 to CO3 from first full pay period commencing on after 1 July 2027 will receive a \$500 increase to base salary.
 - In addition, CO4 and above from the first full pay period commencing on or after 1 July 2027 will receive a \$2,000 increase to base salary.

Classifications

- Modifications to Correctional Officer classification structure: it is proposed to establish criteria for progression from CO2 to CO3. It is proposed also to include a new increment for the CO3 classification.
- Modifications to Professional Officer (PO) classification structure: it is proposed that the classification structure for PO2 be modified so that an employee whose position is classified at the PO1 level advances to the PO2 level after 12 months service at the highest increment level for PO1, save where an agency determines that the employee should remain at the lower level because of unsatisfactory performance.
- Review of classification structures: It is proposed that the parties agree for there to be a review of the following classifications within the life of a new agreement:
 - Operational Service Stream: it is proposed that there be a review of the classification structure and to develop appropriate work level definitions.
 - Correctional Officer Classification: it is proposed that there be a review of the classification and work level definitions, with the CO4 and CO5 classifications to be the first reviewed.
 - Professional Officers Classification: it is proposed that there be a review of the classification and work level definitions.

- Legal Officers: it is proposed that there be a review of the classification and work level definitions.
- SA Housing Trust: it is proposed that there be a review to establish a new classification schedule for employees at the SA Housing Trust.
- Medical Scientists, Grant Funded Scientist, Medical Physicist and Technical Grade Officer: it is proposed that there be a review which addresses coverage, appropriateness of the classification structure and associated work level definitions and credentialing of medical scientists.

Department for Child Protection (DCP)

It is proposed that DCP employees classified in the Operational Services Stream as Residential Care Workers, will be classified under a new classification schedule (**Attachment A**).

It is proposed that the new classification schedule would provide for continuation of the Residential (Secure) Care Allowance (Schedule 1.13C in the current Agreement), with improvements to the eligibility criteria (**Attachment B**).

“Multi-classified” Case Management positions

It is proposed that a new allowance would be paid where a DCP employee is employed in a position under the Professional Officer (**PO**) classification stream, where that position might also be classified under the Allied Health Professional (**AHP**) stream under the *Allied Health Professionals, Assistants and Psychologists Enterprise Agreement 2025*.

The allowance is proposed to be the value of the difference between the rates of salary in the respective streams taking account of any additional DCP-specific payment available to AHPs in DCP (DCP 4% payment and regional incentive payments).

Department of Human Services (DHS)

Operation Services Stream Classification Schedule

It is proposed that DHS employees (including those employed at Kurlana Tapa) classified in the Operational Services Stream, will be classified under a new classification schedule in similar terms to the classification schedule proposed for Residential Care Workers at DCP.

Secure Care Allowance

It is proposed to expand the eligibility for the Secure Care Allowance (\$2,269 at 1 August 2024) to a broader range of employees engaged at the Kurlana Tapa Youth Justice Centre (previously known as the Adelaide Youth Training Centre) (**Attachment C**).

The expanded eligibility is proposed as follows:

- employees employed in a position classified under the Operational Services Stream
- employees employed in a position classified under the Administrative Services Stream, provided that the employee has received training as approved by the Chief Executive, DHS or delegate and is available if called upon to assist Youth Justice Operational Custodial Staff; and

- not less than 12 months service (excluding any periods of leave without pay) in either position at the Kurlana Tapa Youth Justice Centre.

Interpreters and Translators

It is proposed to increase the amounts payable to interpreters from maximum of two days to a maximum of five days, when a court booking is cancelled.

It is proposed to provide for a flat payment for preparing a translation quote. Presently there is no payment available to employees for time spent preparing a quote.

It is proposed to simplify the wage schedules in schedule 1.7 of the current Agreement.

Lawyer Classifications (LEC, LE, LSC)

It is proposed to reconfigure the lawyer classification streams.

It is proposed that the following would apply to the Lawyer classifications:

- In recognition of the requirement from time to time for long and uncertain hours of work:
 - additional one week of annual leave, unless the applicable employer has in place an existing approved flexible working arrangement or other type of compensation at the local level which recognises an employee's hours of work;
 - time off in lieu of time spent travelling on weekends when lawyers undertake court work in regional locations.

