

Attachment 6

ACTPS Classification Review

Work Value Summary Report

Technical Officers



ACT
Government

1. OVERVIEW

The analysis of Technical Officers was conducted as a Priority Group that included positions within the Technical Officer and Theatre Technician Classifications. This included the following levels:

Technical Officers:

- Technical Officer 1 (TO1)
- Technical Officer 2 (TO2)
- Technical Officer 3 (TO3)
- Technical Officer 4 (TO4)
- Senior Technical Officer C (SOTC)
- Senior Technical Officer B (SOTB)

Theatre Technicians

- Theatre Technician 2 (TT2)
- Theatre Technician 4 (TT4)

As depicted in *Figure 1* below, the diversity of the roles within this priority group result in the rates of pay being listed across four different Enterprise agreements and individuals operating within nine different Directorates, with just over half working within CHS (approximately 51%) and all of the Theatre Technician classifications working in CFC.

Figure 1: Overview of the Technical Officer priority group.

Technical Officers



The Technical Officers Priority Group is a very diverse grouping as the work carried out by the roles in this group is quite varied. The cross-section of roles reviewed in this analysis were categorised into five job families (*Figure 1*) based on the Australian and New Zealand Standard Classification of Occupations (ANZSCO) model¹. *Table 1* lists the ANZSCO model categories under each of the job families that have been identified for the purposes of the analysis.

Table 1: ANZSCO model mapping

Job Family	ANZSCO classification (by unit group)
Managers	1311 - Advertising, Public Relations and Sales Managers 1331 - Construction Managers 1332 - Engineering Managers 1335 - Production Managers 1399 - Other Specialist Managers
Professionals	2251 - Advertising and Marketing Professionals 2322 - Surveyors and Spatial Scientists 2343 - Environmental Scientists
Technicians and Trades workers	3112 - Medical Technicians 3114 - Science Technicians 3123 - Electrical Engineering Draftspersons and Technicians 3126 - Safety Inspectors 3131 - ICT Support Technicians 3232 - Metal Fitters and Machinists 3411 - Electricians 3622 - Gardeners 3623 - Greenkeepers 3995 - Performing Arts Technicians 3999 - Other Miscellaneous Technicians and Trades Workers
Community and Personal Service Workers	4412 - Fire and Emergency Workers 4513 - Funeral Workers
Clerical and Administrative Workers	5111 - Contract, Program and Project Administrators 5311 - General Clerks 5995 - Inspectors and Regulatory Officers 5999 - Other Miscellaneous Clerical and Administrative Workers

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.

