

Attachment 3

ACTPS Classification Review

Work Value Summary Report

General Service Officers



ACT
Government

1. OVERVIEW

The General Service Officer (GSO) priority group includes three classifications: General Service Officers, Capital Linen Service (CLS), and Building Service Officers (BSOs). The levels that form part of each of these groups is described in *Table 1* below.

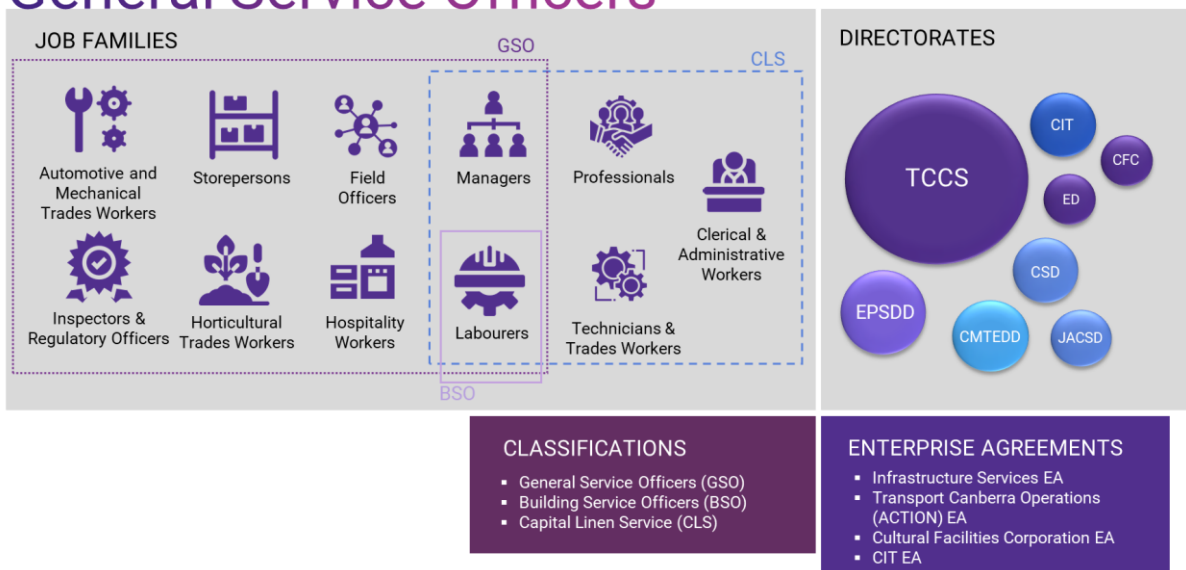
Table 1: GSO Priority Group classifications

<i>General Service Officer levels:</i>	<i>Capital Linen Service levels:</i>	<i>Building Service Officer levels:</i>
<ul style="list-style-type: none"> • GSO 2 • GSO 3 • GSO 3/4 • GSO 4 • GSO 5 • GSO 5/6 • GSO 5/7 • GSO 6 • GSO 7 • GSO 8 • GSO 9 • GSO 10 	<ul style="list-style-type: none"> • CLS 1 • CLS 2 • CLS 3 • CLS 4 • CLS 5 • CLS 6 • CLS 7 • CLS 8 • CLS 9 • CLS 10 	<ul style="list-style-type: none"> • BSO 1 • BSO 2 • BSO 3 • BSO 4

Employees within this priority group operate across 8 ACTPS Directorates (as depicted in *Figure 1*), with the majority working within TCCS. They are employed under four Enterprise Agreements: Infrastructure Services, Transport Canberra Operations (ACTION), Cultural Facilities Corporation, and CIT.

Figure 1: Overview of the General Service Officer priority group.

General Service Officers



General Service Officers

The GSO Priority Group is a very broad grouping. The work carried out by the roles in this group is diverse, and therefore have been categorised into the job families described below (this is discussed further in the job families section of this summary report). The following are examples of the types of roles analysed as part this review, within each of the job families:

- **Automotive and Mechanical Trades Workers** – such as the Heavy Vehicle Mechanics maintaining the ACTION bus fleet.
- **Storepersons** – such as the Storeperson for the Electrical Trades business unit at CIT.
- **Field Officers** – such as Fire Management and Field Officers operating in National Parks.
- **Managers** – such as the Supervisor for Urban Tree Management managing a team of industrial staff undertaking tree maintenance activities.
- **Labourers** – such as the Road Workers undertaking maintenance of the roads in urban areas.
- **Horticultural Trades Workers** – such as the Tree Surgeons undertaking tree maintenance activities or the nursery workers at Yarralumla nursery.
- **Hospitality Workers** – such as the Chef preparing meals at Birrigai Outdoor School.
- **Inspectors and Regulatory Officers** – such as the Vehicle Inspectors at the motor registry.

Capital Linen Service

CLS is an organisationally based classification containing individuals who are employed by Capital Linen Service and in which the work undertaken varies widely and includes:

- **Managers** – such as the Production Managers and Corporate Service Managers.
- **Professionals** – such as the HR Manager and Quality & Training Officer roles.
- **Clerical and Administrative workers** – such as the Administration Officer and Customer Service Officer roles.
- **Labourers** – such as the Laundry Workers and Delivery Drivers.
- **Technicians and Trades workers** – such as the Maintenance Technicians.

Building Service Officers

BSO is also an organisationally based classification relating to the officers that manage and maintain public school grounds and facilities who are all employed by the Education Directorate. The work they perform fits into the *Labourers* job family (as per the GSO classification). Roles performed under BSO classification were previously classified under the GSO classification. BSO 1/2 was introduced in 2003 with pay aligned with GSO 3/4. BSO 2 and BSO 3 were introduced in 2010 with pay aligned with GSO 5 and GSO 6 respectively. BSO 4 was introduced in 2013 with pay aligned with GSO 10, and BSO 2 and BSO 3 were aligned with GSO 6 and GSO 8 respectively. The mapping between the two classifications is provided in *Table 2* below.

Table 2: Mapping between BSO and GSO classification levels

BSO Classification Level	Equivalent GSO Classification Level
BSO 1	GSO 3-4
BSO 2	GSO 6
BSO 3	GSO 8
BSO 4	GSO 10

Other related classifications

There are other classifications that share commonalities with the classifications within the GSO priority group. Health Service Officers (HSOs) are also an organisationally based classification in CHS sharing some common roles with GSOs, e.g. Storepersons, Hospitality Workers. Noting the HSO classification was not in scope for this review.

Job families

The diversity of work in the GSO classification results in a varied spread of categories of work being assigned to the cross-section of roles analysed and a number of job families were identified for each classification (as depicted in *Figure 1*). The job families are based on both the common terminology used within the ACTPS to describe the various job types, particularly within the GSO classification, as well as aligning where possible to the Australian and New Zealand Standard Classification of Occupations (ANZSCO) model¹. *Tables 3 and 4* list the ANZSCO model categories under each of the job families that have been identified for the purposes of the analysis of the GSO classification and the CLS classification.

Table 3: ANZSCO model mapping for GSO and BSO classifications

Job Family	ANZSCO classification (by unit group)
Automotive and Mechanical Trades Workers	3212 - Motor Mechanics
Storepersons	7411 - Storepersons
Field Officers	2343 - Environmental Scientists 4412 - Fire and Emergency Workers
Managers	1311 - Advertising, Public Relations and Sales Managers 1331 - Construction Managers 1332 - Engineering Managers 1335 - Production Managers 1399 - Other specialist managers 1419 - Other Accommodation and Hospitality Managers 6215 - Retail Supervisors

¹ ANZSCO is a skills-based classification model used to classify all occupations and jobs in the Australian and New Zealand labour markets. It provides a basis for the standardised collection, analysis, and dissemination of occupation data.

Job Family	ANZSCO classification (by unit group)
Labourers	3312 - Carpenters and Joiners 3341 - Plumbers 8111 - Car Detailers 8414 - Garden and Nursery Labourers 8991 – Caretakers (<i>Building Service Officers</i>) 8994 - Motor Vehicle Parts and Accessories Fitters 8999 - Other Miscellaneous Labourers
Horticultural Trades Workers	3622 - Gardeners 3623 - Greenkeepers 3624 - Nurserypersons
Hospitality Workers	3513 - Chefs 3514 - Cooks 8512 - Food Trades Assistants 8513 - Kitchenhands
Inspectors and Regulatory Officers	5995 - Inspectors and Regulatory Officers
Other – unassigned	2249 - Other Information and Organisation Professionals 5311 - General Clerks 6211 - Sales Assistants (General)

Table 4: ANZSCO model mapping for CLS classification

Job Family	ANZSCO classification (by unit group)
Managers	1321 - Corporate Services Managers 1335 - Production Managers 1336 - Supply, Distribution and Procurement Managers
Professionals	2231 - Human Resource Professionals 2233 - Training and Development Professionals
Clerical and Administrative workers	5311 - General Clerks 5412 - Inquiry Clerks 5619 - Other Clerical and Office Support Workers
Labourers	7321 - Delivery Drivers 8115 - Laundry Workers
Technicians and Trades workers	3125 - Mechanical Engineering Draftspersons and Technicians

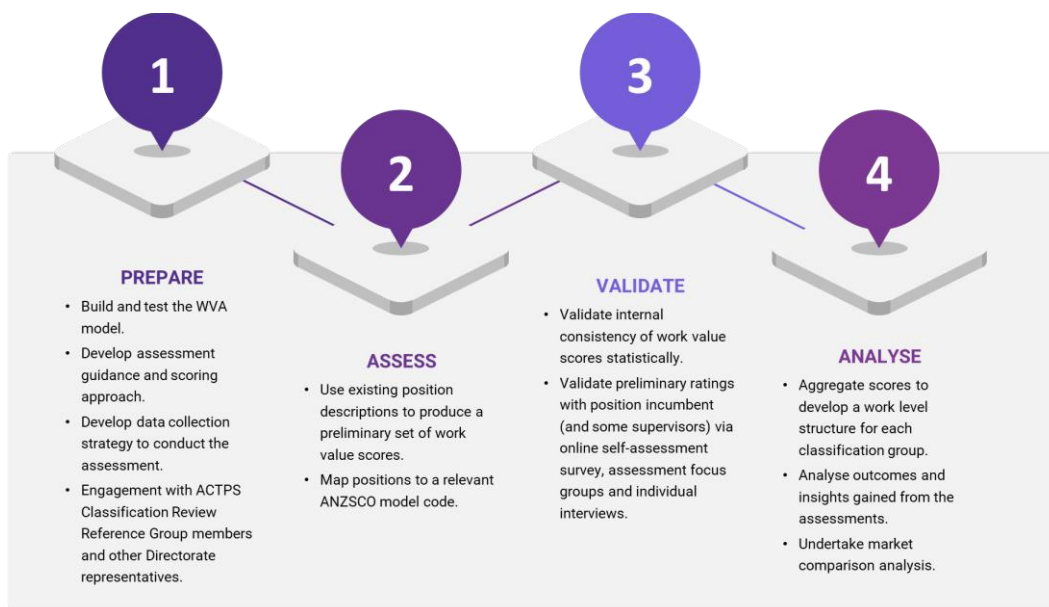
2. RESEARCH APPROACH

2.1. Methodology

An overview of the methodology applied to undertake the work value analysis is summarised in *Figure 2*. Further details on this methodology and the work value model used for the review are provided in the *ACTPS Classification Review Report*.

