

DEPARTMENT OF CONSUMER AND EMPLOYMENT PROTECTION
LABOUR RELATIONS DIVISION



2 Havelock Street
West Perth WA 6005
Telephone 08 9222 7700
Facsimile 08 9 222 7777
Email doplar@doplar.wa.gov.au
Web www.doplar.wa.gov.au

Our Ref. WB/0165/2001#4
Enquiries: Kelly Morgan 9222 7608

WARNING: Archived document. Please note this Circular is no longer in effect. It is provided for historical and information purposes only.

CIRCULAR TO DEPARTMENTS AND AUTHORITIES NO 24 OF 2001

PARITY AND WAGES POLICY 2001/2003 – ADMINISTRATIVE PAYMENT – HEALTH DISABILITY SERVICES – SUPPORT WORKERS – WA GOVERNMENT AWARD

On 2 July 2001 Cabinet approved a proposal to restore parity in wages and employment conditions, and implement wages policy through framework enterprise bargaining agreements (EBA).

The parity component of the proposal identifies a benchmark rate of pay. All employees currently covered by an EBA whose pay rates fall below the benchmark, will receive a pay adjustment that equates to the benchmark rate.

Negotiations with unions to finalise the basis for the benchmark parity rate of pay are continuing. Agencies will be advised when agreement is reached. In the interim, an administrative payment to the identified benchmark rate of pay has been approved.

Employees covered by the Health Disability Services – Support Workers – WA Government Award or by EBA that are read in conjunction with this award, and whose rate of pay is less than that in **Attachment A**, are to receive a pay adjustment that equates to the benchmark rate, with effect from 1 July 2001. All other conditions of employment are unchanged.

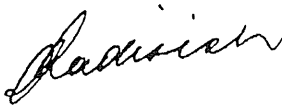
Circulars for employees covered by other awards affected by disparity will be issued separately.

Employees on Workplace Agreements (WPA) whose pay rates fall below the rate in **Attachment A** are free to convert to agency EBA, and must elect in writing to do so before 20 August 2001 to access the 1 July 2001 effective date. Where employees convert after 20 August 2001, the administrative payment will be effective from the date of conversion.

All agencies are required to complete the form at **Attachment B** and return it to their labour relations adviser by 13 August 2001. Whilst it is appreciated that not all agencies have employees covered by this award, returns are nevertheless required to establish an accurate profile of public sector employment.

Funding adjustments will be made, in consultation with Treasury, as part of the current budget process.

Please contact your labour relations adviser for information relating to the process applicable in cases where employees elect to withdraw from WPA, or for any other information that may be required.

A handwritten signature in black ink, appearing to read "Radisich". The signature is written in a cursive, flowing style.

JEFF RADISICH
EXECUTIVE DIRECTOR

30 July 2001

**HEALTH DISABILITY SERVICES – SUPPORT WORKERS – WA GOVERNMENT
AWARD**

CLASSIFICATION	PAY RATES 1 JULY 2001
Level One	
1st year of employment	462.60
2nd year of employment	468.12
3rd year of employment and thereafter	472.80
Level Two	
1st year of employment	468.72
2nd year of employment	474.72
3rd year of employment and thereafter	479.76
Level Three	
1st year of employment	479.28
2nd year of employment	484.80
3rd year of employment and thereafter	489.60
Level Four	
1st year of employment	485.88
2nd year of employment	491.28
3rd year of employment and thereafter	495.72
Level Five	
1st year of employment	498.12
2nd year of employment	503.88
3rd year of employment and thereafter	509.16
Level Six	
1st year of employment	502.80
2nd year of employment	506.88
3rd year of employment and thereafter	510.96
Level Seven	
1st year of employment	513.48
2nd year of employment	519.36
3rd year of employment and thereafter	524.40
Level Eight	
1st year of employment	532.44
2nd year of employment	540.12
3rd year of employment and thereafter	546.96

ATTACHMENT A

Level Nine

1st year of employment	553.32
2nd year of employment	560.52
3rd year of employment and thereafter	567.60

Level Ten

1st year of employment	564.96
2nd year of employment	570.12
3rd year of employment and thereafter	574.68

Level Eleven

1st year of employment	589.56
2nd year of employment	597.00
3rd year of employment and thereafter	604.44

Level Twelve

1st year of employment	609.48
2nd year of employment	617.04
3rd year of employment and thereafter	624.72

Level Thirteen

1st year of employment	639.36
2nd year of employment	647.16
3rd year of employment and thereafter	655.44

PARITY AND WAGES POLICY 2001/2003 – ADMINISTRATIVE PAYMENT
HEALTH DISABILITY SERVICES – SUPPORT WORKERS –
WA GOVERNMENT AWARD

Agency:

Total employees covered by this award or EBAs emanating from this award: _____

Total FTE covered by this award or EBAs emanating from this award: _____

Total number of WPA employees who would otherwise be covered by this award or EBAs emanating from this award: _____

Total FTE of WPA employees who would otherwise be covered by this award or EBAs emanating from this award: _____

Total employees receiving administrative payment: _____

Total FTE receiving administrative payment: _____

Total full year cost of administrative payment: _____

Average % increase for employees receiving administrative payment: _____

Average \$ increase for employees receiving administrative payment: _____