Administrative Service Stream (ASO)

It is proposed that there be two new classifications under the Administrative Service classification stream as follows:

- Senior specialist/Senior manager 1: Salary – Equivalent to the difference between ASO-7 and ASO-8
- Senior specialist/Senior manager 2: Salary – Equivalent to the difference between ASO-7 and ASO-8
- No overtime but Chief Executive may approve time off in lieu in recognition of long hours of work, etc.
- No new appointments in MAS 3 classification (existing appointments “grandparented”).

Professional Officers Stream (PO)

It is proposed that there be additional increments to the classification levels, as follows:

- PO-2: a fifth and sixth increment
- PO-3 and PO-5: a fourth increment at each classification level

It is proposed that the classification criteria for levels PO-5 and PO-6 be amended in order for the classification to more widely available.

Forensic Scientists

It is proposed to make necessary amendments to the current Agreement to enable Forensic Scientists to be engaged under the Professional Officers classification stream. Currently some Forensic Scientists are engaged under the Technical Grade Officer classification stream due to qualifications.

Country Fire Service (CFS) and State Emergency Service (SES)

It is proposed to remove Appendix 3.6 and Appendix 3.7 in the current Agreement.

It is proposed that there be new Appendices for CFS and SES containing, among other things, special rates of pay for incident management work.

Technical Grade Officers (TGO)

It is proposed that the classification stream be reconfigured, as follows:

- Remove the TGO-0 classification. Any employees engaged under the current Agreement in the TGO-0 classification would progress to the first increment of TGO-1
- Reduce the number of salary increments within TGO-1 classification

Removal of Junior Rates

It is proposed that all junior rates be removed from salary schedules. Employees engaged under the current Agreement pursuant to an age-based increment would progress to the first 1st year adult within the same classification level commencing from 1 August 2025.

The salary schedules that presently include junior rates are:

- Administrative Services Stream
- Operational Services Stream
- Correctional Industry Officer Stream
- Technical Services Stream

Radiopharmaceutical Scientists

It is proposed that Radiopharmaceutical Scientists, currently employed in the Medical Scientists classification stream, transition and be paid according to the Medical Physicists classification stream.

It is proposed that the translation process is as follows:

“Employees holding positions as Radiopharmaceutical Scientists whose positions were classified under the Medical Scientists classification stream before the commencement of this Agreement will be classified under the Medical Physicist Stream with effect from the commencement of this Agreement. If the parties cannot agree about what classification level an employee must move to under the Medical Physicists Stream, they may refer that question to the SAET under clause [XX].”

Professional Development - Medical Physicists and Medical Scientists

It is proposed provide an annual allowance of \$1,000, in addition to existing entitlements to reimbursement of professional development expenses.

Cultural Responsibilities Allowance

It is proposed that during the first twelve months of a new Agreement, the employer, with the Office of the Commissioner for Public Sector Employment, will formulate eligibility criteria for payment of an allowance to first nation employees who are required to advise about cultural matters, who assume particular work responsibilities (e.g. recruitment).

Department for Correctional Services (DCS)

It is proposed to increase the Correctional Industry and Vocational Training (CIVT) Allowance for officers that reach the fourth increment to \$9,000.

It is proposed that the preceding increments will be increased to the proportionate amount of \$9,000.

SA Dental

It is proposed that for employees employed at any SA Dental site, a maximum fortnightly charge equivalent to \$2.50 per day for those who have a hospital car park permit.

It is proposed that for SA Dental employees who cannot access car parking, to have free public transport, upon presentation of valid hospital identification.

Medical Physicists

It is proposed that employees employed as Medical Physicists would receive a 10% allowance. The terms of such allowance are to be agreed between the parties.

WORKING ARRANGMENTS

7 day rostering

It is proposed that a new agreement would include provisions allowing employees to be rostered over 7 days and for averaging of ordinary hours over a roster period.

It is proposed that there be notice period to the following effect:

- Agencies may require an employee to be available to work across 7 days per week on no less than 3 months' notice, or by agreement
- Agencies may withdraw a requirement to be available to work across 7 days per week on no less than 3 months' notice, or by agreement

It is proposed that there be terms to the effect that:

- consultation about a change to 7-day rostering will occur during the 3 month notice period;

- in the event of a dispute about a decision to change to 7-day rostering, the change will be implemented while any matters in dispute are being dealt with. To be clear, status quo will not apply.

Additional Annual Leave

It is proposed that a new agreement would provide 5 weeks of annual leave per year to employees who are required to be available to work ordinary hours across 7 days per week.

