

8.2 INMATES WAGES SYSTEM

1. Introduction

This policy should be read in conjunction with Corrective Services Industries (CSI) Policy Manual sections 1.1, 1.2 and 1.4.

The function of the inmates wages system is to provide incentives and rewards for inmates who participate positively in work and other programs. These work and other programs are to be covered by an agreed employment and program profile for each Correctional Centre (CSI Form 80) set by the Group Director, Industries & Education (GDI&E) or designated representative, and Governor or designated representative, as part of an overall hierarchy of inmate privileges, to assist inmates to:

- a) purchase necessities included within the 'Buy-Up' schedule and other approved purchases
- b) assist family responsibilities
- c) make a victim compensation contribution
- d) accumulate savings for resettlement

The responsibility for the development and maintenance of this policy rests with the GDI&E. Responsibility for implementation of the policy rests with the Director Operations Development (DOD), Business Manager Operations (BMO), Industries Managers and Correctional Centre Governor to maintain a monitoring role over effective implementation of the policy. Inmate wages are reviewed annually by the DOD and a Senior Executive, Level 1 or above from a CSNSW division other than CSI in line with the Consumer Price Index (CPI). Recommendations from the review will be presented to the Commissioner who may subsequently determine a change. Where it is determined by the Commissioner that an increase is appropriate, inmate wages will increase by 25% of the CPI (refer TRIM file 14/374474 for details).

The monthly inmate employment status report, produced by CSI Corporate Office, contains comparative inmate wage statistics by Correctional Centre, for the purpose of evaluating the implementation of this policy.

2. Definitions

- a) Corrective Services Industries (CSI)
- b) Infrastructure & Assets Branch (IAB)
- c) Intensive learning Centre (ILC)
- d) Vocational Training Unit (VTU)
- b) Industries Manager: Reference to the Industries Manager includes, Operations Manager, Manager of Industries Levels 1 & 2, Manager Centre Services and Employment and Principal Industries Officer
- c) Officer in Charge (OIC)
- d) Consumer Price Index (CPI)
- e) Group Director Industries and Education (GDI&E)
- f) CSI Education (CSIE)
- g) External Education Services Provider (EESP)
- h) Mid North Coast Correctional Centre (MNCCC)
- i) Director Operations Development (DOD)
- j) Business Manager Operations (BMO)

- k) Wellington Correctional Centre (WCC)
- l) Metropolitan Special Programs Centre (MSPC)
- n) Intensive Drug Assessment Program & Treatment (IDAPT)
- o) Manager Offender Education and Training (MOET)
- p) Education Services Coordinator (ESC)

3. Principles of Operation

The definitions of inmate pay levels and tasks are contained in Appendix 1 and the wage rates are contained in Appendix 2.

- i) All convicted inmates (including appellants) are expected to participate in work programs as an essential component of inmate development and effective Correctional Centre management. Unconvicted inmates, while not obliged to work are to be encouraged to participate in work and other programs for their own self development.
- ii) The system provides uniform and equitable inmate wages, common to all Correctional Centres, based on a working and other program week of a minimum of 30 hours. No departure from the principles included within this policy is permitted.
- iii) This clause applies to Correctional Centres not Correctional Camps as identified by the Offender Classification & Case Management Branch. Payments to inmates are to be strictly in accordance with the principles and parameters of this policy. The ceiling applying to inmate wages based on a 5 day, 30 hour week is \$70.29.

Inmates engaged in the following work related activities may accrue potential earnings beyond \$70.29 per week:

- Inmates employed in 7 day 42 hour per week positions.
- Inmates paid under a performance based wage system (Section 6, Clause v).
- Inmates who work extended hours at the request of Corrective Service Industries to meet urgent production deadlines or associated with major infrastructure development projects.

The Industries Manager or designated representative may approve wage payments for inmates engaged in the above listed activities up to a maximum of \$100 in any one week. The Industries Manager or designated representative must record and approve these payments via the completion of an Over Award Pay Sheet – Under \$100. Completed over award pay sheets are to be stored in accord with CSNSW records management policy and procedures.

Where due to unique circumstances, inmates are required to work additional hours which results in potential earnings above \$100 per week, the Industries Manager or designated representative must in the first instance seek verbal approval to proceed from the relevant BMO.

Wage payments over \$100 are to be recorded on an Over Award Pay Sheet – Above \$100. The Industries Manager or designated representative must record the payments, sign (recommend) and forward the Over Award Pay Sheet – Above \$100 to the relevant BMO. If appropriate the BMO will endorse the pay sheet prior to the sheet being approved by the DOD.