Limitations and assumptions related to the methodology are provided in *Section 4.3* of the main *ACTPS Classification Review Report*. Any additional limitations and assumptions specifically related to the analysis for this priority group have been included as footnotes in this summary report.

Figure 2: Overview of work value analysis methodology



A summary of the number of assessment and validation activities is provided in *Figures 3-5* below. Engagement with GSOs was conducted via 18 focus groups and several interviews with a cross-section of employees based on the level and type of work they were undertaking.

Approximately 150 positions² were included in the cross-section of roles within the GSO priority group (*see limitations in Section 2.2*).

² This is only an approximation as this number is based on position numbers. There are some cases where there are different position numbers for the same role and others where no position number was evident in the information provided to the research team.

Figure 3: Assessment and validation summary – GSO Classification

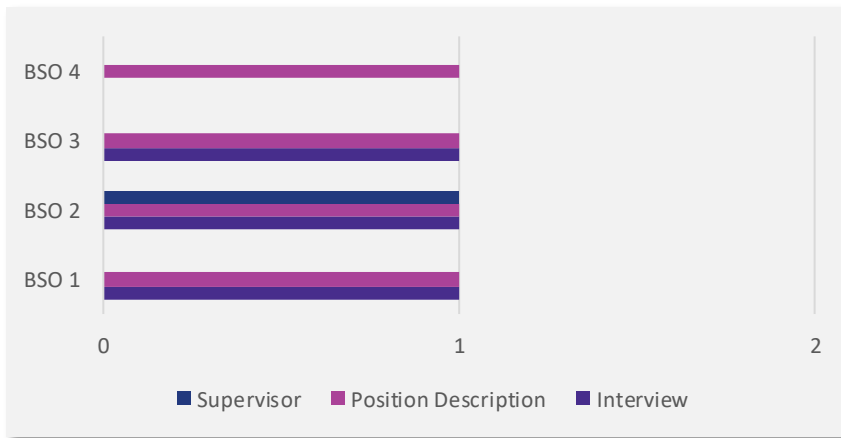


Figure 4: Assessment and validation summary – CLS Classification



Note, there are no CLS 10 positions currently occupied.

Figure 5: Assessment and validation summary – BSO Classification



3. FINDINGS, INTERPRETATION, AND ANALYSIS

3.1. Work value assessment

For the purposes of the work value assessment the analysis focuses individually on each of the three classifications included in this priority group: GSO, CLS and BSO. However, some cross-comparisons have been included in part of the analysis below.

A set of recommended work value scores for each classification is provided in *Section 4.4* of the main *ACTPS Classification Review Report*.

3.1.1. General Service Officers

Figure 6 shows that the work value assessments for GSO do not show a consistent increase in median (middle) score for each subsequent level of the classification. When plotted against a simple linear increase (Figure 7) it can be seen that at the lower levels, work value assessments are above the trend line while at the higher levels, work values are below the trend line. Figure 8 shows that few of the individual work value factors show a simple increasing pattern (Organisation of Work, Accountability, and Cognitive Complexity to some degree) for each GSO classification level.

Figure 6: Spread of work value scores for each GSO classification level

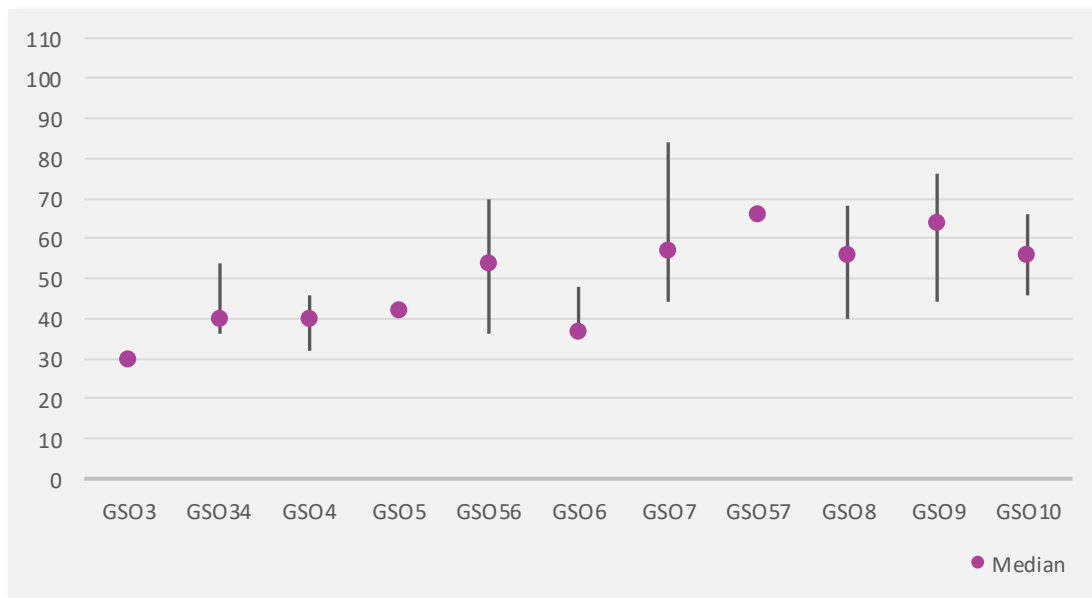


Figure 7: Work value scores for the GSO classification with linear trend line

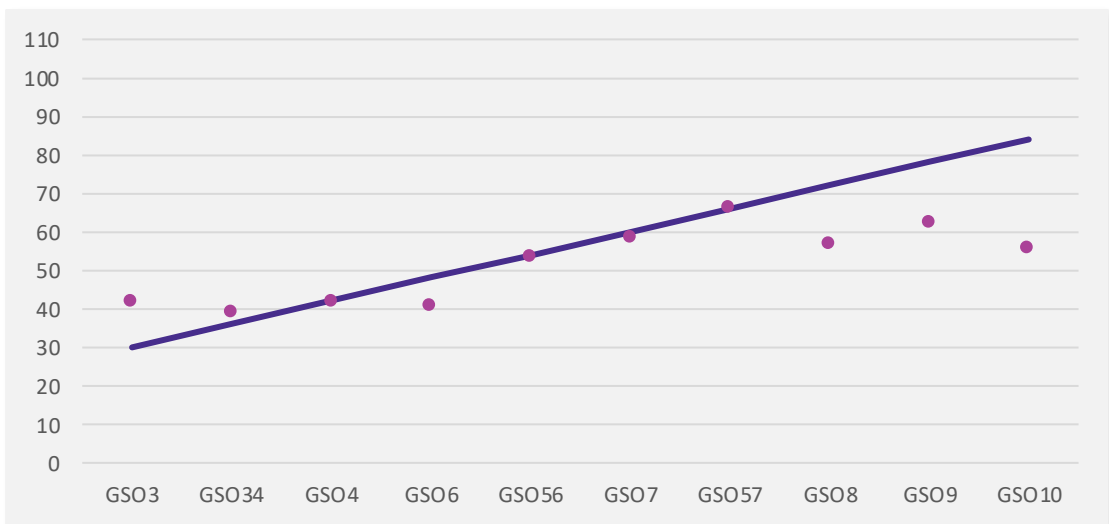
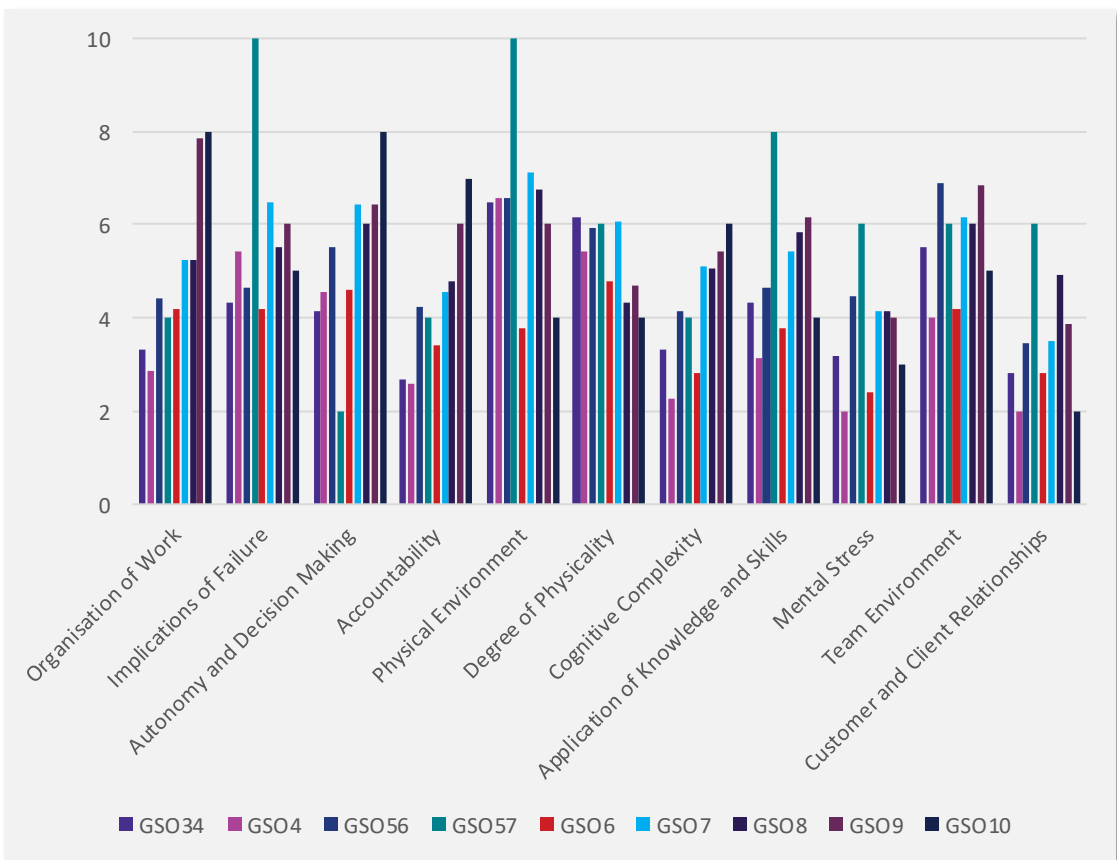


Figure 8: Spread of work value scores for each work value evaluation factor for each GSO classification levels.