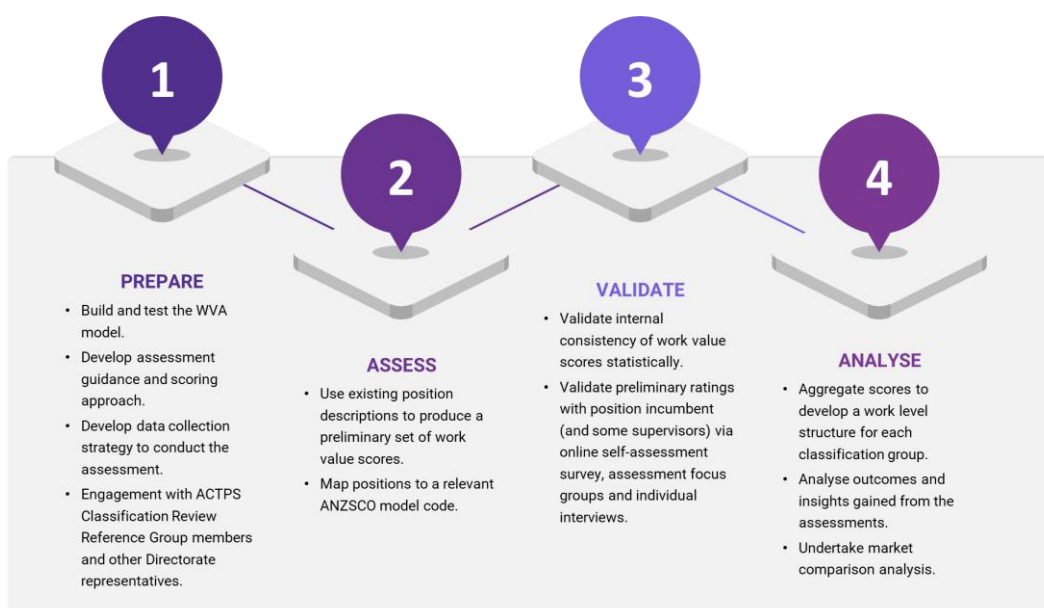
2. RESEARCH APPROACH

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



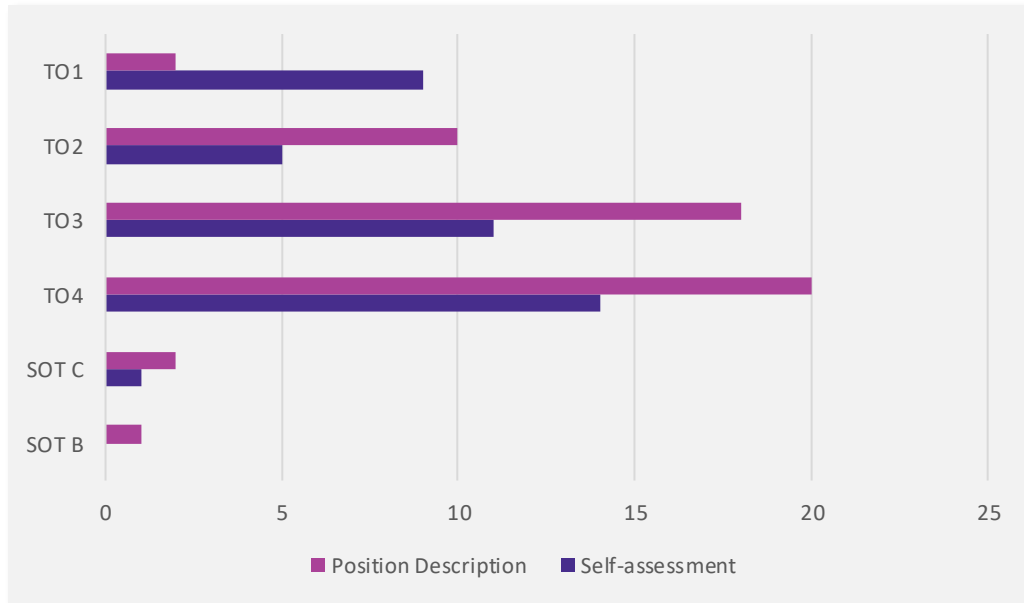
A summary of the number of assessment and validation activities is provided in *Figure 3* below. Engagement with Technical Officers was conducted via 15 focus groups with a cross-section of employees based on the level and type of work they were undertaking.

Approximately 80 positions² were included in the cross-section of Technical Officer roles. Due to the wide variety of roles that fall under the Technical Officer Classification, a cross section of both work and level was taken to attempt to accurately understand the work

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.

value across the classification. Trainee Technical Officers were not included as part of this analysis due to the limited availability of data.

Figure 3: Assessment and validation summary



3. FINDINGS, INTERPRETATION, AND ANALYSIS

3.1. Work value assessment

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

Technical Officers

As shown in *Figures 4 and 5* below there is an atypical pattern of work value scores across the Technical Officer classification with TO1 being assessed as having a higher work value than TO2, TO3, or TO4.

Further investigation identified that 91% of the TO1 roles assessed fell into the Medical Technicians (3112) ANZSCO code classification which includes occupations such as Pharmacy Technicians and Medical Laboratory Technicians. These roles having high levels of mental, physical, and social factors of work, as well as higher risks associated with failing to perform their role correctly, therefore resulting in high work value being attributed to these positions. This was consistent whether assessments were based on a position description or a self-assessment.

Figure 5 shows what the work value assessment results look like when TO1 Medical Technicians were removed from the dataset. This pattern of scores shows a relatively linear scale of increase, particularly in the median score for each level, noting there is still a wide range of scores for each level.

Figure 4: Results of the work value assessments undertaken for the Technical Officer classification