Approved Over Award Pay Sheet – Above \$100 will be returned the Correctional Centre of origin. Completed over award pay sheets are to be stored in accord with CSNSW records management policy and procedures.

- iv) This clause applies to those centres identified by the Offender Classification & Case Management Branch as camps. In the case of Oberon Correctional Centre it applies to the adult nucleus and adult inmate workers only, not to inmates participating in or on completion of the Young Adult Offender Program. Payments to inmates are to be strictly in accordance with the principles and parameters of this policy, the ceiling applying to inmate wages based on a 5 day, 30 hour week is **\$80.73**.

Inmate wage payments above \$80.73 and over \$100 are to be undertaken as per the guidelines detailed within (Section 3, Clause iii).

- v) At Correctional Centres where there are vacant work or program positions, no unemployed wage payments are to be made to sentenced inmates. Inmates who are eligible and capable but refuse to participate in these programs are to be considered non-workers unless classification and placement (e.g. medical, protection, court etc.) precludes program participation. For inmates to receive the unemployed rate they must register for work or programs by completing an '*Employment Request Form*'.

Where applicable the Industries Manager/Manager of Centre Services & Employment or their designated representative will record on the '*Employment Request Form*' the inmates education/work qualifications, experience and retain a copy of the documentation in the office of the Manager of Centre Services & Employment or designated representative. When an inmate leaves the Correctional Centre, '*Employment Request Forms*' are to be stored in accord with CSNSW records management policy and procedures.

- vi) When inmate/s are being escorted from one centre to another the Correctional Centre receiving the inmate/s is responsible for ensuring the inmate/s is paid unemployment benefits for that day. This applies to all Correctional Centres within NSW including the privately operated Junee and Parklea Correctional Centres.

- vii) The Industries Manager has fundamental responsibility to devise program activity for all inmates. Accordingly, inmates are not to be classified as unemployed for a period exceeding one month without review.

Where inmates are classified as unemployed, Industries Managers are to ensure that those inmates are prepared to positively participate in work and or other programs. A register of unemployed inmates is to be maintained and inmate work and programs positions are subsequently allocated in appropriate sequential order.

Inmates are expected to adopt a co-operative and participatory attitude to work and other programs. While all supervisory staff have a fundamental responsibility to 'manage' inmates, habitually uncooperative or disruptive inmates are to be removed from program activity.

- viii) Payments to inmates are to be strictly in accord with the principles and parameters of this policy.

- ix) All work and program positions are to be covered by a formal position description which sets out the responsibilities required of the inmate, the position description forms the basis of work and program performance assessments. It is the responsibility of the OIC of the work/program area to ensure that these 'dot point' position descriptions are in place.

- x) A formal 'Conditions of Employment' document is to be provided to each inmate worker which sets out the penalties resulting from being removed from a work program and the process to be followed if a review of that decision is required (as detailed in Section 4 point ix). In the case of inmates employed in industrial positions the Industries Manager or designated representative is responsible for reviewing the decision, if the inmate chooses to appeal the decision. The 'Conditions of Employment' document must also contain specific information relating to the following: WHS & Training, Attendance, Standard of Dress, Standard of Behaviour, Pay Rates, Emergency & Evacuation Procedures, Housekeeping, Licensing Requirements, Grievances and Basic Business Unit Rules.

4. Generic Operational Procedures

- i) Payments are made weekly by extending the hours worked (to nearest hour) by hourly rate. Attendance records are to be maintained for all inmates involved in work and other programs to support wage payments.
- ii) All wage rates are paid at single time, including weekend work and public holidays. Inmates employed in 7 day per week positions are to be advised that they may be required to work weekends and public holidays and that payment on these days will be at single time payment rates.
- iii) Within each wage classification, inmates are generally expected to commence on the minimum basic wage level and proceed to the maximum level when an acceptable proficiency level is achieved in accord with the position / level requirements as contained in Appendix 1.
- iv) Where an inmate incurs an authorised absence from an employment program activity, payment is made at the unemployed rate. Authorised absences include: attendance at court, sick (when supported by a certificate from medical staff), approved religious observances, approved visits, approved leave programmes and other absences approved by the Governor/Industries Manager.
- v) An unauthorised absence, where prior approval has not been given for the inmate to be absent from work or other programs will result in non-payment to the inmate for the duration of this absence.
- vi) If an inmate is attending an education or an approved criminogenic program, as part of their case management plan during work hours and performs in a satisfactory manner in work and education/criminogenic program, as agreed by the Industry and Program representative. Then that inmate will not lose any part of their wages for that day, that is, their productivity or piece rate payment is to be maintained (based on daily average for previous month, if available).
- vii) Consideration must be given to inmates with "known" religious observance commitments who are required to work weekends.
- viii) Inmates engaged in approved Capital Works projects may be remunerated at rates and conditions applying to CSI Business Units subject to project approval by Infrastructure & Assets Branch IAB and a bill of labour submitted which recognises the inmate labour component. The CSI Industries Managers/Facilities Maintenance Managers at all centres are to ensure funding reimbursement is arranged through IAB.

