

Strictly confidential document and prepared solely for the purposes of negotiations for the SNP CWA4  
CWA4 PAY RATES - PROPOSED 6 MAY 2022

Description	Classification level	As of 1 Nov 2021		FFPPOA on CWA4 being approved by FWC		Base % Increase		
		Base hourly rate \$/hr	Casual rates \$/hr	Base hourly rate \$/hr	Casual rates \$/hr	Instalment (6 Nov-21)	FFPPOA Increase	
Laboratory Scientist	S1.1	30.2934	37.2609	31.2091	39.0114	1.5%	1.5%	
	S1.2	32.2846	39.7101	33.2604	41.5755	1.5%	1.5%	
	S1.3	35.4100	43.5543	36.4803	45.6004	1.5%	1.5%	
	S1.4	36.7906	45.2524	37.9026	47.3783	1.5%	1.5%	
	S1.5	38.6222	47.5053	39.7896	49.7370	1.5%	1.5%	
	S1.6	40.5845	49.9189	41.8112	52.2640	1.5%	1.5%	
	S1.7	41.5729	51.1347	42.8294	53.5368	1.5%	1.5%	
	S1.8	43.6080	53.6378	44.9261	56.1576	1.5%	1.5%	
	S2.1	44.3786	54.5857	45.7200	57.1500	1.5%	1.5%	
	S2.2	45.5121	55.9799	46.8877	58.6096	1.5%	1.5%	
	S2.3	47.4746	58.3938	48.9096	61.1370	1.5%	1.5%	
	S3.1	49.4369	60.8074	50.9312	63.6640	1.5%	1.5%	
	S3.2	52.0678	64.0434	53.6416	67.0520	1.5%	1.5%	
	S4.1	54.0301	66.4570	55.6632	69.5790	1.5%	1.5%	
	S4.2	n/a	n/a	56.6513	70.8141		new	
	S4.3	n/a	n/a	58.4799	73.0999		new	
	S5.1	54.9892	67.6367	60.2343	75.2929	1.5%	7.9%	
S5.2	56.7642	69.8200	62.0413	77.5517	1.5%	7.7%		
Laboratory Technician	T1.1	28.4027	34.9353	29.5495	36.9369	1.5%	2.5%	
	T1.2	29.5693	36.3702	30.7632	38.4540	1.5%	2.5%	
	T1.3	30.5239	37.5444	31.7563	39.6954	1.5%	2.5%	
	T1.4	31.4823	38.7232	32.7535	40.9419	1.5%	2.5%	
	T1.5	32.1943	39.5990	33.4942	41.8678	1.5%	2.5%	
	T1.6	34.0434	41.8734	35.4180	44.2725	1.5%	2.5%	
	T1.7	35.2736	43.3865	36.6979	45.8724	1.5%	2.5%	
	T2.1	36.2584	44.5978	37.7224	47.1530	1.5%	2.5%	
	T3.1	37.7339	46.4127	39.2575	49.0719	1.5%	2.5%	
	T3.2	39.2390	48.2640	40.8233	51.0291	1.5%	2.5%	
	T4.1	40.7997	50.1836	42.4470	53.0588	1.5%	2.5%	
	Laboratory Assistant	LA1.1	22.5100	27.6873	24.1203	30.1504	1.5%	5.6%
		<del>LA2-1</del>	23.8127	29.2896	Now LA1.2	Now LA1.2	1.5%	remove
<del>LA2-2</del> LA1.2		24.6411	30.3086	25.8862	32.3578	1.5%	3.5%	
<del>LA2-3</del> LA1.3		25.0357	30.7939	26.3007	32.8759	1.5%	3.5%	
<del>LA3-1</del> LA1.4		25.8827	31.8357	27.1905	33.9881	1.5%	3.5%	
<del>LA3-2</del> LA1.5		26.8952	33.0811	28.2542	35.3178	1.5%	3.5%	