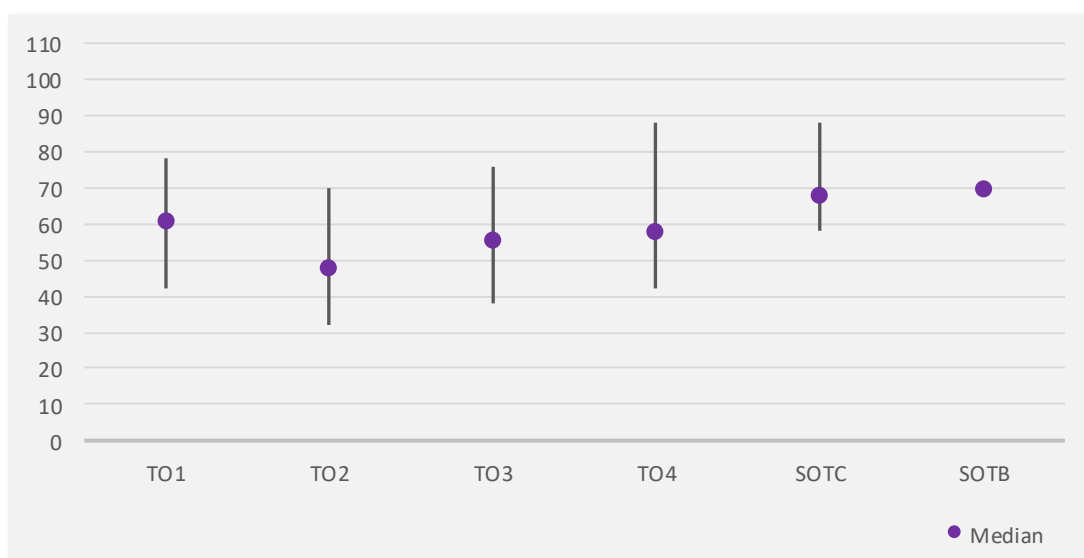
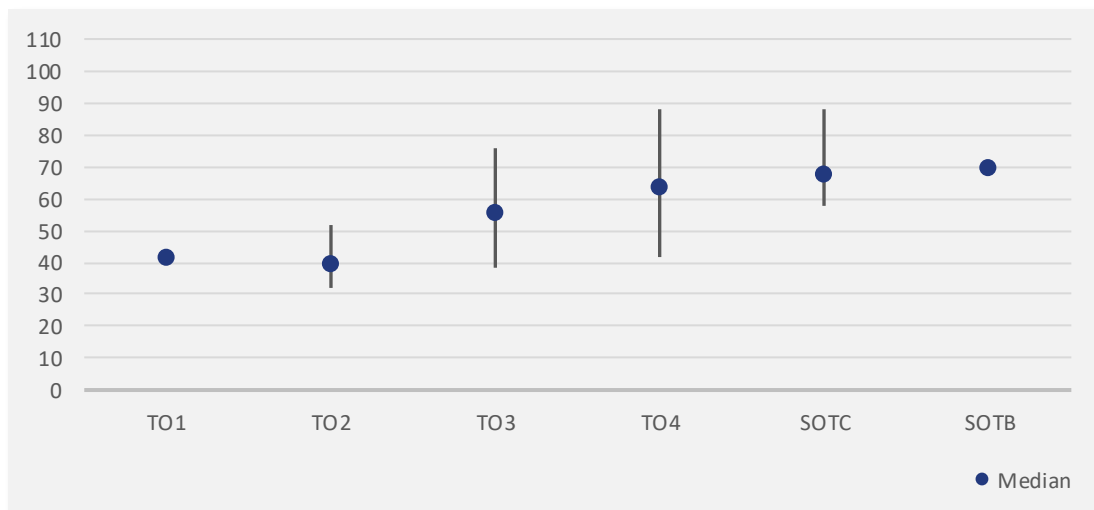
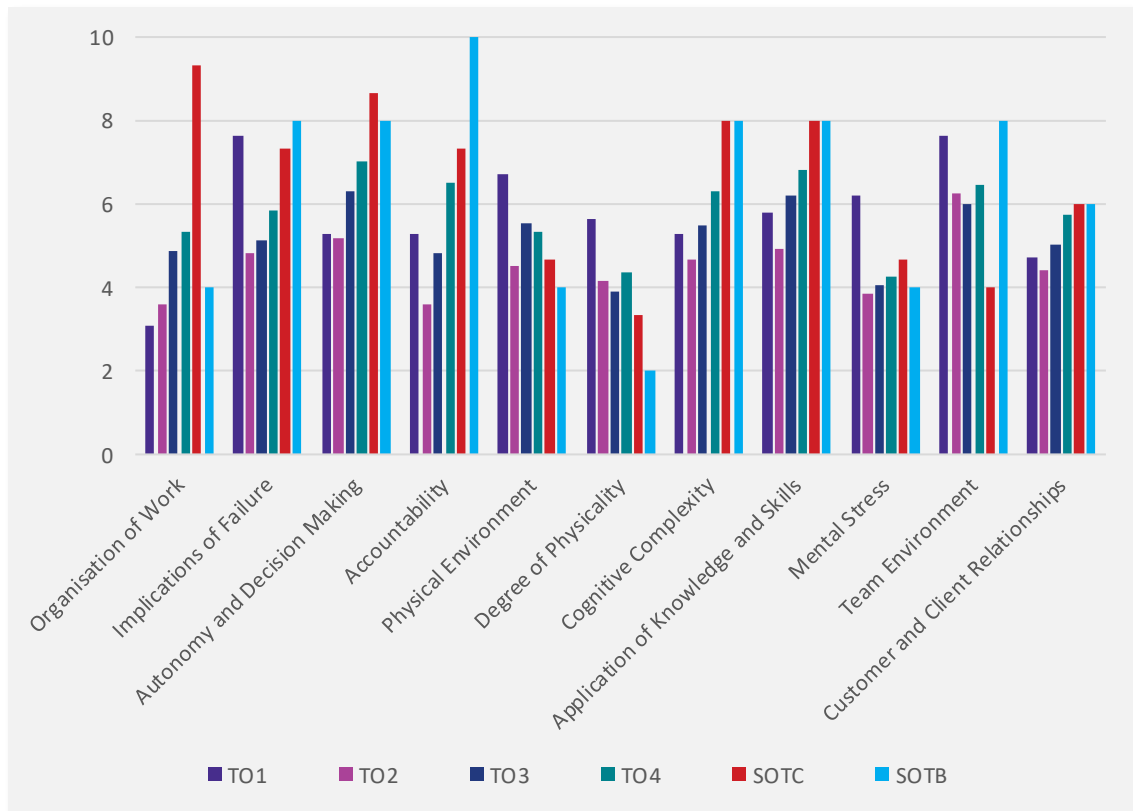


Figure 5: Results of the work value assessments undertaken for the Technical Officer classification without TO1 Medical Technician roles



As indicated in Figure 6, there is a general pattern of increasing values across each of the evaluation factors with some outliers (generally in the TO 1 level) however this is not universal. The inverse however is present in the factors that make up the physical nature of work, reflecting the generally increased level of physical work present in the lower levels of the classification and also “Implications of Failure” and “Mental Stress” as mentioned above.

Figure 6: Spread of work value scores for each work value evaluation factor for each Technical Officer classification levels.



Theatre Technicians

Theatre Technicians is an additional classification that was requested to be considered of the analysis for the Technical Officer priority group. *Figure 7* shows that the work value scores for the Theatre Technicians have a wide range and the work value across the two levels is similar. A set of recommended work value scores for each classification group is provided in *Section 4.4* of the main *ACTPS Classification Review Report*.

The wide range of values may be due to the large disparity between self-assessed and position description assessed scores. As noted in the limitations and assumptions, there was a noticeable tendency for work value scores to be higher for self-assessed roles. Further analysis of the results showed that, on average, self-assessment scores were substantially higher than those conducted by the research team using a position description. For example:

- For TT2 roles, supervisor assessments scored, on average, 27% higher than position description assessments.
- For TT2 roles, self-assessments scored, on average, 24% higher than supervisor assessments.
- For TT2 roles, self-assessments scored, on average, 42% higher than position description assessments.