It was hypothesized that the reason for this non-linear spread may be due to the diverse range of work undertaken by GSOs, as observed when the roles assessed were mapped using the ANZSCO model and suggested that the GSO classification may in fact include

multiple different work types and may be better divided into a number of separate classifications. This is discussed further below and in *Section 5* of the main *ACTPS Classification Review Report*.

Additional analysis – Storeperson and Hospitality comparative roles

The research team was specifically requested to undertake some comparative analysis for similar roles outside of the GSO classification for Storeperson roles within the Administrative Service Officer (ASO) and Health Service Officer (HSO) classifications and hospitality roles within the HSO classification³. Note, the analysis was undertaken using existing position descriptions and therefore results should be considered as preliminary. The results of this analysis are provided in *Figures 9* and *10* below.

The results for the storeperson roles indicate:

- A close alignment in work value between GSO 4, ASO 3 and HSO 4/5 storeperson roles as well as between GSO 6 and ASO 5 storeperson roles.
- There is a linear increase in work value across the two GSO level roles as well as the three ASO level roles.

This indicates that if there was a move to group ACTPS roles into occupationally based classification groups, that in work value terms there is a logical alignment between storeperson roles within the two current classification groups.

The results for the hospitality roles indicate:

- A close alignment in work value between HSO 2/3, HSO 3, and GSO 3 hospitality roles.
- A close alignment in work value between HSO 4, HSO 7, GSO 3/4, and GSO 6 hospitality roles.
- A close alignment in work value between GSO 5/6, HSO 8 and GSO 7 hospitality roles.
- There is an atypical pattern across the HSO level roles, with the work value for HSO 7 being the same as the work value for HSO 4.
- There is also an atypical pattern across the GSO level roles, with the work value for GSO 3/4 and GSO 5/6 roles being higher than the GSO 6.

Similar to the storeperson roles, this indicates that if there was a move to group ACTPS roles into occupationally based classification groups, that in work value terms there is a logical alignment between hospitality roles within the two current classification groups. Noting that, further analysis would need to be undertaken to validate if the atypical pattern of work value within some of the classifications themselves is in fact an issue. The different patterns may be due to the small sample group used to conduct some of the comparative assessments. It is also important to note that this is an assessment against very specific role and does not consider the work value scores for the wider GSO, HSO, and ASO classifications.

³ Work value assessments for ASO and HSO classified roles were based on a position description and have not been further validated with staff currently performing these roles.

Figure 9: Results of work value assessments comparing storeperson roles across GSO, HSO, and ASO classifications.

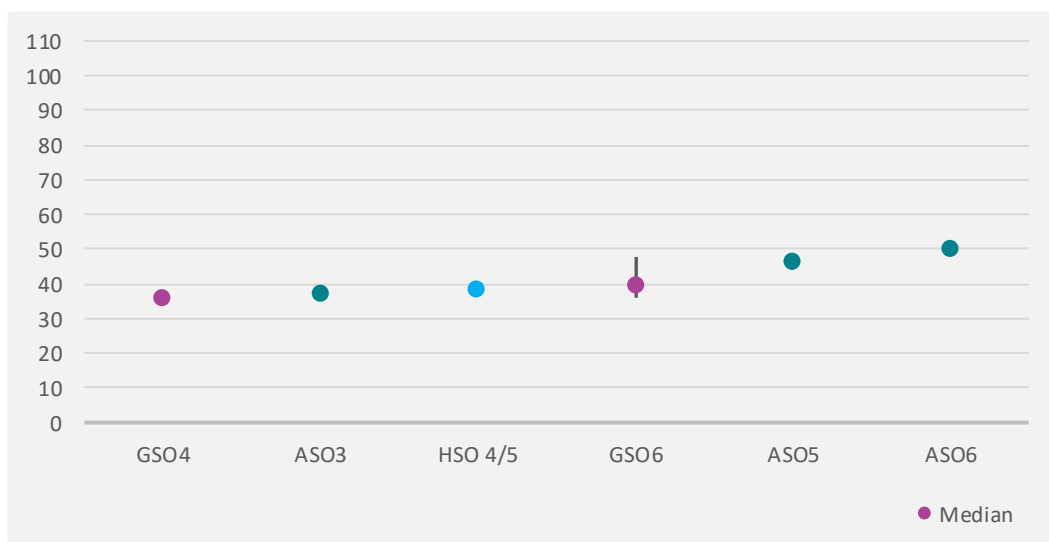
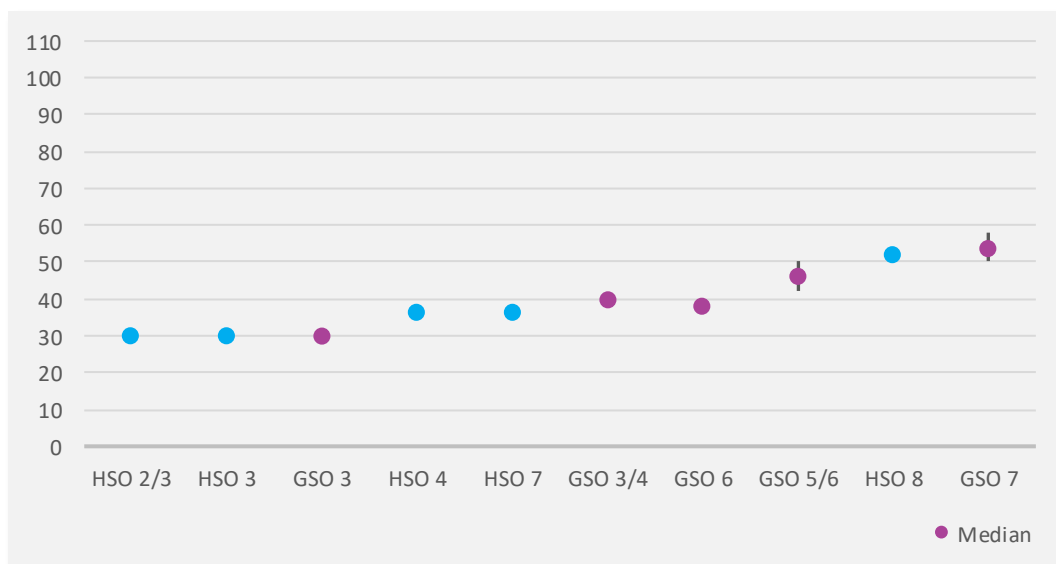


Figure 10: Results of work value assessments comparing hospitality roles across GSO and HSO classifications.

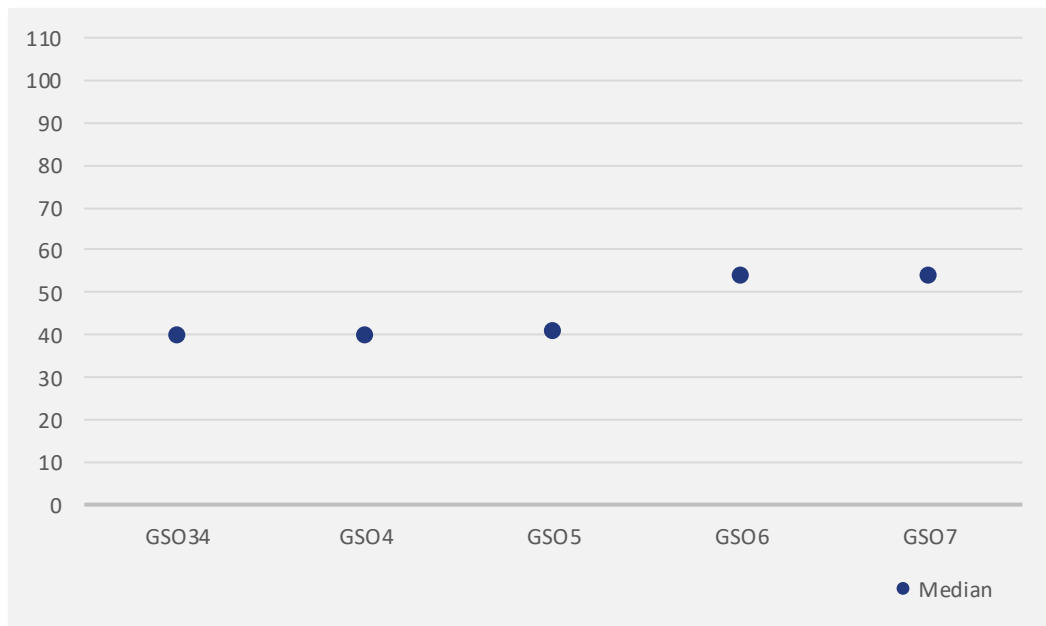


Additional analysis – Tree Surgeon roles

The research team was also requested to specifically call out roles working under the Tree Surgeons title under the GSO classification. The work values for these positions are displayed in *Figure 11*. It is important to note that there are other positions that work in this field such as Tree Workers. Analysis reveals that the work value increases at a linear albeit steady pace

as level increases. But, there is a close range of scores between the GSO 3/4, GSO 4, and GSO 5 roles and between the GSO6 and GSO7 roles which could indicate that the use of two levels, instead of five would be more suitable for Tree Surgeon roles.

Figure 11: Results of work value assessments for Tree Surgeon Identified positions



3.1.2. Capital Linen Service

As shown in *Figures 12 and 13* below, the pattern of work value scores across the CLS classification levels is also atypical. Similarly, *Figure 14* shows an atypical pattern of work value scores for individual work value evaluation factors for each CLS classification level.