<del>LA3-3</del>		28.0111	34.4537	Now LA1.6	Now LA1.6	1.5%	remove	
<del>LA3-4</del>		30.0136	36.9167	Now LA1.7	Now LA1.7	1.5%	remove	
<del>LA4-1</del> LA1.6		28.1911	34.6751	29.6155	37.0194	1.5%	3.5%	
<del>LA4-2</del> LA1.7		29.1004	35.7935	30.5708	38.2135	1.5%	3.5%	
<del>LA4-3</del> LA1.8		30.0136	36.9167	31.5301	39.4126	1.5%	3.5%	
<i>Designated Trainer</i> <i>Supervising Lab Assistant</i>		<del>LA5-1</del> LA2.1	30.6913	37.7503	32.2420	40.3025	1.5%	3.5%
<del>LA5-2</del> LA2.2		32.4222	39.8793	34.0604	42.5755	1.5%	3.5%	
<del>LA5-3</del> LA3.1	33.5939	41.3205	35.2913	44.1141	1.5%	3.5%		
Pathology Specimen Collector	PSC 1	Remove	Remove	Remove	Remove			
	PSC 1A	23.8509	29.3366	24.9242	31.1553	1.5%	3.0%	
	PSC 2	24.4700	30.0981	25.5712	31.9640	1.5%	3.0%	
	PSC 3	25.6836	31.5908	26.8394	33.5493	1.5%	3.0%	
	PSC 3A	25.9582	31.9286	27.1263	33.9079	1.5%	3.0%	
	PSC 3B	26.2416	32.2772	27.4225	34.2781	1.5%	3.0%	
	PSC 4	26.5383	32.6421	27.7325	34.6656	1.5%	3.0%	
	PSC Trainer 1	27.9639	34.3956	29.2223	36.5279	1.5%	3.0%	
	PSC 5	28.5820	35.1559	29.8682	37.3353	1.5%	3.0%	
	PSC Trainer 2	29.0656	35.7507	30.3736	37.9670	1.5%	3.0%	
	PSC 5A	29.5495	36.3459	30.8792	38.5990	1.5%	3.0%	
	PSC Trainer 3	30.6191	37.6615	31.9970	39.9963	1.5%	3.0%	
	PSC 6	31.6887	38.9771	33.1147	41.3934	1.5%	3.0%	
Pathology Services Assistant	PSA 1	Remove	Remove	Remove	Remove			
	PSA 2	23.7863	29.2571	24.9851	31.2314	1.5%	3.5%	
	PSA 2A	24.1933	29.7578	25.2820	31.6025	1.5%	3.0%	
	PSA 3	24.5997	30.2576	25.7067	32.1334	1.5%	3.0%	
	PSA 3A	24.9415	30.6780	26.0639	32.5799	1.5%	3.0%	
	PSA 4	26.5933	32.7098	27.7900	34.7375	1.5%	3.0%	
	PSA 4A	26.9310	33.1251	28.1429	35.1786	1.5%	3.0%	
	PSA 5	27.4362	33.7465	28.6708	35.8385	1.5%	3.0%	
	PSA 5A	28.4336	34.9733	29.7131	37.1414	1.5%	3.0%	
	PSA 6	29.4347	36.2047	30.7593	38.4491	1.5%	3.0%	
	Courier Driver	Courier 1	Remove	Remove	Remove	Remove		
Courier 2		24.1076	29.6523	24.7103	30.8879	1.5%	1.0%	
Courier 2A		n/a	n/a	25.6133	32.0166		new	
Courier 3		25.8695	31.8195	26.5162	33.1453	1.5%	1.0%	
Courier 4		26.4369	32.5174	27.0978	33.8723	1.5%	1.0%	
Courier 4A		26.7900	32.9517	27.4598	34.3248	1.5%	1.0%	
Courier 5		27.9639	34.3956	28.6630	35.8288	1.5%	1.0%	

