

Staff Specialist (State) Award Salary Increases

Summary This Information Bulletin advises of increases in rates of pay and allowances from the beginning of the first pay period to commence on or after 1 July 2023 for staff specialists employed under the Staff Specialists (State) Award. Staff specialists also receive the increase of 0.5% to the Superannuation Guarantee Levy to 11% from 1 July 2023.

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Distributed to Ministry of Health, Public Health System, NSW Ambulance Service, Health Associations Unions

Audience Medical Administration Staff;Finance



Staff Specialists (State) Award Salary Increases

PURPOSE

This Information Bulletin is to advise staff of a one year increase of 4.00% per cent to remuneration rates commencing from the first full pay period on or after 1 July 2023 for staff specialists covered by the Staff Specialists (State) Award.

Staff specialists also receive the increase of 0.5% to the Superannuation Guarantee Levy, to 11% from 1 July 2023.

KEY INFORMATION

Staff Specialists

Staff Specialist	Frequency	Rates from first full pay period on or after 01-Jul-2023 \$
Staff Specialist		
1	Annual	186,241
2	Annual	197,132
3	Annual	208,017
4	Annual	218,934
5	Annual	229,825
Senior	Annual	251,618
Level 1 to 4 - Special Allowance (17.4%) of the applicable Staff Specialist rate above		
Level 1 - Private Practice Allowance (20%)		
Level 2 - Private Practice Allowance (14%)		
Level 3 - Private Practice Allowance (8%)		
Level 5 - Salary (75% of Award Salary)		
Level 5 - Special Allowance (17.4% of 75%) of the applicable Level 5 Staff Specialist rate above		
Level 5 – 1 st Year	Annual	139,681
Level 5 – 2 nd Year	Annual	147,849
Level 5 – 3 rd Year	Annual	156,013
Level 5 – 4 th Year	Annual	164,201
Level 5 – 5 th Year	Annual	172,369



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Staff Specialist	Frequency	Rates from first full pay period on or after 01-Jul-2023 \$
Level 5 – Senior	Annual	188,714
Scheme D - Salary (50% of Award Salary)		
Scheme D - 1st Year	Annual	93,121
Scheme D - 2nd Year	Annual	98,566
Scheme D - 3rd Year	Annual	104,009
Scheme D - 4th Year	Annual	109,467
Scheme D - 5th Year	Annual	114,913
Scheme D - Senior	Annual	125,809
Scheme D - Special Allowance (17.4% of 50%) of the applicable Scheme D Staff Specialist rate above		
Postgraduate Fellow		
Postgraduate Fellow	Annual	216,339

Clause	Allowance Description	Frequency	Rates from first pay period on or after 01-Jul-2023 \$
Level 1	Managerial Allowance	Annual	25,832
Level 2	Managerial Allowance	Annual	45,208
Level 3	Managerial Allowance	Annual	64,581

Clinical Academics

Clinical Academics	Frequency	Rates from first pay period on or after 01-Jul-2023 \$
Associate Lecturer	Annual	74,496
Lecturer - Year 1	Annual	74,496
Lecturer - Year 2	Annual	78,853
Lecturer - Year 3	Annual	83,207
Senior Lecturer - Year 1	Annual	87,574
Senior Lecturer - Year 2	Annual	91,930
Senior Lecturer - Year 3	Annual	100,647
Associate Professor	Annual	100,647
Professor	Annual	100,647



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Clause	Allowance Description	Frequency	Rates from first full pay period on or after 01-Jul-2023 \$
Level 1 C/A	Managerial Allowance	Annual	10,332
Level 2 C/A	Managerial Allowance	Annual	18,082
Level 3 C/A	Managerial Allowance	Annual	25,833

Private Practice Arrangements

Schedule 2 of the [Staff Specialists Determination 2015](#) sets out the maximum drawings available to staff specialists, the maximum income and the amount of supplementation available when specific conditions are met. Please see Appendix A in this Information Bulletin which sets out the increased rates.

Enquiries

Any enquiries concerning the information set out in this Information Bulletin should be directed to the relevant Human Resources staff in the relevant public health organisation.

APPENDICES

1. Appendix A: Staff Specialist Private Practice Remuneration Levels

Appendix A: Staff Specialist Private Practice Remuneration Levels

Staff Specialist Private Practice Remuneration Levels – effective from 1 July 2023

Level/ Year	Award Rate 1/07/2023	Award Rate + 17.4% Special Allowance	Private Practice Allowance	Maximum Possible Drawing Rights	Guaranteed* supplementation if insufficient billings	Guaranteed* supplementation if billings achieve 11% of salary but not 18%	Guaranteed* Minimum Income	Maximum Possible Income
L1 / 1	186,241	218,647	43,729				262,376	262,376
L1 / 2	197,132	231,433	46,287				277,720	277,720
L1 / 3	208,017	244,212	48,842				293,054	293,054
L1 / 4	218,934	257,029	51,406				308,434	308,434
L1 / 5	229,825	269,815	53,963				323,777	323,777
L1/Senior	251,618	295,400	59,080				354,479	354,479
L2 / 1	186,241	218,647	30,611	52,475	24,051	15,305	273,309	301,733
L2 / 2	197,132	231,433	32,401	55,544	25,458	16,200	289,291	319,377
L2 / 3	208,017	244,212	34,190	58,611	26,863	17,095	305,265	337,013
L2 / 4	218,934	257,029	35,984	61,687	28,273	17,992	321,286	354,699
L2 / 5	229,825	269,815	37,774	64,755	29,680	18,887	337,268	372,344
L2/Senior	251,618	295,400	41,356	70,896	32,494	20,678	369,249	407,651
L3 / 1	186,241	218,647	17,492	78,713	37,170		273,309	314,852
L3 / 2	197,132	231,433	18,515	83,316	39,344		289,291	333,263
L3 / 3	208,017	244,212	19,537	87,916	41,516		305,265	351,665
L3 / 4	218,934	257,029	20,562	92,530	43,695		321,286	370,121
L3 / 5	229,825	269,815	21,585	97,133	45,868		337,268	388,533
L3/Senior	251,618	295,400	23,632	106,344	50,218		369,249	425,375
L4 / 1	186,241	218,647		109,323	54,662		273,309	327,970

Level/ Year	Award Rate 1/07/2023	Award Rate + 17.4% Special Allowance	Private Practice Allowance	Maximum Possible Drawing Rights	Guaranteed* supplementation if insufficient billings	Guaranteed* supplementation if billings achieve 11% of salary but not 18%	Guaranteed* Minimum Income	Maximum Possible Income
L4 / 2	197,132	231,433		115,716	57,858		289,291	347,149
L4 / 3	208,017	244,212		122,106	61,053		305,265	366,318
L4 / 4	218,934	257,029		128,514	64,257		321,286	385,543
L4 / 5	229,825	269,815		134,907	67,454		337,268	404,722
L4/Senior	251,618	295,400		147,700	73,850		369,249	443,099
L5 / 1	139,681	163,985		218,647			163,985	382,632
L5 / 2	147,849	173,575		231,433			173,575	405,008
L5 / 3	156,013	183,159		244,212			183,159	427,371
L5 / 4	164,201	192,771		257,029			192,771	449,800
L5 / 5	172,369	202,361		269,815			202,361	472,175
L5/Senior	188,714	221,550		295,400			221,550	516,949

*Consistent with clause 2(b) of the *Staff Specialists Determination 2015*, guaranteed supplementation may only come from funds within the relevant No 1 Account that would otherwise have been appropriated as infrastructure charges paid to the Public Health Organisation by the Staff Specialist/s relevant No 1 Account cost centre.