- For TT4 roles, self-assessments scored, on average, 33% higher than position description assessments.

The other insight is that the work value scores between the two levels (TT 2 and TT 4) are similar:

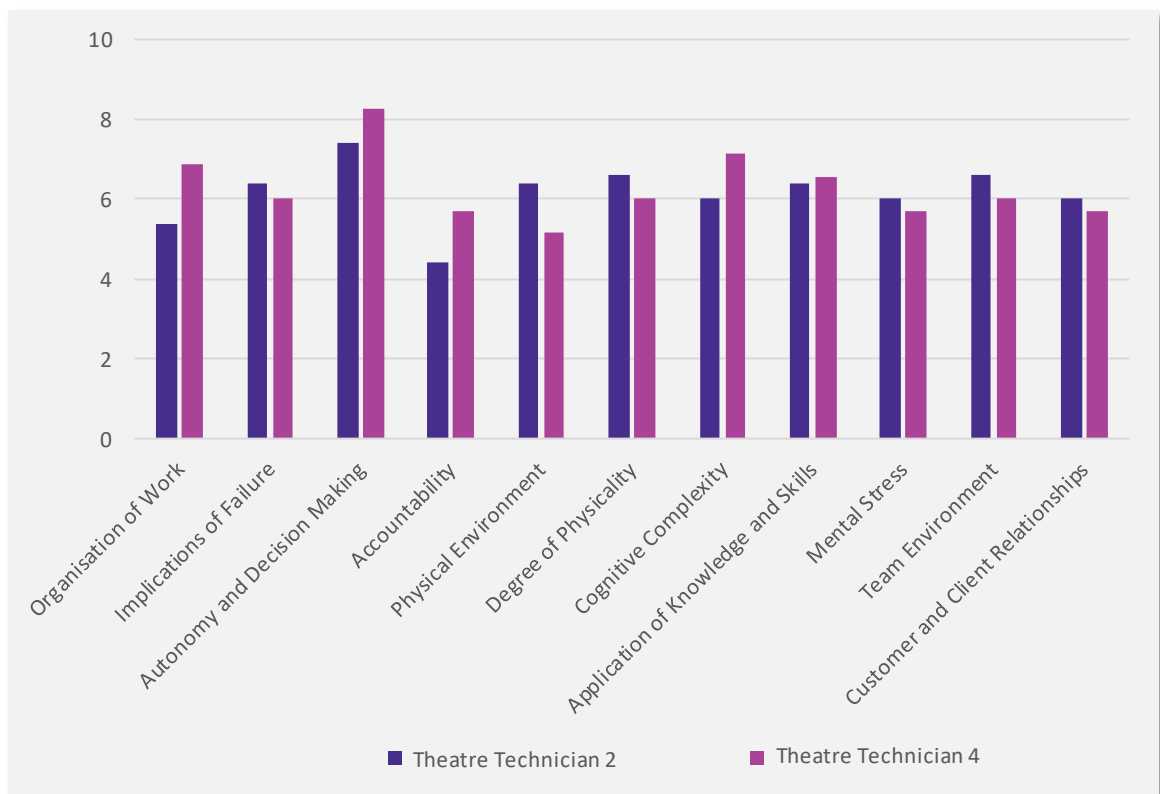
- For TT2 roles, the median work value score was 64 and the average work value score was 68.
- For TT4 roles, the median work value score was 59 and the average work value score was 69.

Figure 7: Results of the work value assessments undertaken for the Theatre Technician classification



Scores for both levels were similar across most of the factors of work (*Figure 8*) with no clear pattern of increase from TT2 to TT4. The work value scores for Theatre Technicians tended to rate much higher than the Technical Officer counterparts. The work requires both physical and cognitive abilities and has high autonomy. It is also worth noting that the nature of the work requires late and irregular hours and high levels of teamwork, resulting higher scores in these areas.

Figure 8: spread of work value scores for each work value evaluation factor for each Theatre Technician classification level.



Additional insights on the Theatre Technician classification structure

In engaging with employees, managers, and Directorate representatives on the Theatre Technicians classification structure, some additional insights regarding the structure were noted by the research team.

The Theatre Technician positions considered in this report are only those that occupy full time, permanent positions, which encompasses 6 positions (three TT 2 and three TT 4 positions). The majority of the Theatre Technician workforce is made up of casual workers who are managed by the permanent positions (resulting in the higher score for the organisation of work). As noted in the limitations and assumptions outlined in the *ACTPS Classification Review Report*, contracted and temporary workforces were not considered in this review.

Furthermore, it is noted that the individuals occupying the Theatre Technician positions do view the Technical Officer classification as a direct comparator, in terms of both remuneration and working conditions.

In comparing the work value scores for the Theatre Technicians against the recommended work value range³ for Technical Officers, both Theatre Technician level 2 and 4 align closely

³ A set of recommended work value scores for each classification group is provided in Section 4.4 of the main ACTPS Classification Review Report.

to the Technical Officer 4 level. However, market value also needs to be considered when determining a suitable classification group for the Theatre Technicians (which is detailed in the following section of this report).