**Further increases:**

- November 2022 3.0% increase across all job grades
- November 2023 3.0% increase across all job grades
- November 2024 3.0% increase across all job grades
- November 2025 3.0% increase across all job grades

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Updated since 11 April 2022		As of 1 Nov 2021	Post instalment effective 6 Nov 2021	FFPOA on CWA4 being approved by FWC	Nov-22	Nov-23	Nov-24	Nov-25	Total % increase since 1 Nov-21	
Description	Classification level	Base hourly rate \$/hr	Base hourly rate \$/hr	Base hourly rate \$/hr	Base hourly rate \$/hr	Base hourly rate \$/hr	Base hourly rate \$/hr	Base hourly rate \$/hr		
Laboratory Scientist	S1.1	30.2934	30.7479	31.2091	32.1454	33.1098	34.1031	35.1262	16.0%	
	S1.2	32.2846	32.7689	33.2604	34.2582	35.2859	36.3445	37.4348	16.0%	
	S1.3	35.4100	35.9412	36.4803	37.5747	38.7019	39.8630	41.0589	16.0%	
	S1.4	36.7906	37.3425	37.9026	39.0397	40.2109	41.4172	42.6597	16.0%	
	S1.5	38.6222	39.2016	39.7896	40.9833	42.2128	43.4792	44.7836	16.0%	
	S1.6	40.5845	41.1933	41.8112	43.0655	44.3575	45.6882	47.0588	16.0%	
	S1.7	41.5729	42.1965	42.8294	44.1143	45.4377	46.8008	48.2048	16.0%	
	S1.8	43.6080	44.2622	44.9261	46.2739	47.6621	49.0920	50.5648	16.0%	
	S2.1	44.3786	45.0443	45.7200	47.0916	48.5043	49.9594	51.4582	16.0%	
	S2.2	45.5121	46.1948	46.8877	48.2943	49.7431	51.2354	52.7725	16.0%	
	S2.3	47.4746	48.1868	48.9096	50.3769	51.8882	53.4448	55.0481	16.0%	
	S3.1	49.4369	50.1785	50.9312	52.4591	54.0329	55.6539	57.3235	16.0%	
	S3.2	52.0678	52.8489	53.6416	55.2508	56.9083	58.6155	60.3740	16.0%	
	S4.1	54.0301	54.8406	55.6632	57.3331	59.0531	60.8247	62.6494	16.0%	
	S4.2	n/a	n/a	n/a	56.6513	58.3508	60.1013	61.9043	63.7614	n/a - new
	S4.3	n/a	n/a	n/a	58.4799	60.2343	62.0413	63.9025	65.8196	n/a - new
	S5.1	54.9892	55.8141	56.6513	60.2343	62.0413	63.9025	65.8196	23.3%	
S5.2	56.7642	57.6157	58.4799	62.0413	63.9026	65.8197	67.7943	23.0%		
Laboratory Technician	T1.1	28.4027	28.8288	29.5495	30.4360	31.3491	32.2896	33.2583	17.1%	
	T1.2	29.5693	30.0129	30.7632	31.6861	32.6367	33.6158	34.6243	17.1%	
	T1.3	30.5239	30.9818	31.7563	32.7090	33.6903	34.7010	35.7420	17.1%	
	T1.4	31.4823	31.9546	32.7535	33.7361	34.7482	35.7906	36.8643	17.1%	
	T1.5	32.1943	32.6773	33.4942	34.4990	35.5340	36.6000	37.6980	17.1%	
	T1.6	34.0434	34.5541	35.4180	36.4805	37.5749	38.7021	39.8632	17.1%	
	T1.7	35.2736	35.8028	36.6979	37.9888	38.9328	40.1008	41.3038	17.1%	
	T2.1	36.2584	36.8023	37.7224	38.8541	40.0197	41.2203	42.4569	17.1%	
	T3.1	37.7339	38.3000	39.2575	40.4352	41.6483	42.8977	44.1846	17.1%	
	T3.2	39.2390	39.8276	40.8233	42.0480	43.3094	44.6087	45.9470	17.1%	
	T4.1	40.7997	41.4117	42.4470	43.7204	45.0320	46.3830	47.7745	17.1%	
	Laboratory Assistant	LA1.1	22.5100	22.8477	24.1203	24.8439	25.5892	26.3569	27.1476	20.6%
		LA2-1	23.8127	24.1699	Now LA1.2	Remove	Remove	Remove	Remove	18.2%
LA2-2 LA1.2		24.6411	25.0108	25.8862	26.6628	27.4627	28.2866	29.1352	18.2%	
LA2-3 LA1.3		25.0357	25.4113	26.3007	27.0897	27.9024	28.7395	29.6017	18.2%	