There are several reasons why the atypical pattern may have occurred:

- As noted in the limitations and assumptions, there was a noticeable tendency for work value scores to be higher for self-assessed roles. In further analysis of CLS 1 results it appeared that self-assessment scores were 37% higher than those conducted using a position description. In comparison, the self-assessment conducted for the CLS 2 role was only 23% higher than the position description assessment.
- Only one CLS 3 role was assessed using a position description. This role scored higher than most other levels on the physical features of work (Physical Environment and Degree of Physicality), as depicted in *Figure 11*. This may not be the case for other CLS3 roles and further analysis of additional CLS 3 roles may provide a different result.
- Only one CLS 9 role was assessed using a position description and self-assessment. Further analysis of additional CLS9 roles may provide a different result.

Figure 12: Results of the work value assessments undertaken for the CLS classification

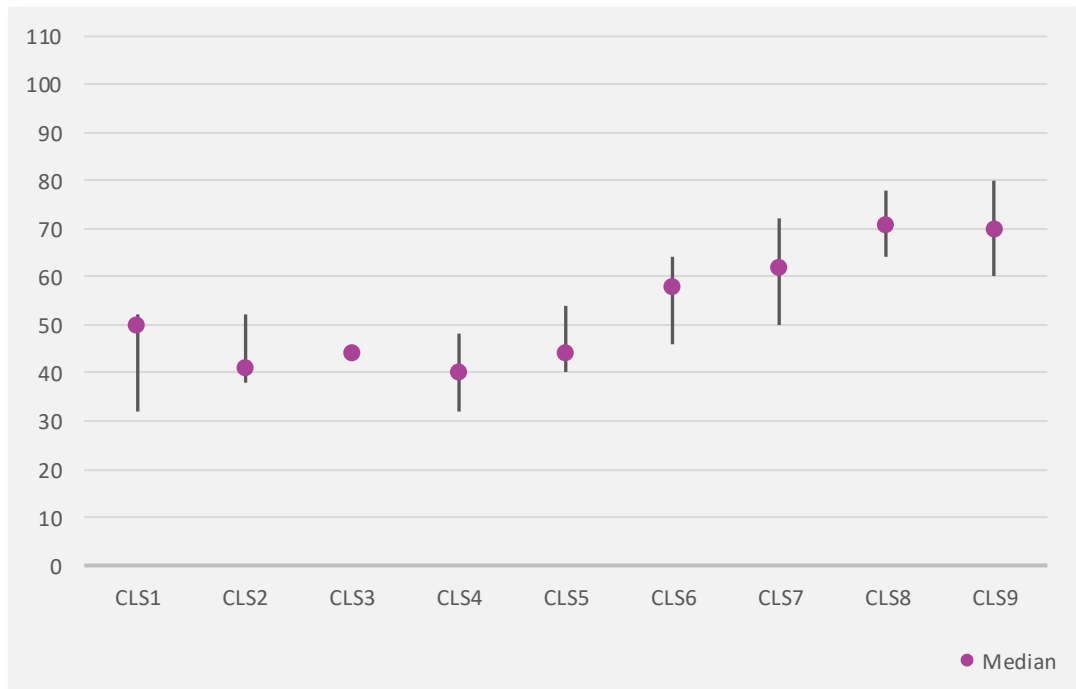


Figure 13: Results of the work value assessments undertaken for the CLS classification including a trend line showing the optimal spread of work value scores across each level

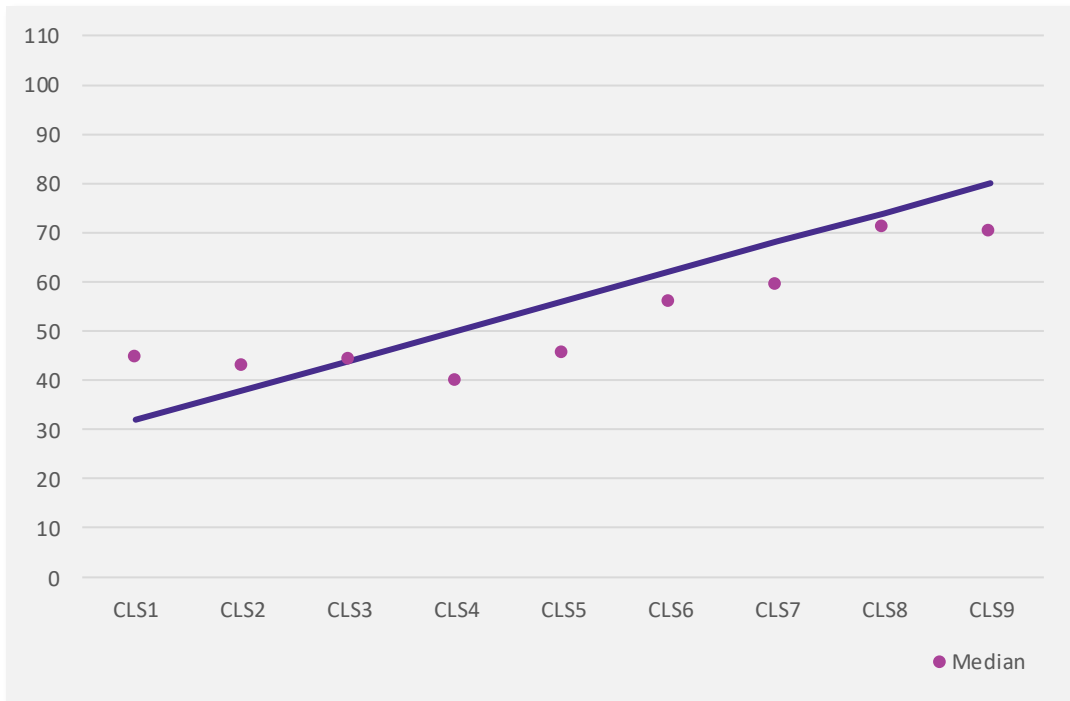
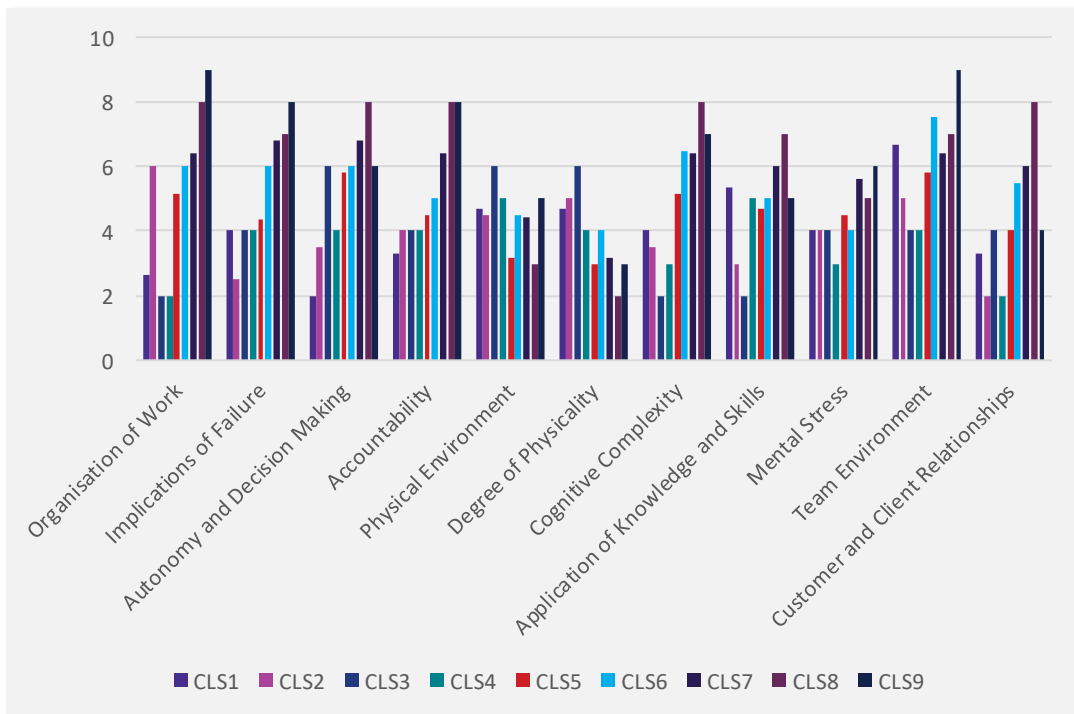


Figure 14: Spread of work value scores for each work value evaluation factor for each CLS classification levels.



3.1.3. Building Service Officers

As shown in *Figures 15 and 16* below there is very little difference in median work value scores between BSO1 and BSO4, with small increases between each level other than BSO2 which is slightly above BSO3. This is also reflected in the spread of work value scores for each work value evaluation factor for each BSO classification levels (see *Figure 17*).

Figure 15: results of the work value assessments undertaken for the BSO classification(

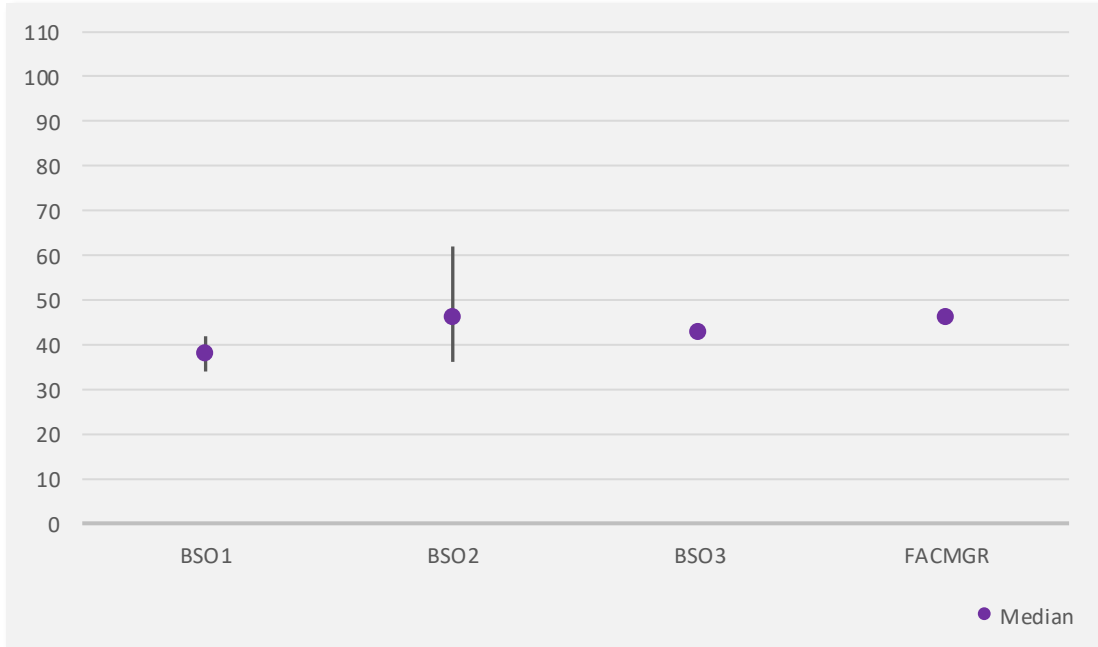


Figure 16: results of the work value assessments undertaken for the BSO classification including a trend line showing the optimal spread of work value scores across each level