- ix) Inmates, other than unsentenced inmates, who are removed from work programs assume 'dismissed worker' status and are not to participate in such programs for a period of up to 14 days, refer to Section 3 point (x).

Note: Additional sanctions may apply at the discretion of the Governor.

- x) Industries Managers or designated representative are to conduct monthly periodic reviews to ensure that OIC's of Commercial Business Units and Service Industries use the '*CSI Inmate Pay Level Change Form*' to record and verify why an inmate's pay level is either increased or decreased. This system must be linked to the Inmate Pay Level and Task Definition Table (Appendix 1).
- xi) Industries Managers are to ensure that when inmates are required to work additional hours, the OIC of the Commercial Business Unit or Service Industry approves the additional hours prior to being worked. Exceptions to this requirement can occur in emergency situations, which is to be noted on the additional hours approval document.

5. Service Industries, Services, Education and Criminogenic Programs Operational Procedures

Definitions

Services Industries: industries that are associated with self sufficiency of the Correctional Centre and have not been commercialised. These industries can include General Maintenance (which includes Building, Electrical and Plumbing trades) Ground Maintenance, Domestic Services (Sweepers), Food Services (in Cook-Serve facilities) some Laundries and Centre Hygiene.

Services: support services provided to the centre or the community and are covered by inmate employment positions in the following areas: Community Projects, Library Clerks, Tutors, Indigenous Representatives and Clerical Support positions to Industries Managers and Education Services Coordinator (ESC).

Education Programs are defined as:

- a) Education programs delivered by CSI Education (CSIE), or an External Education Services Provider (EESP).
- b) Intensive Learning Centres (Wellington, South Coast, Lithgow and Mid North Coast) and Vocational Training Units (VTU's)

Approved Criminogenic Programs: refers to those programs identified in the Inmates Case Management Plan that seek to address their antisocial behaviour. These programs normally run in conjunction with a work program and include but not limited to:

- Custody-Based Intensive Treatment (CUBIT) for sexual offenders
- Violent Offenders Therapeutic Program (VOTP)
- Self-Regulation Program: Sexual Offenders (SRP: SO)
- Self-Regulation Program: Violent Offenders (SRP:VO)
- Intensive Drug Assessment Program & Treatment (IDAPT)
- Ngara Nura
- Specialised Assessment Program – Kariiong Correctional Centre
- High Intensity Program Unit (HIPU)

Refer to point (vi) under Section 4.

- i) All Service Industries, Services, Education, Criminogenic and program work positions are to form part of the inmate employment, education and program profile for each Correctional Centre. Refer to CSI Form 80 – Inmate Employment Profile. All payments are to be in accord with approved positions, hours, classification and weekend worker status.
- ii) At each Correctional Centre, where applicable, the Industries Manager, Manager Centre Services & Employment or Principal Industries Officer are responsible for the maintenance of the profile in accord with Section 1.4 of the CSI policy manual and procedures.
- iii) Financial allocations for Service Industries, Services, Education and Criminogenic inmate wages are based on a costing of the employment, education and programs employment profile which forms part of the annual budgetary estimates process. Governors of Correctional Centres are accountable for maintaining expenditure within budget.
- iv) Inmates attending an Intensive Learning Centre (currently at Wellington, South Coast, Lithgow and Mid North Coast) or a VTU will commence on inmate pay level 4 and will progress, based on their level of academic achievement and performance, to inmate pay level 9.