LA2-4 LA1.4		25.8827	26.2710	27.1905	28.0062	28.8464	29.7118	30.6032	18.2%	
LA2-5 LA1.5		26.8952	27.2987	28.2542	29.1018	29.9749	30.8741	31.8003	18.2%	
LA3-3		28.0111	28.4313	Now LA1.6	Remove	Remove	Remove	Remove	18.2%	
LA3-4		30.0136	30.4639	Now LA1.7	Remove	Remove	Remove	Remove	18.2%	
LA4-1 LA1.6		28.1911	28.6140	29.6155	30.5040	31.4191	32.3617	33.3326	18.2%	
LA4-2 LA1.7		29.1004	29.5370	30.5708	31.4879	32.4325	33.4055	34.4077	18.2%	
LA4-3 LA1.8		30.0136	30.4639	31.5301	32.4760	33.4503	34.4538	35.4874	18.2%	
Designated Trainer Supervising Lab Assistant	LA5-1 LA2.1	30.6913	31.1517	32.2420	33.2093	34.2056	35.2318	36.2888	18.2%	
LA5-2 LA2.2	32.4222	32.9086	34.0604	35.0822	36.1347	37.2187	38.3353	18.2%		
LA5-3 LA3.1	33.5939	34.0979	35.2913	36.3500	37.4405	38.5637	39.7206	18.2%		
Pathology Specimen Collector	PSC 1	Remove	Remove	Remove	Remove	Remove	Remove	Remove	17.6%	
	PSC 1A	23.8509	24.2087	24.9424	25.6719	26.4421	27.2354	28.0525	17.6%	
	PSC 2	24.4700	24.8371	25.5712	26.3383	27.1284	27.9423	28.7806	17.6%	
	PSC 3	25.6836	26.0689	26.8394	27.6446	28.4739	29.3281	30.2079	17.6%	
	PSC 3A	25.9582	26.3476	27.1263	27.9401	28.7783	29.6416	30.5308	17.6%	
	PSC 3B	26.2416	26.6353	27.4225	28.2452	29.0926	29.9654	30.8644	17.6%	
	PSC 4	26.5383	26.9364	27.7325	28.5645	29.4214	30.3040	31.2131	17.6%	
	PSC Trainer 1	27.9639	28.3834	29.2223	30.0990	31.0020	31.9321	32.8901	17.6%	
	PSC 5	28.5820	29.0108	29.8682	30.7642	31.6871	32.6377	33.6168	17.6%	
	PSC Trainer 2	29.0656	29.5016	30.3736	31.2848	32.2233	33.1900	34.1857	17.6%	
	PSC 5A	29.5495	29.9928	30.8792	31.8056	32.7598	33.7426	34.7549	17.6%	
	PSC Trainer 3	30.6191	31.0784	31.9970	32.9569	33.9456	34.9640	36.0129	17.6%	
	PSC 6	31.6887	32.1641	33.1147	34.1081	35.1313	36.1852	37.2708	17.6%	
Pathology Services Assistant	PSA 1	Remove	Remove	Remove	Remove	Remove	Remove	Remove	18.2%	
	PSA 2	23.7863	24.1431	24.9851	25.7347	26.5067	27.3019	28.1210	17.6%	
	PSA 2A	24.1933	24.5562	25.2820	26.0405	26.8217	27.6264	28.4552	17.6%	
	PSA 3	24.5997	24.9687	25.7067	26.4779	27.2722	28.0904	28.9331	17.6%	
	PSA 3A	24.9415	25.3157	26.0639	26.8458	27.6512	28.4807	29.3351	17.6%	
	PSA 4	26.5933	26.9922	27.7900	28.6237	29.4824	30.3669	31.2779	17.6%	
	PSA 4A	26.9310	27.3350	28.1429	28.9872	29.8568	30.7525	31.6751	17.6%	
	PSA 5	27.4362	27.8478	28.6708	29.5309	30.4168	31.3293	32.2692	17.6%	
	PSA 5A	28.4336	28.8602	29.7131	30.6045	31.5226	32.4683	33.4423	17.6%	
	PSA 6	29.4347	29.8763	30.7593	31.6821	32.6326	33.6116	34.6199	17.6%	
	Courier Driver	Courier 1	Remove	Remove	Remove	Remove	Remove	Remove	Remove	15.4%
Courier 2		24.1076	24.4693	24.7103	25.4516	26.2151	27.0016	27.8116	n/a - new	
Courier 2A		n/a	n/a	25.6133	26.3817	27.1732	27.9884	28.8281	15.4%	
Courier 3		25.8695	26.2576	26.5162	27.3117	28.1311	28.9750	29.8443	15.4%	
Courier 4		26.4369	26.8335	27.0978	27.9107	28.7480	29.6104	30.4987	15.4%	
Courier 4A	26.7900	27.1919	27.4598	28.2836	29.1321	30.0061	30.9063	15.4%		
Courier 5	27.9639	28.3834	28.6630	29.5229	30.4086	31.3209	32.2605	15.4%		