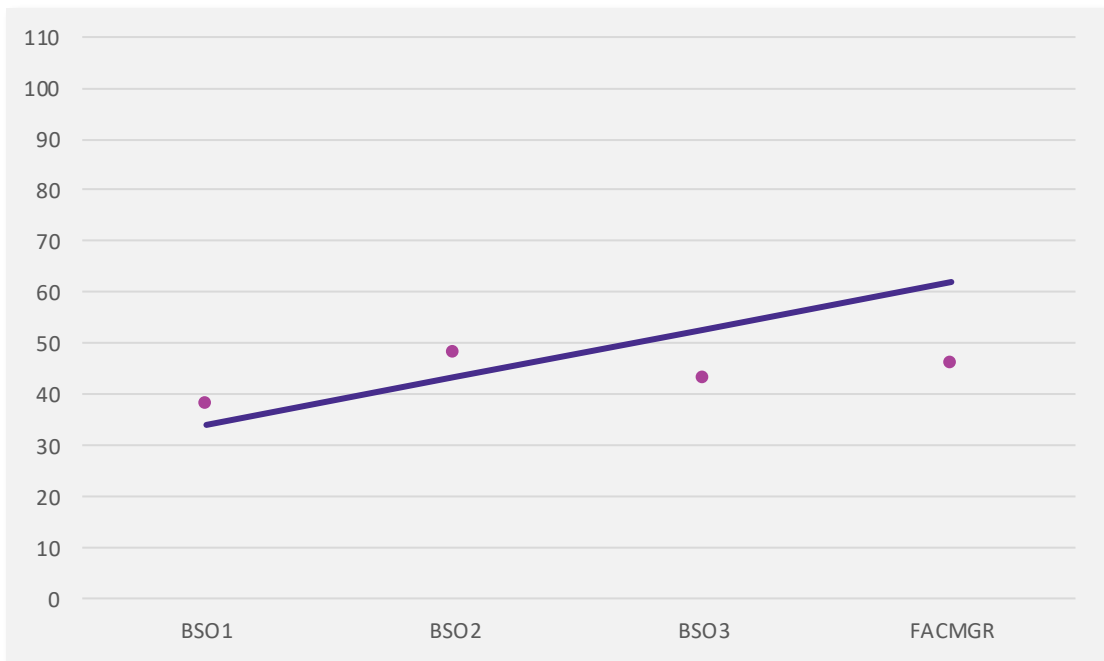
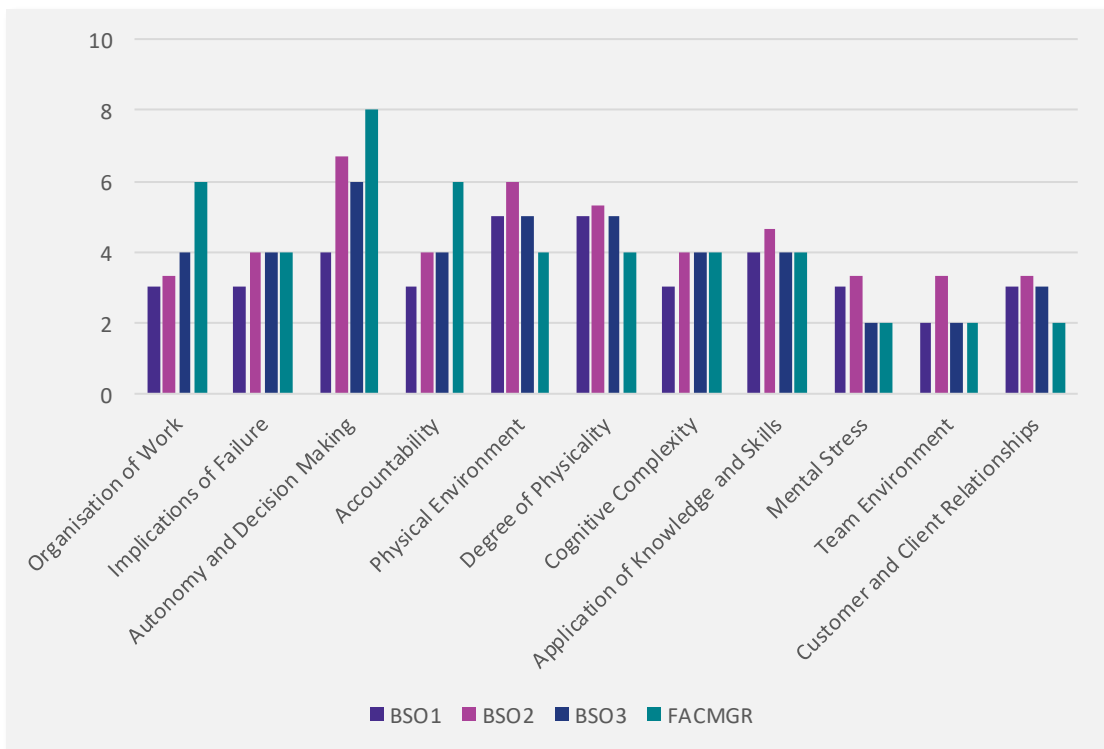


Figure 17: spread of work value scores for each work value evaluation factor for each BSO classification levels.



Whilst the data does not show any observable, possible reasons for the similarity in work value across the levels, the research team did gain some insights on why this may be the case through the interviews held with the employee union, supervisors and employees related to the BSO classification.

One factor that is not considered in the work value model is the nature of the school environment that BSOs are expected to operate within. For example, the size and condition of the school grounds and buildings BSOs operate within or the number of students and teaching staff present. Some school grounds span large areas and require a high-level of outdoor maintenance, other schools operate in older buildings which require a higher-level of maintenance support, and others have a high volume of students and staff often resulting an increased number of requests for support.

It was also noted by some stakeholders that the decisions around what level of BSO to employ within the school are unclear and are often driven by budget pressures as opposed to clearly mapping what is required against the expectations of each level. Additionally, it was apparent there was a wide variance of expectations of a BSO depending on the school they work within and the leadership within the school (school executive). For example, a BSO who had operated in two different schools at the same level noted that the expectations of what they were required to do as part of their role differed widely.

3.2. Remuneration

3.2.1. GSO Remuneration

For the purposes of the market comparison, the primary data source used was Australian Bureau of Statistics (ABS) census data mapped to ANZSCO. Further details on the methodology are available in Section 4.4 of the main ACTPS Classification Review Report.

For the General Service Officers classification 30 separate ANZSCO 4-digit codes were identified within the sample group:

- 1311 - Advertising, Public Relations and Sales Managers
- 1331 - Construction Managers
- 1332 - Engineering Managers
- 1335 - Production Managers
- 1399 - Other specialist managers
- 1419 - Other Accommodation and Hospitality Managers
- 2249 - Other Information and Organisation Professionals
- 2343 - Environmental Scientists
- 3212 - Motor Mechanics
- 3312 - Carpenters and Joiners
- 3341 - Plumbers
- 3513 - Chefs
- 3514 - Cooks
- 3622 - Gardeners
- 3623 - Greenkeepers

- 3624 - Nurserypersons
- 4412 - Fire and Emergency Workers
- 4513 - Funeral Workers
- 5311 - General Clerks
- 5995 - Inspectors and Regulatory Officers
- 6211 - Sales Assistants (General)
- 6215 - Retail Supervisors
- 7411 - Storepersons
- 8111 - Car Detailers
- 8414 - Garden and Nursery Labourers
- 8512 - Food Trades Assistants
- 8513 - Kitchenhands
- 8991 - Caretakers
- 8994 - Motor Vehicle Parts and Accessories Fitters
- 8999 - Other Miscellaneous Labourers

Utilising ABS census data, an average wage for individuals who work in these ANZSCO codes was calculated for the NSW state government, ACT private sector and ACT Federal Government markets. They were compared to the ACTPS EA data which contained the wages for the various levels of General Service Officer, Building Service Officer and Capital Linen Service classifications. *Tables 5-13* below show the variance in the market comparison across the GSO job families⁴.

For the purposes of additional analyses, tables with salary ranges (as opposed to average salary) have also been provided for each category. Noting these should be viewed with caution as the range includes outliers and therefore in some cases shows a significantly large salary range when analysing market comparators.

The comparison shows a wide diversity of market alignment, reflecting the highly diverse nature of the classification:

- The ACTPS generally leads the market in respect of Automotive and Mechanical Trades Workers, Storepersons, Labourers, Horticultural Trades Workers and Hospitality Workers.
- The ACTPS is behind the market for Inspectors and Regulatory Officer and Field Officer categories.
- There were mixed results both lag and lead indicators for the Manager category.

⁴ Within market defined as within 10% of the average wage designated for the ANZSCO code

Table 5: Market comparison based on ABS Census Data for General Services Officer – Automotive and Mechanical trades workers.