3.2. Remuneration – Market Comparison

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 Technical Officers classification 25 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
- 1494 - Transport Services Managers
- 2251 - Advertising and Marketing Professionals
- 2322 - Surveyors and Spatial Scientists
- 2343 - Environmental Scientists
- 2519 - Other Health Diagnostic and Promotion Professionals
- 3112 - Medical Technicians
- 3114 - Science Technicians
- 3123 - Electrical Engineering Draftspersons and Technicians
- 3126 - Safety Inspectors
- 3131 - ICT Support Technicians
- 3232 - Metal Fitters and Machinists
- 3411 - Electricians
- 3622 - Gardeners
- 3623 - Greenkeepers
- 3999 - Other Miscellaneous Technicians and Trades Workers
- 4412 - Fire and Emergency Workers
- 4513 - Funeral Workers
- 5111 - Contract, Program and Project Administrators
- 5995 - Inspectors and Regulatory Officers
- 5999 - Other Miscellaneous Clerical and Administrative Workers

For the Theatre Technicians classification one ANZSCO 4-digit code was identified within the sample group:

- 3995 - Performing Arts Technicians

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 markets⁴. They were compared to the ACTPSEA data which contained the wages for the various levels of Technical Officers and Theatre Technicians. *Tables 2-6* below show the variance⁵ in the market comparison across the Technical Officer job families. The comparison shows a wide diversity of market alignment across the different job families within the TO classification.

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.

Table 2: Market comparison based on ABS Census Data for Technical Officer – Manager job family.

MANAGERS					
Level	ACTPS EA Average Wage	ANZSCO Code	ACT Private Sector	ACT Federal Gov	NSW State Gov
TO2	\$ 68,780.17	1332 - Engineering Managers	\$ 144,233.51	No data available	\$ 163,737.07
TO3	\$ 79,815.17	1331 - Construction Managers	\$ 108,963.45	No data available	\$ 129,434.07
TO3	\$ 79,815.17	1399 - Other specialist managers	\$ 107,179.11	\$ 132,128.36	\$ 124,528.84
TO4	\$ 92,334.80	1311 - Advertising, Public Relations and Sales Managers	\$ 111,404.37	\$ 106,421.07	\$ 120,451.50
TO4	\$ 92,334.80	1331 - Construction Managers	\$ 108,963.45	No data available	\$ 129,434.07
TO4	\$ 92,334.80	1332 - Engineering Managers	\$ 144,233.51	No data available	\$ 163,737.07
TO4	\$ 92,334.80	1335 - Production Managers	\$ 76,101.18	No data available	\$ 122,963.11
TO4	\$ 92,334.80	1399 - Other specialist managers	\$ 107,179.11	\$ 132,128.36	\$ 124,528.84
SOTC	\$113,087.50	1335 - Production Managers	\$ 76,101.18	No data available	\$ 122,963.11
SOTC	\$113,087.50	1399 - Other Specialist Managers	\$ 107,179.11	\$ 132,128.36	\$ 124,528.84
SOTB	\$ 135,874.00	1494 - Transport Services Managers	\$ 60,872.25	No data available	\$ 111,919.69

⁴ There are certain ANZSCO codes which do not have an associated ACT Federal Government comparator. This is due to the Federal Government not containing individuals who fall under those ANZSCO codes.

⁵ Within market defined as within 10% of the average wage designated for the ANZSCO code.

KEY	 Lag	 Market	 Lead
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Level	ACTPS EA Wage Range	ANZSCO Code	ACT Private Sector	ACT Federal Gov	NSW State Gov
TO2	\$ 64,220.00 - \$ 73,540.00	1332 - Engineering Managers	\$ 107,841.28 - \$ 186,363.52	No data available	\$ 91,347.77 - \$ 226,367.86
TO3	\$ 74,973.00 - \$ 84,729.00	1331 - Construction Managers	\$ 42,747.88 - \$ 198,038.19	No data available	\$ 55,432.53 - \$ 218,565.07
TO3	\$ 74,973.00 - \$ 84,729.00	1399 - Other specialist managers	\$ 68,000.07 - \$ 172,011.41	\$ 95,879.36 - \$ 165,785.5	\$38,328.05 - \$223,286.96
TO4	\$ 86,547.00 - \$ 99,051.00	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
TO4	\$ 86,547.00 - \$ 99,051.00	1331 - Construction Managers	\$ 42,747.88 - \$ 198,038.19	No data available	\$ 55,432.53 - \$ 218,565.07
TO4	\$ 86,547.00 - \$ 99,051.00	1332 - Engineering Managers	\$ 107,841.28 - \$ 186,363.52	No data available	\$ 91,347.77 - \$ 226,367.86
TO4	\$ 86,547.00 - \$ 99,051.00	1335 - Production Managers	\$ 63,439.23 - \$ 100,960.18	No data available	\$ 91,933.36 - \$ 185,783.83
TO4	\$ 86,547.00 - \$ 99,051.00	1399 - Other specialist managers	\$ 68,000.07 - \$ 172,011.41	\$ 95,879.36 - \$ 165,785.5	\$38,328.05 - \$223,286.96
SOTC	\$ 108,926.00 - -\$117,249.00	1335 - Production Managers	\$ 63,439.23 - \$ 100,960.18	No data available	\$ 91,933.36 - \$ 185,783.83
SOTC	\$ 108,926.00 - -\$117,249.00	1399 - Other Specialist Managers	\$ 68,000.07 - \$ 172,011.41	\$ 95,879.36 - \$ 165,785.5	\$38,328.05 - \$223,286.96
SOTB	\$ 128,286.00 - -\$144,418.00	1494 - Transport Services Managers	\$ 40,493.66 - \$ 82,678.70	No data available	\$ 55,881.47 - \$165,618.34

Table 3: Market comparison based on ABS Census Data for Technical Officer – Professionals job family.