Note: Those inmates who leave an employment position to undertake full-time education in an ILC, VTU or are undertaking an approved Criminogenic Program will retain their current industry pay level, if above pay level 4 upon entering the program. The inmates wage level will also be retained when exiting the program and re-entering employment, subject to an evaluation being undertaken of their relevant skills as defined in the Inmate Pay Level and Task Definition Table (Appendix 1).
- v) Inmates participating in approved Criminogenic Programs will commence on inmate pay level 4 and will progress, based on their level of program participation, to inmate pay level 7.
- vi) Inmates who perform the role of an Adult Nucleus in the Young Offender Program at Oberon Correctional Centre will be entitled to a wage payment in line with specified Camp rates.
- vii) The maximum profile hours to be worked by inmates employed in Service Industries in any one week is 42 hours (7 days x 6 hours).
- viii) In general it should not be necessary to make additional payments to inmates if the weekend worker distribution is effectively maintained. In exceptional circumstances (e.g. a plumber for an emergency situation on the weekend) additional payments at single time rates may need to be made. In such instances the payment must be justified and certified necessary on the inmate wage summary by the Industries Manager.
- ix) Where extended industrial disputes occur and Service Industries workers are prevented from attending work they are to receive the normal weekly wage for the first week, and revert to the unemployed rate for the remainder of the dispute.

- x) Payments to inmates within arts and crafts programs must be made in accord with Custodial Operations Policy and Procedures – Section 8.13 – Art, Craft, Hobbies, Materials and Sales.
- xi) Service Industries pay levels and tasks and wage rates contained in Appendix 1 & 2 provide a wage range within each level. Inmates are to generally commence duties on the minimum range and are only to progress to the maximum range when supervising staff are satisfied job performance expectations are being satisfactorily met.

6. CSI Business Unit and Commercialised Services Industries Operational Procedures

i) Each CSI business unit encompasses an inmate employment profile which is established by the Industries Manager and approved by the DOD. Maintenance of the profile is the responsibility of the Industries Manager. Profile change requests must be submitted by the Industries Manager or designated representative to the relevant BMO for endorsement, prior to seeking formal approval from the DOD.

ii) The classification level distribution for the purpose of calculating financial budgets and allocations is:

Level 4 and Level 44	30%	
Level 5 and Level 45	25%	These may be varied by the centre provided the business unit remains within its financial budget for inmate wages
Level 6 and Level 46	20%	
Level 7 and Level 47	15%	
Level 8 and Level 48	10%	

iii) Where CSI business units or Commercialised Services Industries are closed either through industrial disputes or the diversion of officers to custodial duties, inmates are to be paid at a level which does not reflect a performance component. Where longer periods of closure occur i.e. over one week, inmate wage payments are to be returned to the unemployed rate.

iv) For a Service Industry to be classified as a Commercialised Service Industry the centre must develop a Service Delivery Plan for the service industry planned to be commercialised (i.e. Ground Maintenance, Centre Hygiene or General Maintenance). This Service Delivery Plan is to follow the same or similar format for the Centre Hygiene Service Delivery Plan developed for Dillwynia Correctional Centre. In addition to this the Service Delivery Plan is to be signed off by the Governor of the Centre and the GDI&E prior to these pay levels being applied to the specified Commercialised Service Industry.

v) The performance based wage payment is intended to provide a positive incentive to inmates to adopt a conscientious approach to their employment as reflected by their attitude, output and quality of work. The wage payment is not an automatic entitlement, but rather an incentive for positive achievement. Maximum performance allowances apply where an inmate has provided an exceptional level of performance.

- vi) The introduction of performance based wage systems within each business unit embracing a 'piece rate' formula is encouraged. In each case, system development assistance is available through the relevant BMO, endorsement must be obtained from the BMO prior to seeking formal approval from the DOD to implement a performance based wage system. The relevant BMO will ensure that a copy of performance based wage system approvals are placed in TRIM file 17/481.
- vii) The proportion of performance payment made is to be related to the performance of individual CSI business units in relation to:
- meeting sales budgets and fulfilling production commitments.
 - quality assurance.
 - level of inmate employment.
 - operating efficiency.
 - customer service management; and
 - the contribution of an individual inmate in relation to work readiness, output quality assurance and customer focus.

Where it is impractical to impose meeting sales budgets as regular parameter e.g. agricultural activities, the performance criteria is related to the business unit meeting its pre-determined management plan e.g. the application of a planting program in relation to farm activities.