AUTOMOTIVE AND MECHANICAL TRADES WORKERS					
Level	ACTPS EA Average Wage	ANZSCO Code	ACT Private Sector	ACT Federal Gov	NSW State Gov
GSO4	\$54,651.75	3212 - Motor Mechanics	\$ 54,245.98	No Data Available	\$ 71,301.85
GSO57	\$61,679.83	3212 - Motor Mechanics	\$ 54,245.98	No Data Available	\$ 71,301.85
GSO7	\$65,988.50	3212 - Motor Mechanics	\$ 54,245.98	No Data Available	\$ 71,301.85
GSO9	\$79,537.86	3212 - Motor Mechanics	\$ 54,245.98	No Data Available	\$ 71,301.85
KEY Lag Market Lead					

Level	ACTPS EA Wage Range	ANZSCO Code	ACT Private Sector	ACT Federal Gov	NSW State Gov
GSO4	\$ 53,572.00 - \$ 55,752.00	3212 - Motor Mechanics	\$ 24,614.82 - \$ 169,764.65	No Data Available	\$ 30,956.41 - \$ 137,818.65
GSO57	\$ 56,595.00 - \$ 67,817.00	3212 - Motor Mechanics	\$ 24,614.82 - \$ 169,764.65	No Data Available	\$ 30,956.41 - \$ 137,818.65
GSO7	\$ 64,220.00 - \$ 67,817.00	3212 - Motor Mechanics	\$ 24,614.82 - \$ 169,764.65	No Data Available	\$ 30,956.41 - \$ 137,818.65
GSO9	\$ 74,973.00 - \$ 84,729.00	3212 - Motor Mechanics	\$ 24,614.82 - \$ 169,764.65	No Data Available	\$ 30,956.41 - \$ 137,818.65

Table 6: Market comparison based on ABS Census Data for General Services Officer – Storepersons

STOREPERSONS					
Level	ACTPS EA Average Wage	ANZSCO Code	ACT Private Sector	ACT Federal Gov	NSW State Gov
GSO4	\$ 54,651.75	7411 - Storepersons	\$40,641.10	\$56,052.33	\$54,588.18
GSO6	\$ 60,953.00	7411 - Storepersons	\$40,641.10	\$56,052.33	\$54,588.18
KEY Lag Market Lead					

Level	ACTPS EA Average Wage	ANZSCO Code	ACT Private Sector	ACT Federal Gov	NSW State Gov
GSO4	\$ 53,572.00 - \$ 55,752.00	7411 - Storepersons	\$ 39,068.91 - \$ 53,976.28	\$ 62,982.72 - \$ 77,213.98	\$ 33,833.91 - \$ 91,386.31
GSO6	\$ 59,578.00 - \$ 62,286.00	7411 - Storepersons	\$ 39,068.91 - \$ 53,976.28	\$ 62,982.72 - \$ 77,213.98	\$ 33,833.91 - \$ 91,386.31

Table 7: Market comparison based on ABS Census Data for General Services Officer – Field Officers

FIELD OFFICERS					
Level	ACTPS EA Average Wage	ANZSCO Code	ACT Private Sector	ACT Federal Gov	NSW State Gov
GSO56	\$59,525.50	2343 - Environmental Scientists	\$88,723.11	No Data Available	\$94,129.34
GSO56	\$59,525.50	4412 - Fire and Emergency Workers	\$119,745.71	\$111,634.84	\$92,501.54
GSO56	\$59,525.50	4513 - Funeral Workers	\$72,486.98	No Data Available	No Data Available
GSO7	\$65,988.50	2343 - Environmental Scientists	\$88,723.11	No Data Available	\$94,129.34
GSO7	\$65,988.50	4412 - Fire and Emergency Workers	\$119,745.71	\$111,634.84	\$92,501.54
GSO8	\$71,541.00	4513 - Funeral Workers	\$72,486.98	No Data Available	No Data Available
GSO9	\$79,537.86	4412 - Fire and Emergency Workers	\$119,745.71	\$111,634.84	\$92,501.54

KEY Lag Market Lead

Level	ACTPS EA Wage Range	ANZSCO Code	ACT Private Sector	ACT Federal Gov	NSW State Gov
GSO56	\$ 56,595.00 - \$ 62,286.00	2343 - Environmental Scientists	\$65,646.77 - \$ 130,284.20	No Data Available	\$ 30,019.18 - \$ 226,425.38
GSO56	\$ 56,595.00 - \$ 62,286.00	4412 - Fire and Emergency Workers	\$ 63,169.97 - \$ 224,719.20	\$ 50,530.36 - \$ 224,719.20	\$ 62,529.15 - \$ 119,569.25
GSO56	\$ 56,595.00 - \$ 62,286.00	4513 - Funeral Workers	\$ 63,169.97 - \$ 105,302.01	No data available	No data available
GSO7	\$ 64,220.00 - \$ 67,817.00	2343 - Environmental Scientists	\$65,646.77 - \$ 130,284.20	No Data Available	\$ 30,019.18 - \$ 226,425.38

GSO7	\$ 64,220.00 - \$ 67,817.00	4412 - Fire and Emergency Workers	\$ 63,169.97 - \$ 224,719.20	\$ 50,530.36 - \$ 224,719.20	\$ 62,529.15 - \$ 119,569.25
GSO8	\$ 69,594.00 - \$ 73,540.00	4513 - Funeral Workers	\$ 63,169.97 - \$ 105,302.01	No data available	No data available
GSO9	\$ 74,973.00 - \$ 84,729.00	4412 - Fire and Emergency Workers	\$ 63,169.97 - \$ 224,719.20	\$ 50,530.36 - \$ 224,719.20	\$ 62,529.15 - \$ 119,569.25

Table 8: Market comparison based on ABS Census Data for General Services Officer – Managers

MANAGERS					
Level	ACTPS EA Average Wage	ANZSCO Code	ACT Private Sector	ACT Federal Gov	NSW State Gov
GSO7	\$65,988.50	1311 - Advertising, Public Relations and Sales Managers	\$111,404.37	\$ 106,421.07	\$120,451.50
GSO7	\$65,988.50	1331 - Construction Managers	\$108,963.45	No Data Available	\$129,434.07
GSO7	\$65,988.50	1335 - Production Managers	\$76,101.18	No Data Available	\$122,963.11
GSO7	\$65,988.50	1419 - Other Accommodation and Hospitality Managers	\$43,943.02	No Data Available	\$87,597.90
GSO7	\$65,988.50	6215 - Retail Supervisors	\$45,541.13	No Data Available	No Data Available
GSO8	\$71,541.00	1331 - Construction Managers	\$108,963.45	No Data Available	\$129,434.07
GSO8	\$71,541.00	1335 - Production Managers	\$76,101.18	No Data Available	\$122,963.11
GSO9	\$79,537.86	1332 - Engineering Managers	\$144,233.51	No Data Available	\$163,737.07
GSO9	\$79,537.86	1335 - Production Managers	\$76,101.18	No Data Available	\$122,963.11
GSO9	\$79,537.86	1399 - Other specialist managers	\$107,179.11	\$132,128.36	\$124,528.84
GSO10	\$92,334.80	1331 - Construction Managers	\$108,963.45	No Data Available	\$129,434.07
KEY Lag Market Lead					

Level	ACTPS EA Average Wage	ANZSCO Code	ACT Private Sector	ACT Federal Gov	NSW State Gov
GSO7	\$ 64,220.00 - \$ 67,817.00	1311 - Advertising, Public Relations and Sales Managers	\$76,383.34 - \$159,921.13	\$ 84,959.40 - \$ 106,025.42	\$55,621.23 - \$212,051.99
GSO7	\$ 64,220.00 - \$ 67,817.00	1331 - Construction Managers	\$ 42,747.88 - \$ 198,038.19	No Data Available	\$ 55,432.53 - \$ 218,565.07
GSO7	\$ 64,220.00 - \$ 67,817.00	1335 - Production Managers	\$ 63,439.23 - \$100,960.18	No Data Available	\$ 91,933.36 - \$185,783.83
GSO7	\$ 64,220.00 - \$ 67,817.00	1419 - Other Accommodation and Hospitality Managers	\$ 41,916.16 - \$ 49,540.06	No Data Available	\$43,428.10 - \$ 137,102.14
GSO7	\$ 64,220.00 - \$ 67,817.00	6215 - Retail Supervisors	\$ 39,023.56 - \$ 104,292.86	No Data Available	No Data Available
GSO8	\$ 69,594.00 - \$ 73,540.00	1331 - Construction Managers	\$ 42,747.88 - \$ 198,038.19	No Data Available	\$ 55,432.53 - \$ 218,565.07
GSO8	\$ 69,594.00 - \$ 73,540.00	1335 - Production Managers	\$ 63,439.23 - \$100,960.18	No Data Available	\$ 91,933.36 - \$185,783.83
GSO9	\$ 74,973.00 - \$ 84,729.00	1332 - Engineering Managers	\$ 107,841.28 - \$ 186,363.52	No Data Available	\$ 91,347.77 - \$ 226,367.86
GSO9	\$ 74,973.00 - \$ 84,729.00	1335 - Production Managers	\$ 63,439.23 - \$100,960.18	No Data Available	\$ 91,933.36 - \$185,783.83
GSO9	\$ 74,973.00 - \$ 84,729.00	1399 - Other specialist managers	\$ 68,000.07 - \$ 172,011.40	\$ 95,879.36 - \$ 165,785.50	\$ 38,328.05 - \$ 223,386.96
GSO10	\$ 86,547.00 - \$ 99,051.00	1331 - Construction Managers	\$ 42,747.88 - \$ 198,038.19	No Data Available	\$ 55,432.53 - \$ 218,565.07

Table 9: Market comparison based on ABS Census Data for General Services Officer – Labourers

LABOURERS					
Level	ACTPS EA Average Wage	ANZSCO Code	ACT Private Sector	ACT Federal Gov	NSW State Gov
GSO34	\$53,328.63	8414 - Garden and Nursery Labourers	\$29,251.79	No Data Available	\$52,149.81
GSO34	\$53,328.63	8991 - Caretakers	\$20,655.40	No Data Available	\$47,194.58
GSO4	\$54,651.75	8111 - Car Detailers	\$38,758.62	No Data Available	No Data Available
GSO4	\$54,651.75	8994 - Motor Vehicle Parts and Accessories Fitters	\$46,235.71	No Data Available	\$70,556.16
GSO56	\$59,525.50	3312 - Carpenters and Joiners	\$64,666.47	\$ 59,569.37	\$62,563.11
GSO56	\$59,525.50	8414 - Garden and Nursery Labourers	\$29,251.79	No Data Available	\$52,149.81
GSO56	\$59,525.50	8991 - Caretakers	\$20,655.40	No Data Available	\$47,194.58
GSO56	\$59,525.50	8999 - Other Miscellaneous Labourers	\$29,572.85	\$ 48,371.53	\$44,038.26
GSO7	\$65,988.50	3341 - Plumbers	\$67,903.82	\$ 91,258.00	\$62,273.30
GSO7	\$65,988.50	8991 - Caretakers	\$20,655.40	No Data Available	\$47,194.58
GSO9	\$79,537.86	8991 - Caretakers	\$20,655.40	No Data Available	\$47,194.58
GSO10	\$92,334.80	8991 - Caretakers	\$20,655.40	No Data Available	\$47,194.58