**Further increases:**

- November 2022 3.0% increase across all job grades
- November 2023 3.0% increase across all job grades
- November 2024 3.0% increase across all job grades
- November 2025 3.0% increase across all job grades

**Notes:**

- Casual rates are +25% loading on top of each of the above base rates.
- FFPOA means "First full pay period on or after" CWA4 being approved by Fair Work Commission.

**Pay rates**      **FFPPOA on CWA4 being approved by FWC**

**Laboratory Scientist**

Classification level	Base hourly rate \$/hr	*Fortnightly rates \$	*Annual Base Salary \$	*Annual base salary + 10.0% super	Casual rates \$/hr
S1.1	31.2091	2,340.68	60,857.75	66,943.52	39.0114
S1.2	33.2604	2,494.53	64,857.78	71,343.56	41.5755
S1.3	36.4803	2,736.02	71,136.59	78,250.24	45.6004
S1.4	37.9026	2,842.70	73,910.07	81,301.08	47.3783
S1.5	39.7896	2,984.22	77,589.72	85,348.69	49.7370
S1.6	41.8112	3,135.84	81,531.84	89,685.02	52.2640
S1.7	42.8294	3,212.21	83,517.33	91,869.06	53.5368
S1.8	44.9261	3,369.46	87,605.90	96,366.48	56.1576
S2.1	45.7200	3,429.00	89,154.00	98,069.40	57.1500
S2.2	46.8877	3,516.58	91,431.02	100,574.12	58.6096
S2.3	48.9096	3,668.22	95,373.72	104,911.09	61.1370
S3.1	50.9312	3,819.84	99,315.84	109,247.42	63.6640
S3.2	53.6416	4,023.12	104,601.12	115,061.23	67.0520
S4.1	55.6632	4,174.74	108,543.24	119,397.56	69.5790
S4.2	56.6513	4,248.85	110,470.04	121,517.04	70.8141
S4.3	58.4799	4,385.99	114,035.81	125,439.39	73.0999
S5.1	60.2343	4,517.57	117,456.88	129,202.57	75.2929
S5.2	62.0413	4,653.10	120,980.59	133,078.64	77.5517

	Auto progression annually to highest level in this area
	Auto progression every 3 years to highest level in this area
	On appointment or promotion level

\* NB:                    Pay rates are calculated from the hourly rate to 4 decimal places  
Fortnightly and annual base rates are for indicative purposes only