- viii) The introduction of the Level 9 inmate wage classification is intended to regulate payments within private sector and ISO 9001:2015 accredited business units, whilst providing recognition to those inmates who provide an exceptional level of performance.
- ix) Inmates undertaking a traineeship, as approved by the Industries Manager, will commence on pay Level 7 (including Service Industries) and will receive wage adjustments in accordance with the Inmate Pay Level and Task Definition Table contained in Appendix 1.
- x) Inmates returning to an employment position, after participating in an ILC or VTU, will commence on the inmate pay level above the level which the inmate had previously been receiving whilst employed (where positions and payment levels are established) in industries, up to level 9.

Approved by Commissioner:

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This means that Levels 4, 5, 6, 7, 8 and 9 have been applied to these four separate compensation types varying weekly wage rates. As listed on the OIMS Pay Level and Wage Rate Table in Appendix 2.

Level 1, 2 and 3: Compensation type: Service Industries (Domestic)

Level 41, 42 and 43: Compensation Type: Service Industries Camps (Domestic)

Applies to inmates working in non- commercialised service industries.

Level 3 with loading: Compensation type: Service Industries (Domestic)

Level 43 with Loading: Compensation Type: Service Industries Camps (Domestic)

Applies only to qualified inmates working in non commercialised service areas of building or general maintenance such as plumbing or electrical (trades), a head cook in a cook serve facility, inmate tutors and Indigenous Representatives.

Level 4: Compensation type: Service Industries (Domestic)

Applies to inmates in Education programs and approved criminogenic programs as defined in Section 5.

Level 5 and 45: Compensation type: Service Industries and Camps (Domestic)

Applies to inmates in Education programs and approved criminogenic programs, as defined in Section 5, who have been assessed as progressing to the next level.

Level 6 and 46: Compensation type: Service Industries and Camps (Domestic)

Applies to untrained or assistant library clerks, untrained inmate clerks and inmates working on supervised community projects.

Note: Untrained inmate clerks, providing clerical support to the Industries Manager, are to progress from Level 6 to Level 7 then Level 8 based on their competencies.

Level 6 also applies to reception room storeman / cleaner. Restricted to one position per centre unless otherwise authorised and to inmates in Education programs and approved criminogenic programs, as defined in Section 5, who have been assessed as progressing to the next level.

Level 7 and 47: Compensation type: Service Industries and Camps (Domestic)

Applies to inmates undertaking traineeships, inmates in Education programs and approved criminogenic programs as defined in Section 5, who have been assessed as progressing to the next level.

Level 8 and 48: Compensation type: Service Industries and Camps (Domestic)

Applies to inmates who act as trained clerical support to the Industries Manager and ESC. Inmates who have enrolled in Certificate III in Library Information Services and/or inmates who have been employed as a library clerk at a Correctional Centre for a period of 6 months or more are to be classified as a Senior Library Clerk and paid at Level 8. This level also applies to inmates participating in ILC's and VTU's who have been assessed as progressing to the next level.

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Level 9 and 49: Compensation type: Service Industries and Camps (Domestic)

Applies to unsupervised community projects including inmates employed at the John Morony Wildlife Centre (AWARES). This level also applies to inmates participating in ILC's and VTU's who have been assessed as progressing to the next level.

Levels 4, 5, 6, 7 and 8: Compensation type: Commercial Service Industries (COMS)

Applies to Commercialised Service Industries which involves the centre developing a Service Delivery Plan for each of the service industries. That is, Ground Maintenance, Centre Hygiene and General Maintenance, with Level 8 only being applicable to General Maintenance activities. The service delivery plan must be signed off by the Governor of the centre and the GDI&E prior to these pay levels being applicable to the specified Commercialised Service Industry.

Levels 4 and 5 will apply to general hand positions, Levels 6 and 7 will apply to leading hands and Level 8 to tradespersons.

Level 4, 5, 6, 7, 8, 9, 44, 45, 46, 47, 48 and 49: Compensation type: CSI Business Units including inmates undertaking Traineeships.

These levels apply to CSI business units including regional food service units. Satellite food service units which receive and retherm meals are covered by Levels 4 through to and including Level 7 and in CSI Camps by levels 44 through to an including level 47.

Inmates undertaking traineeships will commence on pay Level 7 and pay level 47 for specified Camps. Inmates to receive wage adjustments in accordance with the classification level definition table.

Level 9 and 49 applies only to inmates who have provided an exceptional level of performance and either a Private Sector Business Unit or an ISO 9001 Quality Certified business unit (internally or externally certified). It also applies to inmates who act as clerical support for the Business Managers, Operations Managers, Industries Managers, Principal Industry Officers and ESC. Untrained inmate clerks are to progress from Level 6 through to Level 9 based on their competency or from level 46 through to level 49 for specified Camps based on their competency.