KEY Lag Market Lead

LABOURERS					
Level	ACTPS EA Wage Range	ANZSCO Code	ACT Private Sector	ACT Federal Gov	NSW State Gov
GSO34	\$ 51,053.00 - \$ 55,752.00	8414 - Garden and Nursery Labourers	\$ 19,316.49 - \$ 56,024.64	No Data Available	\$ 26,347.38 - \$ 137,320.96
GSO34	\$ 51,053.00 - \$ 55,752.00	8991 - Caretakers	\$ 24,097.97	No Data Available	\$ 30,632.46 - \$107,818.39
GSO4	\$ 53,572.00 - \$ 55,752.00	8111 - Car Detailers	\$ 30,172.75 - \$ 72,466.36	No Data Available	No Data Available
GSO4	\$ 53,572.00 - \$ 55,752.00	8994 - Motor Vehicle Parts and Accessories Fitters	\$ 70,556.16	No Data Available	\$ 37,119.46 - \$ 57,636.63
GSO56	\$ 56,595.00 - \$ 62,286.00	3312 - Carpenters and Joiners	\$ 23,442.58 - \$ 181,558.99	No Data Available	\$ 28,370.38 - \$ 120,187.89
GSO56	\$ 56,595.00 - \$ 62,286.00	8414 - Garden and Nursery Labourers	\$ 19,316.49 - \$ 56,024.64	No Data Available	\$ 26,347.38 - \$ 137,320.96
GSO56	\$ 56,595.00 - \$ 62,286.00	8991 - Caretakers	\$ 24,097.97	No Data Available	\$ 30,632.46 - \$107,818.39
GSO56	\$ 56,595.00 - \$ 62,286.00	8999 - Other Miscellaneous Labourers	\$ 21,492.54 - \$ 198,591.13	\$ 53,339.16	\$ 30,001.30 - \$ 39,314.70
GSO7	\$ 64,220.00 - \$ 67,817.00	3341 - Plumbers	\$19,864.03 - \$192,196.92	\$ 91,258.00	\$ 25,407.04 - \$ 110,146.65
GSO7	\$ 64,220.00 - \$ 67,817.00	8991 - Caretakers	\$ 24,097.97	No Data Available	\$ 30,632.46 - \$107,818.39
GSO9	\$ 74,973.00 - \$ 84,729.00	8991 - Caretakers	\$ 24,097.97	No Data Available	\$ 30,632.46 - \$107,818.39
GSO10	\$ 86,547.00 - \$ 99,051.00	8991 - Caretakers	\$ 24,097.97	No Data Available	\$ 30,632.46 - \$107,818.39

Table 10: Market comparison based on ABS Census Data for General Services Officer – Horticultural Trades Workers

HORTICULTURAL TRADES WORKERS					
Level	ACTPS EA Average Wage	ANZSCO Code	ACT Private Sector	ACT Federal Gov	NSW State Gov
GSO34	\$53,328.63	3622 - Gardeners	\$51,601.56	No Data Available	\$56,369.86
GSO34	\$53,328.63	3623 - Greenkeepers	\$38,358.05	No Data Available	\$55,767.36
GSO4	\$54,651.75	3622 - Gardeners	\$51,601.56	No Data Available	\$56,369.86

GSO5	\$58,098.00	3622 - Gardeners	\$51,601.56	No Data Available	\$56,369.86
GSO56	\$59,525.50	3622 - Gardeners	\$51,601.56	No Data Available	\$56,369.86
GSO56	\$59,525.50	3624 - Nurserypersons	\$51,527.43	No Data Available	\$58,894.33
GSO6	\$60,953.00	3622 - Gardeners	\$51,601.56	No Data Available	\$56,369.86
GSO7	\$65,988.50	3622 - Gardeners	\$51,601.56	No Data Available	\$56,369.86
GSO9	\$79,537.86	3622 - Gardeners	\$51,601.56	No Data Available	\$56,369.86
KEY Lag Market Lead					

Level	ACTPS EA Wage Range	ANZSCO Code	ACT Private Sector	ACT Federal Gov	NSW State Gov
GSO34	\$ 51,053.00 - \$ 55,752.00	3622 - Gardeners	\$ 24,876.08 - \$ 189,475.35	No Data Available	\$ 16,548.30 - \$ 204,162.01
GSO34	\$ 51,053.00 - \$ 55,752.00	3623 - Greenkeepers	\$ 33,424.11 - \$ 55,894.53	No Data Available	\$ 29,174.20 - \$ 123,523.52
GSO4	\$ 53,572.00 - \$ 55,752.00	3622 - Gardeners	\$ 24,876.08 - \$ 189,475.35	No Data Available	\$ 16,548.30 - \$ 204,162.01
GSO5	\$ 56,595.00 - \$ 59,578.00	3622 - Gardeners	\$ 24,876.08 - \$ 189,475.35	No Data Available	\$ 16,548.30 - \$ 204,162.01
GSO56	\$ 56,595.00 - \$ 62,286.00	3622 - Gardeners	\$ 24,876.08 - \$ 189,475.35	No Data Available	\$ 16,548.30 - \$ 204,162.01
GSO56	\$ 56,595.00 - \$ 62,286.00	3624 - Nurserypersons	\$ 40,424.29 - \$ 179,775.36	No Data Available	\$ 64,418.35 - \$ 156,919.25
GSO6	\$ 59,578.00 - \$ 62,286.00	3622 - Gardeners	\$ 24,876.08 - \$ 189,475.35	No Data Available	\$ 16,548.30 - \$ 204,162.01
GSO7	\$ 64,220.00 - \$ 67,817.00	3622 - Gardeners	\$ 24,876.08 - \$ 189,475.35	No Data Available	\$ 16,548.30 - \$ 204,162.01
GSO9	\$ 74,973.00 - \$ 84,729.00	3622 - Gardeners	\$ 24,876.08 - \$ 189,475.35	No Data Available	\$ 16,548.30 - \$ 204,162.01

Table 11: Market comparison based on ABS Census Data for General Services Officer – Hospitality Workers

HOSPITALITY WORKERS					
Level	ACTPS EA Average Wage	ANZSCO Code	ACT Private Sector	ACT Federal Gov	NSW State Gov
GSO3	\$52,005.50	8512 - Food Trades Assistants	No Data Available	No Data Available	\$19,319.78
GSO34	\$53,328.63	8513 - Kitchenhands	\$ 44,671	\$ 47,313.23	\$40,384.85
GSO56	\$59,525.50	3513 - Chefs	\$54,183.82	\$44,921.53	\$54,470.95
GSO6	\$60,953.00	3514 - Cooks	\$36,608.61	No Data Available	\$38,450.05
GSO7	\$65,988.50	3513 - Chefs	\$54,183.82	\$44,921.53	\$54,470.95
GSO7	\$65,988.50	3514 - Cooks	\$36,608.61	No Data Available	\$38,450.05

KEY Lag Market Lead

Level	ACTPS EA Wage Range	ANZSCO Code	ACT Private Sector	ACT Federal Gov	NSW State Gov
GSO3	\$ 51,053.00 - \$ 52,955.00	8512 - Food Trades Assistants	No Data Available	No Data Available	\$ 51,528.95
GSO34	\$ 51,053.00 - \$ 55,752.00	8513 - Kitchenhands	\$ 23,961.91 - \$ 55,710.40	\$ 40,699.55 - \$ 91,258.00	\$ 22,333.68 - \$126,808.98
GSO56	\$ 56,595.00 - \$ 62,286.00	3513 - Chefs	\$ 27,985.84 - \$167,503.91	\$ 47,916.30	\$ 41,015.01 - \$ 89,192.33
GSO6	\$ 59,578.00 - \$ 62,286.00	3514 - Cooks	\$ 21,275.23 - \$ 59,065.64	No Data Available	\$ 34,726.66 - \$ 63,503.20
GSO7	\$ 64,220.00 - \$ 67,817.00	3513 - Chefs	\$ 27,985.84 - \$167,503.91	\$ 47,916.30	\$ 41,015.01 - \$ 89,192.33
GSO7	\$ 64,220.00 - \$ 67,817.00	3514 - Cooks	\$ 21,275.23 - \$ 59,065.64	No Data Available	\$ 34,726.66 - \$ 63,503.20

Table 12: Market comparison based on ABS Census Data for General Services Officer – Inspectors and Regulatory Officers

INSPECTORS AND REGULATORY OFFICERS					
Level	ACTPS EA Average Wage	ANZSCO Code	ACT Private Sector	ACT Federal Gov	NSW State Gov
GSO7	\$65,988.50	5995 - Inspectors and Regulatory Officers	\$ 88,955.53	\$ 86,765.41	\$ 83,921.49
GSO8	\$71,541.00	5995 - Inspectors and Regulatory Officers	\$ 88,955.53	\$ 86,765.41	\$ 83,921.49
KEY Lag Market Lead					

Level	ACTPS EA Wage Range	ANZSCO Code	ACT Private Sector	ACT Federal Gov	NSW State Gov
GSO7	\$ 64,220.00 - \$ 67,817.00	5995 - Inspectors and Regulatory Officers	\$ 42,390.07 - \$ 201,003.06	\$ 67,322.32 - \$ 103,177.11	\$ 29,263.82 - \$ 174,183.80
GSO8	\$ 69,594.00 - \$ 73,540.00	5995 - Inspectors and Regulatory Officers	\$ 42,390.07 - \$ 201,003.06	\$ 67,322.32 - \$ 103,177.11	\$ 29,263.82 - \$ 174,183.80

Table 13: Market comparison based on ABS Census Data for General Services Officer – Other

OTHER					
Level	ACTPS EA Average Wage	ANZSCO Code	ACT Private Sector	ACT Federal Gov	NSW State Gov
GSO34	\$53,328.63	6211 - Sales Assistants (General)	\$25,950.14	No Data Available	\$36,374.45
GSO56	\$59,525.50	5311 - General Clerks	\$81,297.38	\$77,513.51	\$56,653.82
GSO56	\$59,525.50	6211 - Sales Assistants (General)	\$25,950.14	No Data Available	\$36,374.45
GSO6	\$60,953.00	2249 - Other Information and Organisation Professionals	\$113,189.76	\$68,134.58	\$95,752.64
KEY Lag Market Lead					

Level	ACTPS EA Wage Range	ANZSCO Code	ACT Private Sector	ACT Federal Gov	NSW State Gov
GSO34	\$ 51,053.00 - \$ 55,752.00	6211 - Sales Assistants (General)	\$ 22,904.83 - \$ 92,874.95	No Data Available	\$40,104.90 - \$70,853.86
GSO56	\$ 56,595.00 - \$ 62,286.00	5311 - General Clerks	\$ 31,416.79 - \$ 134,530.52	\$49,000.84 - \$ 92,537.28	\$15,888.96 – 195,560.72
GSO56	\$ 56,595.00 - \$ 62,286.00	6211 - Sales Assistants (General)	\$ 22,904.83 - \$ 92,874.95	No Data Available	\$40,104.90 - \$70,853.86
GSO6	\$ 59,578.00 - \$ 62,286.00	2249 - Other Information and Organisation Professionals	\$ 58,986.55 - \$ 204,425.89	\$ 62,595.73 - \$ 81,711.19	\$37,548.20 - \$211,211.84

KEY Lag Market Lead

In the above tables there are certain ANZSCO codes which do not have an associated NSW or ACT Federal Government comparator. This is due to those sectors not containing individuals who fall under those ANZSCO codes. Trends of note include that the ACTPS generally lags in the Field Officers, Inspectors and Regulatory Officers and Managers job families whilst being on par or leading in the Labourers, Horticultural Trades Workers and Hospitality job families.