Note: it is intended that "work across 7 days" encompasses employees who are available to be regularly rostered ordinary hours on Saturdays, Sundays and Public Holidays (where availability on a Public Holiday is relevant to the service). It is not intended that an employee who is generally not available on certain weekdays (Monday to Friday) would be precluded from accruing the additional week of leave.

Employees who are not required to be available to work across 7 days would have an entitlement to the standard 4 weeks of annual leave per year.

Medical Scientists and Medical Physicists

It is proposed that clause 28 of the current Agreement be amended to allow Medical Scientists (classified at MeS-3 and above) and Medical Physicists (classified at MPH-2 and above, to be eligible for an additional week of annual leave.

The eligibility for an additional week of annual leave would be based on availability to be regularly rostered ordinary hours on Saturdays, Sundays and Public Holidays (where availability on a Public Holiday is relevant to the service). It is not intended that a Medical Scientist/Physicist who is generally not available on certain weekdays (Monday to Friday) would be precluded from accruing the additional week of leave.

Medical Scientists – Extending Entitlements

It is proposed that Medical Scientists classified at MeS-3 and above, would be entitled to shift penalties the same as the penalties under clause 6.3 of the *Medical Scientists (South Australian Public Sector) Award*.

Department for Environment and Water (DEW)

It is proposed that Appendix 4.4 of the current Agreement, which applies to employees of DEW and the Regional Landscape Boards engaged in bushfire suppression duties, is updated to:

- expand the scope of the Appendix to apply to a broader range of emergencies than only bushfire suppression duties only
- increase the number of roles for which Incident Responsibility Rates are payable from 16 to 33
- otherwise modify the Appendix to improve clarity and consistency

DEW and Department of Primary Industries and Regions (PIRSA)

It is proposed to formalise existing practices whereby certain employees receive a loaded rate of salary for work that includes weekends and public holidays instead of penalties that apply for work

on those days, along with introduction of a reconciliation process by which employees will receive a top-up payment if the loaded rate is not sufficient to meeting underlying award entitlements.

Department for Correctional Services (DCS)

It is proposed to consolidate and more comprehensively document meal break/crib break arrangements under Appendix 7A of the current Agreement, applicable to employee within the Intensive Compliance Unit. Such proposal includes incorporating the existing Workplace Flexibility Agreement.

Paid Parental Leave – Primary Carer Leave

It is proposed that a new agreement would provide for primary carer paid parental leave for employees with primary caring responsibilities.

It is proposed that up to four weeks may be taken concurrently which will deduct from the primary carers paid parental leave total. This concurrent leave must be taken within the first two months after the birth (or equivalent).

For example, if the primary carer is entitlement to 20 weeks of paid parental leave, the partner may take 4 weeks concurrently and the primary carer is instead entitled to 16 weeks primary carer leave.

OTHER TERMS

Overtime Cap

It is proposed to amend the working of clauses that give effect to a cap on overtime payments.

This proposal involves no change to entitlements.

Appendix 3.8 – Carclew Incorporated and Appendix 3.9 – Country Arts Trust

It is proposed to amend Appendices 3.8 and 3.9 to improve clarity.

Union Access Clause

It is proposed that a new agreement include additional union access and related provisions in terms to be agreed.

Attachment A. Department for Child Protection Residential Care Workers (RCW) Classification Schedule

It is proposed that a new Schedule for DCP employees classified in the Operational Services Stream, will be included in a new Enterprise Agreement as follows:

Classification	Increment	Current – as of First Full Pay Period on or after 01/08/2024	Proposed Salary Levels (the first proposed general salary increase is included within these new levels)
RCW-2	1	\$58,709	\$60,911
	2	\$60,931	\$63,216
	3	\$63,154	\$65,522
RCW-3 <i>entry point for employees with <1 year of service and those who do not have the Cert IV</i>	1	\$67,589	\$70,124
<i>those who have 1 year of service or more + Cert IV</i>	2	\$69,807	\$74,694
<i>Available as an entry point for employees who commence with DCP with prior experience*.</i>	3	\$72,033	\$77,075
RCW-4	1	\$76,651	\$83,550
	2	\$78,221	\$85,261
	3	\$79,880	\$87,069
	4	\$80,256	\$87,479
RCW-5	1	\$82,090	\$89,478
	2	\$84,923	\$92,566
	3	\$87,758	\$95,656
RCW-6	1	\$90,604	\$99,664
	2	\$93,012	\$102,313
	3	\$95,413	\$104,954
RCW-7	1	\$98,478	\$108,325
	2	\$101,321	\$111,453
	3	\$104,165	\$114,582