**Pay rates**      **FPPOA on CWA4 being approved by FWC**

**Laboratory Technician**

Classification level	Base hourly rate \$/hr	*Fortnightly rates \$	*Annual Base Salary \$	*Annual base salary + 10.0% super	Casual rates \$/hr
T1.1	29.5495	2,216.21	57,621.53	63,383.68	36.9369
T1.2	30.7632	2,307.24	59,988.24	65,987.06	38.4540
T1.3	31.7563	2,381.72	61,924.79	68,117.26	39.6954
T1.4	32.7535	2,456.51	63,869.33	70,256.26	40.9419
T1.5	33.4942	2,512.07	65,313.69	71,845.06	41.8678
T1.6	35.4180	2,656.35	69,065.10	75,971.61	44.2725
T1.7	36.6979	2,752.34	71,560.91	78,717.00	45.8724
T2.1	37.7224	2,829.18	73,558.68	80,914.55	47.1530
T3.1	39.2575	2,944.31	76,552.13	84,207.34	49.0719
T3.2	40.8233	3,061.75	79,605.44	87,565.98	51.0291
T4.1	42.4470	3,183.53	82,771.65	91,048.82	53.0588

	Auto progression to highest level in this area
	On appointment or promotion level

\* NB:                    Pay rates are calculated from the hourly rate to 4 decimal places  
Fortnightly and annual base rates are for indicative purposes only

**Pay rates**      **FFPOA on CWA4 being approved by FWC**

**Laboratory Assistant**

Classification level	Base hourly rate \$/hr	*Fortnightly rates \$	*Annual Base Salary \$	*Annual base salary + 10.0% super	Casual rates \$/hr
LA1.1	24.1203	1,809.02	47,034.59	51,738.04	30.1504
LA1.2	25.8862	1,941.47	50,478.09	55,525.90	32.3578
LA1.3	26.3007	1,972.55	51,286.37	56,415.00	32.8759
LA1.4	27.1905	2,039.29	53,021.48	58,323.62	33.9881
LA1.5	28.2542	2,119.07	55,095.69	60,605.26	35.3178
LA1.6	29.6155	2,221.16	57,750.23	63,525.25	37.0194
LA1.7	30.5708	2,292.81	59,613.06	65,574.37	38.2135
LA1.8	31.5301	2,364.76	61,483.70	67,632.06	39.4126
LA2.1	32.2420	2,418.15	62,871.90	69,159.09	40.3025
LA2.2	34.0604	2,554.53	66,417.78	73,059.56	42.5755
LA3.1	35.2913	2,646.85	68,818.04	75,699.84	44.1141

*Designated Trainer*

*Supervising Lab Assistant*

	Auto progression to highest level in this area
	On appointment or promotion level

\* NB:            Pay rates are calculated from the hourly rate to 4 decimal places  
Fortnightly and annual base rates are for indicative purposes only

Pay rates

FFPPOA on CWA4 being approved by FWC

Pathology Specimen Collector

Classification level	Additional comment	Base hourly rate \$/hr	*Fortnightly rates \$	*Annual Base Salary \$	*Annual base salary + 10.0% super	Casual rates \$/hr
PSC 1A	Merit Level is given on completing the required SNP training and six months' probationary period. Auto-progression to PSC 2 will occur on the completion of the balance of 1950 hours at level 1A, or maximum 2 years from date of hire for a part-timer.	24.9242	1,869.32	48,602.19	53,462.41	31.1553
PSC 2	After 12 months at PSC 1A, will auto-progress to Level 2.	25.5712	1,917.84	49,863.84	54,850.22	31.9640
PSC 3	After 12 months at PSC 2, will auto-progress to Level 3.	26.8394	2,012.96	52,336.83	57,570.51	33.5493
PSC 3A	After 12 months at PSC 3, will auto-progress to Level 3A.	27.1263	2,034.47	52,896.29	58,185.91	33.9079
PSC 3B	After 12 months at PSC 3A, will auto-progress to Level 3B.	27.4225	2,056.69	53,473.88	58,821.26	34.2781
PSC 4	After 12 months at PSC 3B, will auto-progress to Level 4.	27.7325	2,079.94	54,078.38	59,486.21	34.6656
PSC Trainer 1	Trainer with one (1) or less advanced skills	29.2223	2,191.67	56,983.49	62,681.83	36.5279
PSC 5	Hospital collector or with procedural skill	29.8682	2,240.12	58,242.99	64,067.29	37.3353
PSC Trainer 2	Trainer with two or more advanced skills	30.3736	2,278.02	59,228.52	65,151.37	37.9670
PSC 5A	Merit (TL and/or coordination of calls) with PSC 5 level	30.8792	2,315.94	60,214.44	66,235.88	38.5990
PSC Trainer 3	Trainer with PSC 5 level	31.9970	2,399.78	62,394.15	68,633.57	39.9963
PSC 6	Assistant A Mgr/Collection Supervisor, or nursing skills	33.1147	2,483.60	64,573.67	71,031.03	41.3934