PROFESSIONALS					
Level	ACTPS EA Average Wage	ANZSCO Code	ACT Private Sector	ACT Federal Gov	NSW State Gov
TO2	\$ 68,780.17	2322 - Surveyors and Spatial Scientists	\$ 97,508.61	No data available	\$ 92,633.07
TO3	\$ 79,815.17	2251 - Advertising and Marketing Professionals	\$ 79,896.57	\$ 38,024.17	\$ 81,899.58

TO3	\$ 79,815.17	2322 - Surveyors and Spatial Scientists	\$ 97,508.61	No data available	\$ 92,633.07
TO3	\$ 79,815.17	2343 - Environmental Scientists	\$ 88,723.11	No data available	\$ 94,129.34
TO4	\$ 92,334.80	2322 - Surveyors and Spatial Scientists	\$ 97,508.61	No data available	\$ 92,633.07
TO4	\$ 92,334.80	2343 - Environmental Scientists	\$ 88,723.11	No data available	\$ 94,129.34
SOTC	\$113,087.50	2519 - Other Health Diagnostic and Promotion Professionals	\$ 48,664.17	\$ 98,790.70	\$ 86,084.90

KEY Lag Market Lead

Level	ACTPS EA Wage Range	ANZSCO Code	ACT Private Sector	ACT Federal Gov	NSW State Gov
TO2	\$ 64,220.00 - \$ 73,540.00	2322 - Surveyors and Spatial Scientists	\$ 60,254.89 - \$ 144,272.75	No data available	\$ 49,777.53 - \$228,430.02
TO3	\$ 74,973.00 - \$ 84,729.00	2251 - Advertising and Marketing Professionals	\$ 50,425.70 - \$ 137,218.73	No data available	\$ 48,901.76 - \$ 182,420.77
TO3	\$ 74,973.00 - \$ 84,729.00	2322 - Surveyors and Spatial Scientists	\$ 60,254.89 - \$ 144,272.75	No data available	\$ 49,777.53 - \$228,430.02
TO3	\$ 74,973.00 - \$ 84,729.00	2343 - Environmental Scientists	\$ 65,646.77 - \$ 130,284.20	No data available	\$ 30,019.18 - \$ 226,425.38
TO4	\$ 86,547.00 - \$ 99,051.00	2322 - Surveyors and Spatial Scientists	\$ 60,254.89 - \$ 144,272.75	No data available	\$ 49,777.53 - \$228,430.02
TO4	\$ 86,547.00 - \$ 99,051.00	2343 - Environmental Scientists	\$ 65,646.77 - \$ 130,284.20	No data available	\$ 30,019.18 - \$ 226,425.38
SOTC	\$ 108,926.00 - \$117,249.00	2519 - Other Health Diagnostic and Promotion Professionals	\$ 42,133.31 - \$ 93,608.03	\$ 91,258.00 - \$ 140,412.04	\$ 840,931.00 - \$180,933.35

Table 4: Market comparison based on ABS Census Data for Technical Officer – Technicians and Trades workers job family.