Level 95: Compensation type: Service Industries (domestic)

Refers to unconvicted inmates (remand) and sentenced inmates prepared to work but no work is available. For sentenced inmates to receive the unemployment payment they must register for work with the Industries Manager/Manager Centre Service & Employment/Principal Industries Officer or delegated representative.

Level 97: Compensation type: Service Industries (domestic)

Refers to a sentenced inmate who has either chosen not to work or participate in programs as identified by the Case Management process or an inmate who has been dismissed from their work place or identified program. No payment is paid to an inmate classified as Level 97.

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Inmate Pay Level and Task Definition Table

Service Industries	Task	CSI Business Units & Commercialised Service Industries Including inmates undertaking Traineeships
Level 1 and Level 41	Recurring process/service functions High level of training/supervision required	Level 4 and Level 44
Level 2 and Level 42	Recurring process/service functions with limited technical requirements Medium level of training/supervision required	Level 5 and Level 45
Level 3 and Level 43	Extensive technical functions Limited training/supervision required High level of commitment required Provides training to other inmates	Level 6 and Level 46
Level 3 w/special loading	Extensive technical functions Limited training/supervision required Exceptional level of commitment required Team leader to work location Provides tutoring to inmates	Level 7 and Level 47
Not Applicable	Exceptional technical functions Exceptional productivity requirements Exceptional quality requirements	Level 8/9 and Level 48/49

OFFENDER INFORMATION MANAGEMENT SYSTEM PAYROLL DEFINITION

The four compensation types included in this Inmate Wage Policy are:

- Service Industries (Domestic);
- Commercial Service Industries;
- (COMS); CSI Business Units;
- Service Industries (Camps).

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OIMS Inmate Pay Level and Wage Rate Table														
COMPENSATION TYPE	LEVEL 1	LEVEL 2		LEVEL 3			LEVEL 4	LEVEL 5	LEVEL 6	LEVEL 7	LEVEL 8	LEVEL 9	LEVEL 95	LEVEL 97
		MIN	MAX	MIN	MAX	WITH LOADING								
Service Industries - Domestic (Hourly Rate)	0.594	0.632	0.698	0.741	0.808	1.189	0.773	0.981	1.133	1.309	1.634	1.749	0.519	0.000
Total Domestic Weekly Wage	\$17.82	\$18.96	\$20.94	\$22.23	\$24.24	\$35.67	\$23.19	\$29.43	\$33.99	\$39.27	\$49.02	\$52.47	\$15.57	\$0.00
Commercial Services Industries (COMS – Hourly Rate)							0.773	0.981	1.133	1.309	1.634			
Total COMS Weekly Wage							\$23.19	\$29.43	\$33.99	\$39.27	\$49.02			
CSI Business Units (CSI – Base Rate)							0.522	0.522	0.533	0.533	0.543	0.563		
CSI Business Units Traineeships (Base Rate)										0.533	0.543	0.563		
Performance Component (CSI only)							0.301	0.516	0.653	0.830	1.149	1.780		
Total CSI Weekly Wage							\$24.69	\$31.14	\$35.58	\$40.89	\$50.76	\$70.29		
COMPENSATION TYPE	LEVEL 41	LEVEL 42		LEVEL 43			LEVEL 44	LEVEL 45	LEVEL 46	LEVEL 47	LEVEL 48	LEVEL 49		
		MIN	MAX	MIN	MAX	WITH LOADING								
Service Industries CAMPS (Hourly Rate)	0.849	0.972	1.148	1.370	1.636	1.942	1.104	1.180	1.349	1.591	1.899	2.265		
Service Industries CAMPS Weekly Wage	\$25.47	\$29.16	\$34.44	\$41.10	\$49.08	\$58.26	\$33.12	\$35.40	\$40.47	\$47.73	\$56.97	\$67.95		
CSI Business Unit CAMPS (Base Rate)							0.522	0.561	0.650	0.777	0.938	1.130		
Performance Component (CSI only)							0.655	0.715	0.846	1.035	1.275	1.561		
CSI CAMPS Weekly Wage							\$35.31	\$38.28	\$44.88	\$54.36	\$66.39	\$80.73		

NOTE: Total Weekly Wage calculations are based on a 30 hour week