- Auto progression to highest level in this area - 12 months (1950 hours) FTE; this applies on a pro-rata basis or max 2 years for a part-timer
- On appointment or promotion level

Pay rates are calculated from the hourly rate to 4 decimal places  
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Indicative pay rate with all-purpose allowance for illustrative purposes only.  
Note: Skills loading will not be applied on top of Casual loading but separate to it.

- Advanced skills are:
- Nasopharyngeal Swabs
  - Advanced Paediatrics (0-5years)
  - Arterial Blood Gases
  - DOAT
  - Holter Monitoring/ECG
  - ABP
  - Venesections
  - Q Fever, Mantoux, Sweat Chloride Testing
  - Assisting with Bone Marrows

Skills Loading level	Additional comment	Skills loading (additional all-purpose allowance) \$/hr
Skills loading 1	With three (3) advanced skills	0.31
Skills loading 2	With four (4) advanced skills	0.61
Skills loading 3	With five (5) advanced skills	0.91
Skills loading 4	With six (6) advanced skills	1.21
Skills loading 5	With seven (7) advanced skills	1.52
Skills loading 6	With eight (8) advanced skills	1.81

Advanced skills loadings are applicable to levels PSC 1a – PSC 4  
Skills loading (subject to all-purpose allowance which will start at beginning of the next full pay period after confirmation by PSC Training)

**Pay rates**      **FFPPOA on CWA4 being approved by FWC**

**Pathology Services Assistant**

Classification level	Base hourly rate \$/hr	*Fortnightly rates \$	*Annual Base Salary \$	*Annual base salary + 10.0% super	Casual rates \$/hr
PSA 2	24.9851	1,873.88	48,720.95	53,593.04	31.2314
PSA 2A**	25.2820	1,896.15	49,299.90	54,229.89	31.6025
PSA 3	25.7067	1,928.00	50,128.07	55,140.87	32.1334
PSA 3A	26.0639	1,954.79	50,824.61	55,907.07	32.5799
PSA 4	27.7900	2,084.25	54,190.50	59,609.55	34.7375
PSA 4A	28.1429	2,110.72	54,878.66	60,366.52	35.1786
PSA 5	28.6708	2,150.31	55,908.06	61,498.87	35.8385
PSA 5A	29.7131	2,228.48	57,940.55	63,734.60	37.1414
PSA 6	30.7593	2,306.95	59,980.64	65,978.70	38.4491

Auto progression to highest level in this area  
 On appointment or promotion level

\* NB:                      Pay rates are calculated from the hourly rate to 4 decimal places  
                                     Fortnightly and annual base rates are for indicative purposes only

**\*\* PSA Level 2A shall be used as an entry level only for previous experience with skills relevant to the position.**

**Pay rates**      **FFPPOA on CWA4 being approved by FWC**

**Courier Driver**

Classification level	Base hourly rate \$/hr	*Fortnightly rates \$	*Annual Base Salary \$	*Annual base salary + 10.0% super	Casual rates \$/hr
Courier 2	24.7103	1,853.27	48,185.09	53,003.59	30.8879
Courier 2A	25.6133	1,921.00	49,945.94	54,940.53	32.0166
Courier 3	26.5162	1,988.72	51,706.59	56,877.25	33.1453
Courier 4	27.0978	2,032.34	52,840.71	58,124.78	33.8723
Courier 4A	27.4598	2,059.49	53,546.61	58,901.27	34.3248
Courier 5	28.6630	2,149.73	55,892.85	61,482.14	35.8288

Auto progression to highest level in this area  
 On appointment or promotion level

\* NB:                      Pay rates are calculated from the hourly rate to 4 decimal places  
Fortnightly and annual base rates are for indicative purposes only