TECHNICIANS AND TRADES WORKERS

Level	ACTPS EA Average Wage	ANZSCO Code	ACT Private Sector	ACT Federal Gov	NSW State Gov
TO1	\$ 60,788.75	3112 - Medical Technicians	\$ 41,808.36	\$62,219.30	\$ 59,534.44
TO1	\$ 60,788.75	3232 - Metal Fitters and Machinists	\$ 50,280.40	\$32,361.42	\$ 64,995.30
TO2	\$ 68,780.17	3112 - Medical Technicians	\$ 41,808.36	\$ 62,219.30	\$ 59,534.44
TO2	\$ 68,780.17	3126 - Safety Inspectors	\$ 62,405.35	\$ 91,258.00	\$ 110,218.29
TO2	\$ 68,780.17	3622 - Gardeners	\$ 51,601.56	No data available	\$ 56,369.86
TO2	\$ 68,780.17	3623 - Greenkeepers	\$ 38,358.05	No data available	\$ 55,767.36
TO2	\$ 68,780.17	3999 - Other Miscellaneous Technicians and Trades Workers	\$ 47,690.31	\$ 61,414.47	\$ 61,853.45
TO3	\$ 79,815.17	3112 - Medical Technicians	\$ 41,808.36	\$ 62,219.30	\$ 59,534.44
TO3	\$ 79,815.17	3114 - Science Technicians	\$ 70,917.52	\$ 63,169.97	\$ 51,178.03
TO3	\$ 79,815.17	3622 - Gardeners	\$ 51,601.56	No data available	\$ 56,369.86
TO3	\$ 79,815.17	3623 - Greenkeepers	\$ 38,358.05	No data available	\$ 55,767.36
TO4	\$ 92,334.80	3112 - Medical Technicians	\$ 41,808.36	\$ 62,219.30	\$ 59,534.44
TO4	\$ 92,334.80	3123 - Electrical Engineering Draftspersons and Technicians	\$ 96,515.64	No data available	\$ 46,485.66
TO4	\$ 92,334.80	3131 - ICT Support Technicians	\$ 83,031.95	\$ 78,150.55	\$ 77,786.29
TO4	\$ 92,334.80	3411 - Electricians	\$ 77,203.33	\$ 39,717.04	\$ 70,362.34
TO4	\$ 92,334.80	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
TO1	\$ 59,329.00 - \$62,203.00	3112 - Medical Technicians	\$ 43,371.08 - \$ 65,871.17	\$ 40,699.55 - \$ 105,302.01	\$ 39,316.08 - \$221,079.73
TO1	\$ 59,329.00 - \$62,203.00	3232 - Metal Fitters and Machinists	\$ 44,245.66 - \$ 57,798.14	No data available	\$ 42,747.02 - \$ 130,753.06
TO2	\$ 64,220.00 - \$ 73,540.00	3112 - Medical Technicians	\$ 43,371.08 - \$ 65,871.17	\$ 40,699.55 - \$ 105,302.01	\$ 39,316.08 - \$221,079.73
TO2	\$ 64,220.00 - \$ 73,540.00	3126 - Safety Inspectors	\$ 91,000.00 - \$103,948.00	\$ 91,258.00	\$ 61,785.85 - \$ 183,223.29
TO2	\$ 64,220.00 - \$ 73,540.00	3622 - Gardeners	\$ 24,876.08 - \$ 189,475.35	No data available	\$ 29,174.30 - \$ 204,162.01
TO2	\$ 64,220.00 - \$ 73,540.00	3623 - Greenkeepers	\$ 33,424.11 - \$ 55,894.53	No data available	\$ 29,714.20 - \$ 123,523.52
TO2	\$ 64,220.00 - \$ 73,540.00	3999 - Other Miscellaneous Technicians and Trades Workers	\$ 49,091.77 - \$ 83,439.41	\$ 50,530.36 - \$ 77,213.98	\$ 34,184.45 - \$ 99,538.20
TO3	\$ 74,973.00 - \$ 84,729.00	3112 - Medical Technicians	\$ 43,371.08 - \$ 65,871.17	\$ 40,699.55 - \$ 105,302.01	\$ 39,316.08 - \$221,079.73
TO3	\$ 74,973.00 - \$ 84,729.00	3114 - Science Technicians	\$ 70,917.52	\$ 63,169.97	\$ 51,178.03
TO3	\$ 74,973.00 - \$ 84,729.00	3622 - Gardeners	\$ 24,876.08 - \$ 189,475.35	No data available	\$ 29,174.30 - \$ 204,162.01
TO3	\$ 74,973.00 - \$ 84,729.00	3623 - Greenkeepers	\$ 33,424.11 - \$ 55,894.53	No data available	\$ 29,714.20 - \$ 123,523.52
TO4	\$ 86,547.00 - \$ 99,051.00	3112 - Medical Technicians	\$ 43,371.08 - \$ 65,871.17	\$ 40,699.55 - \$ 105,302.01	\$ 39,316.08 - \$221,079.73
TO4	\$ 86,547.00 - \$ 99,051.00	3123 - Electrical Engineering Draftspersons and Technicians	\$ 80,576.00 - \$ 122,097.43	No data available	\$ 70,044.68 - \$ 83,854.75
TO4	\$ 86,547.00 - \$ 99,051.00	3131 - ICT Support Technicians	\$ 41,789.18 - \$ 92,594.13	\$ 55,564.16 - \$ 92,594.13	\$ 27,827.44 - \$ 176,059.21
TO4	\$ 86,547.00 - \$ 99,051.00	3411 - Electricians	\$ 21,203.94 - \$ 189,692.29	\$ 27,720.60 - \$ 53,834.88	\$ 35,485.34 - \$ 127,749.47
TO4	\$ 86,547.00 - \$ 99,051.00	3622 - Gardeners	\$ 24,876.08 - \$ 189,475.35	No data available	\$ 29,174.30 - \$ 204,162.01

KEY Lag Market Lead

Table 5: Market comparison based on ABS Census Data for Technical Officer – Community and Personal Service Workers job family.

COMMUNITY AND PERSONAL SERVICE WORKERS

Level	ACTPS EA Average Wage	ANZSCO Code	ACT Private Sector	ACT Federal Gov	NSW State Gov
TO3	\$ 79,815.17	4412 - Fire and Emergency Workers	\$ 119,745.71	\$ 111,634.84	\$ 92,501.54
TO3	\$ 79,815.17	4513 - Funeral Workers	\$ 72,486.98	No data available	No data available
TO4	\$ 92,334.80	4412 - Fire and Emergency Workers	\$ 119,745.71	\$ 111,634.84	\$ 92,501.54
TO4	\$ 92,334.80	4513 - Funeral Workers	\$ 72,486.98	No data available	No data available

KEY Lag Market Lead

Level	ACTPS EA Wage Range	ANZSCO Code	ACT Private Sector	ACT Federal Gov	NSW State Gov
TO3	\$ 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
TO3	\$ 74,973.00 - \$ 84,729.00	4513 - Funeral Workers	\$ 63,169.97 - \$ 105,302.01	No data available	No data available
TO4	\$ 86,547.00 - \$ 99,051.00	4412 - Fire and Emergency Workers	\$ 63,169.97 - \$ 224,719.20	\$ 50,530.36 - \$ 224,719.20	\$ 62,529.15 - \$ 119,569.25
TO4	\$ 86,547.00 - \$ 99,051.00	4513 - Funeral Workers	\$ 63,169.97 - \$ 105,302.01	No data available	No data available

Table 6: Market comparison based on ABS Census Data for Technical Officer – Clerical and Administrative Workers job family.