**Effective Service/experience means those with experience in providing trauma informed care for children and young people under the guardianship of the Chief Executive in Residential Care placements. For example, within an agency which contracts to the Department.*

Subject to agreement about classification criteria and work level definitions, it is envisaged that employees presently classified under the OPS classification stream would be classified under the Residential Care Worker classification stream as follows:

OPS-2	RCW-2
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OPS-3	RCW-3
OPS-4	RCW-4
OPS-5	RCW-5
OPS-6	RCW-6
OPS-7	RCW-7

Attachment B. – Department for Child Protection (DCP) - Residential (Secure) Care Allowance

It is proposed to amend the criteria for the Residential (Secure) Care Allowance in Schedule 1.13C of the Agreement as follows:

- Change the name of the Allowance to “DCP Residential Care Allowance”.
- The Allowance would be payable to any employee who falls within the new Residential Care Worker salary schedule (excluding casuals), not only to employees who perform their duties within a DCP residential care house/s as is presently required, who otherwise meets the criteria for the allowance.
- The employee must have at least 12 months of service as a Residential Care Worker within an agency, rather than not less than 6 years as is presently required.
- A new requirement to have attained the Certificate IV in Child Youth and Family Intervention (or equivalent qualification as recognised by DCP) will be introduced in order to receive the allowance.
- Any employee presently in receipt of the secure care allowance who does not meet this criteria (12 months service and qualification) will **not** continue to be paid the allowance while they remain in their current role.
- Payment will commence upon evidence of attainment being produced.

The allowance would be increased in accordance with the general annual salary increases.

As such, it is proposed that Schedule 1.13C of the current Enterprise Agreement be replaced with:

RESIDENTIAL (SECURE) CARE ALLOWANCE

1. A Residential Care Allowance (payable fortnightly and for all purposes) is payable to Residential Care Workers as defined employed by the Department for Child Protection (DCP) who provide for the care, supervision and support of children and young people required to live in a residential care house; and who meet the following criteria:
 - 1.1. Has had not less than 1 year of service (excluding any periods of leave without pay) as a Residential Care Worker within an agency; and
 - 1.2. Has attained the Certificate IV in Child and Family Intervention or equivalent qualification as determined by the Department for Child Protection;
 - 1.3. Demonstrates and promotes the core values of providing a safe, trauma informed and supported environment for young people who are required to reside in residential care houses operated by DCP.
2. The Allowance will continue to be payable during a period when the employee is directed or requested to undertake a secondment at their substantive level or temporarily act in another position at their substantive level, for not more than 6 months (or for such longer period as may be approved by the Chief Executive, DCP).
3. This Allowance is not payable to casual Residential Care Workers or for more than one position or set of duties (e.g. no Residential Care Worker can receive more than one Allowance under this clause).

Attachment C. Department of Human Services – Secure Training Centre Allowance

It is proposed that Schedule 1.13B of the current Enterprise Agreement be replaced with:

SECURE TRAINING CENTRE ALLOWANCE

1. A Secure Training Centre Allowance (payable fortnightly and for all purposes) is payable to employees employed within the Department of Human Services (**DHS**) at the Kurlana Tapa Youth Justice Centre who meet the following criteria:
 - 1.1. employed in a position classified under the Operational Services Stream (**Youth Justice Operational Custodial Staff**); or
 - 1.2. employed in a position classified under the Administrative Services Stream, provided that the employee has received training as approved by the Chief Executive, DHS or delegate and is available if called upon to assist Youth Justice Operational Custodial Staff; and
 - 1.3. not less than 12 months service (excluding any periods of leave without pay) in either position at the Kurlana Tapa Youth Justice Centre.
2. The amount of the allowance payable under this Schedule is.

Secure Training Centre Allowance (per annum)	Current	First Full Pay Period on or after
	\$2,269	

Youth Justice Operational Custodial Staff includes positions referred to as:

- Youth Support Worker
- Youth Worker
- Behaviour Support Officer
- Operations Supervisor
- Accommodation Supervisor
- Admissions Officer
- Night Officer
- Senior Night Officer
- Night Supervisor