3.2.2. BSO and CLS Remuneration

Tables 14 and 15 show the market comparison for the BSO and CLS job families against the same three markets as mentioned above. There are only a few ANZSCO codes that contain individuals working under them in the ACT Federal Government Market, resulting in patchy comparisons.

Table 14: Market comparison based on ABS Census Data for General Services Officer – Building Services Officers

BSO					
Level	ACTPS EA Average Wage	ANZSCO Code	ACT Private Sector	ACT Federal Gov	NSW State Gov
BSO1	\$53,175.25	8991 - Caretakers	\$20,655.40	No Data Available	\$47,194.58
BSO2	\$60,953.00	8991 - Caretakers	\$20,655.40	No Data Available	\$47,194.58
BSO3	\$71,541.00	8991 - Caretakers	\$20,655.40	No Data Available	\$47,194.58

KEY Lag Market Lead

Level	ACTPS EA Wage Range	ANZSCO Code	ACT Private Sector	ACT Federal Gov	NSW State Gov
BSO1	\$ 51,053.00 - \$ 55,752.00	8991 - Caretakers	\$ 24,097.97	No Data Available	\$ 30,632.46 - \$107,818.39
BSO2	\$ 59,578.00 - \$ 62,286.00	8991 - Caretakers	\$ 24,097.97	No Data Available	\$ 30,632.46 - \$107,818.39
BSO3	\$ 69,594.00 - \$ 73,540.00	8991 - Caretakers	\$ 24,097.97	No Data Available	\$ 30,632.46 - \$107,818.39

Table 15: Market comparison based on ABS Census Data for General Services Officer – Capital Linen Service

CLS					
Level	ACTPS EA Average Wage	ANZSCO Code	ACT Private Sector	ACT Federal Gov	NSW State Gov
CLS1	\$49,172.33	8115 - Laundry Workers	\$41,608.78	\$63,169.97	\$44,228.17
CLS2	\$54,888.33	8115 - Laundry Workers	\$41,608.78	\$63,169.97	\$44,228.17
CLS3	\$60,934.60	7321 - Delivery Drivers	\$28,110.45	No Data Available	\$39,056.65
CLS4	\$67,589.50	3125 - Mechanical Engineering Draftspersons and Technicians	\$65,351.78	No Data Available	\$90,376.17
CLS4	\$67,589.50	5619 - Other Clerical and Office Support Workers	\$33,373.55	No Data Available	\$53,648.82
CLS5	\$74,688.50	1335 - Production Managers	\$76,101.18	No Data Available	\$122,963.11
CLS5	\$74,688.50	1336 - Supply, Distribution and Procurement Managers	\$117,300.99	No Data Available	\$139,923.09
CLS5	\$74,688.50	2231 - Human Resource Professionals	\$94,506.27	\$93,376.49	\$92,366.67

CLS5	\$74,688.50	2233 - Training and Development Professionals	\$85,681.63	\$94,291.37	\$90,334.82
CLS5	\$74,688.50	5311 - General Clerks	\$81,297.38	\$77,513.51	\$56,653.82
CLS5	\$74,688.50	5412 - Inquiry Clerks	\$62,803.23	\$67,057.39	\$63,232.24
CLS6	\$83,745.67	3125 - Mechanical Engineering Draftspersons and Technicians	\$65,351.78	No Data Available	\$90,376.17
CLS6	\$83,745.67	5412 - Inquiry Clerks	\$62,803.23	\$67,057.39	\$63,232.24
CLS7	\$93,930.40	1321 - Corporate Services Managers	\$134,400.89	\$140,412.04	\$155,040.75
CLS7	\$93,930.40	1335 - Production Managers	\$76,101.18	No Data Available	\$122,963.11
CLS7	\$93,930.40	2231 - Human Resource Professionals	\$94,506.27	\$93,376.49	\$92,366.67
CLS8	\$113,087.50	1321 - Corporate Services Managers	\$134,400.89	\$140,412.04	\$155,040.75
CLS9	\$135,874.67	1335 - Production Managers	\$76,101.18	No Data Available	\$122,963.11
KEY Lag Market Lead					

Level	ACTPS EA Average Wage	ANZSCO Code	ACT Private Sector	ACT Federal Gov	NSW State Gov
CLS1	\$48,388.00 - \$50,276.00	8115 - Laundry Workers	\$35,125.83 - \$79,803.35	No Data Available	\$35,399.38 - \$63,174.13
CLS2	\$53,821.00 - \$55,801.00	8115 - Laundry Workers	\$35,125.83 - \$79,803.35	No Data Available	\$35,399.38 - \$63,174.13
CLS3	\$57,855.00 - \$63,664.00	7321 - Delivery Drivers	\$30,515.22 - \$47,740.28	No Data Available	\$38,848.24 - \$56,579.69
CLS4	\$65,466.00 - \$69,871.00	3125 - Mechanical Engineering Draftspersons and Technicians	\$41,157.90 - \$76,267.93	No Data Available	\$85,900.69 - \$93,061.46
CLS4	\$65,466.00 - \$69,871.00	5619 - Other Clerical and Office Support Workers	\$31,806.18 - \$64,887.63	No Data Available	\$20,843.44 - \$94,115.05
CLS5	\$71,037.00 - \$78,486.00	1335 - Production Managers	\$63,439.23 - \$100,960.18	No Data Available	\$91,933.36 - \$185,783.83

CLS5	\$ 71,037.00 - \$ 78,486.00	1336 - Supply, Distribution and Procurement Managers	\$ 79,540.24 - \$ 190,510.38	No Data Available	\$ 62,428.11 - \$ 219,985.81
CLS5	\$ 71,037.00 - \$ 78,486.00	2231 - Human Resource Professionals	\$ 48,105.56 - \$ 192,899.25	\$ 71,974.11 - \$ 108,133.41	\$ 43,797.63 - \$ 214,353.90
CLS5	\$ 71,037.00 - \$ 78,486.00	2233 - Training and Development Professionals	\$ 51,401.63 - \$ 176,731.71	\$ 76,240.15 - \$ 113,394.56	\$ 45,558.51 - \$ 199,025.92
CLS5	\$ 71,037.00 - \$ 78,486.00	5311 - General Clerks	\$ 31,416.79 - \$ 134,530.52	\$49,000.84 - \$ 92,537.28	\$15,888.96 - 195,560.72
CLS5	\$ 71,037.00 - \$ 78,486.00	5412 - Inquiry Clerks	\$ 37,066.84 - \$ 102,795.07	\$ 63,086.13 - \$ 92,306.06	\$ 34,062.23 - \$ 175,091.15
CLS6	\$ 81,956.00 - \$ 85,357.00	3125 - Mechanical Engineering Draftspersons and Technicians	\$ 41,157.90 - \$ 76,267.93	No Data Available	\$ 85,900.69 - \$ 93,061.46
CLS6	\$ 81,956.00 - \$ 85,357.00	5412 - Inquiry Clerks	\$ 37,066.84 - \$ 102,795.07	\$ 63,086.13 - \$ 92,306.06	\$ 34,062.23 - \$ 175,091.15
CLS7	\$ 87,754.00 - \$ 99,051.00	1321 - Corporate Services Managers	\$ 78,199.58 - \$ 207,220.46	\$ 140,412.04	\$ 87,049.53 - \$ 217,323.23
CLS7	\$ 87,754.00 - \$ 99,051.00	1335 - Production Managers	\$ 63,439.23 - \$ 100,960.18	No Data Available	\$ 91,933.36 - \$ 185,783.83
CLS7	\$ 87,754.00 - \$ 99,051.00	2231 - Human Resource Professionals	\$ 48,105.56 - \$ 192,899.25	\$ 71,974.11 - \$ 108,133.41	\$ 43,797.63 - \$ 214,353.90
CLS8	\$108,926.00- \$117,249.00	1321 - Corporate Services Managers	\$ 78,199.58 - \$ 207,220.46	\$ 140,412.04	\$ 87,049.53 - \$ 217,323.23
CLS9	\$128,286.00- \$144,419.00	1335 - Production Managers	\$ 63,439.23 - \$ 100,960.18	No Data Available	\$ 91,933.36 - \$ 185,783.83

The data indicates that within the BSO job family, the ACTPS is leading against the comparator markets. In the CLS job family there is a lot of variation in how the classification compares to the local markets.

4. FUTURE CONSIDERATIONS

The GSO classification is the most diverse of those considered in this work. The work value assessments of the GSO classification suggests that there is more than one discrete occupational group in the classification.

Overall, the diversity of the GSO classification suggests strongly that some further analysis needs to be conducted to determine how the classification might be restructured into distinct, more homogeneous classifications (i.e. based on the job families discussed in this summary report). This is discussed further in *Section 5.6* of the *ACTPS Classification Review Report*.

In regard to the CLS classification, whilst the analysis showed that a number of discrete occupational groupings within this classification, the results of the work value assessment showed a clear pattern of work value across each CLS classification level. Whilst there is an opportunity to streamline roles within the CLS classification into other related classification groups along functional lines, it appears that the current structure is fit for purpose and suits the needs of the organisation it has been designed for.

The BSO classification showed a limited difference in work value between the highest and lowest classifications, and as discussed in the analysis, is likely due to a number of additional factors that are used to determine suitable classification levels within this group which warrants further investigation. Further investigation may include a review of BSO positions across schools to confirm if they are graded at the correct classification level, and look at how the different maintenance requirements of a school could be linked to work level.

Similar to the CLS classification, there is an opportunity to streamline this classification into a related classification group along functional lines, however this group does have some unique features such as context within which they operate (i.e. the range of stakeholders they interact with as part of the job which includes school children and the diversity of the school buildings and grounds which they manage) which justify keeping it as an independent classification.