CLERICAL AND ADMINISTRATIVE WORKERS

Level	ACTPS EA Average Wage	ANZSCO Code	ACT Private Sector	ACT Federal Gov	NSW State Gov
TO2	\$ 68,780.17	5999 - Other Miscellaneous Clerical and Administrative Workers	\$ 56,987.00	\$ 49,342.59	\$ 56,623.80
TO3	\$ 79,815.17	5995 - Inspectors and Regulatory Officers	\$ 88,955.53	\$ 86,765.41	\$ 83,921.49

TO3	\$ 79,815.17	5999 - Other Miscellaneous Clerical and Administrative Workers	\$ 56,987.00	\$ 49,342.59	\$ 56,623.80
TO4	\$ 92,334.80	5111 - Contract, Program and Project Administrators	\$ 103,344.67	\$ 97,003.75	\$ 101,285.45
TO4	\$ 92,334.80	5995 - Inspectors and Regulatory Officers	\$ 88,955.53	\$ 86,765.41	\$ 83,921.49
TO4	\$ 92,334.80	5999 - Other Miscellaneous Clerical and Administrative Workers	\$ 56,987.00	\$ 49,342.59	\$ 56,623.80

KEY Lag Market Lead

Level	ACTPS EA Wage Range	ANZSCO Code	ACT Private Sector	ACT Federal Gov	NSW State Gov
TO2	\$ 64,220.00 - \$ 73,540.00	5999 - Other Miscellaneous Clerical and Administrative Workers	\$ 45,160.76 - \$ 99,557.91	\$ 33,416.60 - \$ 44,606.50	\$ 48,907.92 - \$ 144,899.97
TO3	\$ 74,973.00 - \$ 84,729.00	5995 - Inspectors and Regulatory Officers	\$ 42,390.07 - \$ 201,003.06	\$ 67,322.32 - \$ 103,177.11	\$ 29,263.82 - \$ 174,183.80
TO3	\$ 74,973.00 - \$ 84,729.00	5999 - Other Miscellaneous Clerical and Administrative Workers	\$ 45,160.76 - \$ 99,557.91	\$ 33,416.60 - \$ 44,606.50	\$ 48,907.92 - \$ 144,899.97
TO4	\$ 86,547.00 - \$ 99,051.00	5111 - Contract, Program and Project Administrators	\$ 38,516.44 - \$ 208,367.94	\$ 59,589.41 - \$ 165,636.62	\$ 40,288.65 - \$ 225,932.92
TO4	\$ 86,547.00 - \$ 99,051.00	5995 - Inspectors and Regulatory Officers	\$ 42,390.07 - \$ 201,003.06	\$ 67,322.32 - \$ 103,177.11	\$ 29,263.82 - \$ 174,183.80
TO4	\$ 86,547.00 - \$ 99,051.00	5999 - Other Miscellaneous Clerical and Administrative Workers	\$ 45,160.76 - \$ 99,557.91	\$ 33,416.60 - \$ 44,606.50	\$ 48,907.92 - \$ 144,899.97

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 markets not containing individuals who fall under those ANZSCO codes. Trends of note include that the ACTPS seems to generally lag behind the market in its managerial positions, whilst being on par with the market or leading in other technical areas such as medical technicians.

Table 7 shows the market comparison of the Theatre Technician’s against the ACT Private Sector and NSW State Government markets. The ACT Federal Government data does not contain any positions working under this ANZSCO code. The annualised base salary for Theatre Technicians was calculated based on the hourly base rate provided in their EA (assuming a full time equivalent 8-hour workday, 5-day working week and a 52-week work year).

Table 7: Market comparison based on ABS census data for Theatre Technicians.

Level	ACTPS EA Average Wage	ANZSCO Code	ACT Private Sector	NSW State Gov
CT2	\$ 60,188.35	3995 - Performing Arts Technicians	\$47,045.08	\$48,703.12
CT4	\$ 68,463.45	3995 - Performing Arts Technicians	\$47,045.08	\$48,703.12

KEY Lag Market Lead

Level	ACTPS EA Wage Range	ANZSCO Code	ACT Private Sector	NSW State Gov
CT2	\$ 60,188.35	3995 - Performing Arts Technicians	\$ 33,467.27 - \$ 71,502.07	\$ 55,958.66 - \$ 70,215.85
CT4	\$ 68,463.45	3995 - Performing Arts Technicians	\$ 33,467.27 - \$ 71,502.07	\$ 55,958.66 - \$ 70,215.85

The data indicates that Theatre Technician roles in the ACTPS are leading against the comparator markets. Noting the average wage for a permanent Theatre Technician overall is likely to be much higher based on the additional overtime payments they receive. The market comparator data includes the total average wage for employees within these roles.

The Canberra Theatre Centre also commissioned a review of their technical operations which included a comparison of pay rates between Canberra Theatre Technicians and a number of industry benchmarks (based in Queensland, Victoria and South Australia). The review found that CTC technical staff pay rates were commensurate with industry benchmarks⁶.

⁶ Canberra Theatre Centre: Technical Operations Review Revision E, 2019, Setting Line Theatre Consulting

4. FUTURE CONSIDERATIONS

The results of the work value assessment and market comparison indicate that the current structure and remuneration for the Technical Officer and Theatre Technician classifications overall are fit for purpose and suitably aligned to market comparators.

However, for the TO1 roles that operate as Medical Technicians, the results of the work value assessment showed that their work value scores were closer to the recommended work value range⁷ for the TO2 level. This warrants undertaking a more detailed job evaluation for specific TO1 roles that operate as Medical Technicians to determine if the roles have been suitably classified or if re-classification is required.

⁷ A set of recommended work value scores for each classification group is provided in Section 4.4 of the main ACTPS Classification Review Report.