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CIRCULAR TO DEPARTMENTS AND AUTHORITIES NO. 10 OF 2004

ADMINISTRATIVE PAYMENT FOR EMPLOYEES COVERED BY THE CIVIL SERVICE ASSOCIATION

Agreement has been reached with the Civil Service Association (CSA) on salary increases and a framework of core terms and conditions of employment for all CSA covered employees.

Under this agreed position, a 3.8% salary increase applies from the beginning of the first pay period commencing on or after 26 February 2004 and a second salary increase of 3.6% from the beginning of the first pay period commencing on or after 26 February 2005. These salary increases and payment dates apply for respective general agreements once registered.

The following general agreements have not yet been registered:

- a) Social Trainers General Agreement 2004;
- b) Electorate and Research Employees General Agreement 2004;
- c) Department for Community Development (Family Resource Workers, Welfare Assistants and Parent Helpers) General Agreement 2004;
- d) Department of Education and Training Ministerial Officers General Agreement 2004; and
- e) Department of Justice Groupworkers General Agreement 2004.

The Minister for Consumer and Employment Protection has approved the payment of the agreed 3.8% salary increase being applied administratively to facilitate employees receiving the increase before Christmas. Agencies are to commence payment of the 3.8% salary increase and the backpay to eligible employees covered by the above general agreements as soon as possible, in accordance with the new salaries contained in the relevant attached schedule.

Employees whose employment ceased prior to the date of this circular are not entitled to the salary increase or any retrospectivity.

The administrative payment does not extend to the second salary increase of 3.6%. In addition, the framework of core terms and conditions of employment do not come into effect until the respective general agreements are registered and awards varied.

The affected general agreements and award variations are being finalised and will be lodged for registration and variation in the Western Australian Industrial Relations Commission as a matter of urgency.

Should you require further information about the above matter please contact Ron de Blank at rdeblank@docep.wa.gov.au or on 9222 7664.

**JEFF RADISICH
EXECUTIVE DIRECTOR
LABOUR RELATIONS**

5 November 2004

SOCIAL TRAINERS GENERAL AGREEMENT 2004**BASE RATES FOR 76-HOUR FORTNIGHT WITH 12 ACCRUED DAYS OFF**

Classification	Annual Salary at 1 January 2003	Annual Salary 3.8 % Increase From First Pay Period Commencing on or After 26 February 2004
	\$ Per Annum	\$ Per Annum
LEVELS		
Level 1		
Under 17 yrs	\$14,284	\$14,827
17 yrs	\$16,693	\$17,328
18 yrs	\$19,472	\$20,212
19 yrs	\$22,539	\$23,396
20 yrs	\$25,311	\$26,273
1.1	\$27,805	\$28,862
1.2	\$28,661	\$29,750
1.3	\$29,516	\$30,638
1.4	\$30,366	\$31,520
1.5	\$31,222	\$32,408
1.6	\$32,077	\$33,296
1.7	\$33,061	\$34,317
1.8	\$33,741	\$35,023
1.9	\$34,748	\$36,068
LEVEL 2.1	\$35,952	\$37,318
2.2	\$36,876	\$38,277
2.3	\$37,847	\$39,285
2.4	\$38,873	\$40,350
2.5	\$39,946	\$41,464
LEVEL 3.1	\$41,421	\$42,995
3.2	\$42,571	\$44,189
3.3	\$43,756	\$45,419
3.4	\$44,972	\$46,681
LEVEL 4.1	\$46,641	\$48,413
4.2	\$47,948	\$49,770
4.3	\$49,293	\$51,166

SOCIAL TRAINERS GENERAL AGREEMENT 2004**BASE RATES FOR 78-HOUR FORTNIGHT WITH 6 ACCRUED DAYS OFF**

Classification	Annual Salary at 1 January 2003	Annual Salary 3.8 % Increase From First Pay Period Commencing on or After 26 February 2004
	\$ Per Annum	\$ Per Annum
LEVELS		
Level 1		
Under 17 yrs	\$14,660	\$15,217
17 yrs	\$17,133	\$17,784
18 yrs	\$19,984	\$20,743
19 yrs	\$23,133	\$24,012
20 yrs	\$25,977	\$26,964
1.1	\$28,536	\$29,620
1.2	\$29,416	\$30,534
1.3	\$30,293	\$31,444
1.4	\$31,166	\$32,350
1.5	\$32,043	\$33,261
1.6	\$32,921	\$34,172
1.7	\$33,931	\$35,220
1.8	\$34,629	\$35,945
1.9	\$35,662	\$37,017
LEVEL 2.1	\$36,898	\$38,300
2.2	\$37,846	\$39,284
2.3	\$38,843	\$40,319
2.4	\$39,896	\$41,412
2.5	\$40,997	\$42,555
LEVEL 3.1	\$42,511	\$44,126
3.2	\$43,691	\$45,351
3.3	\$44,907	\$46,613
3.4	\$46,156	\$47,910
LEVEL 4.1	\$47,868	\$49,687
4.2	\$49,210	\$51,080
4.3	\$50,590	\$52,512

SOCIAL TRAINERS GENERAL AGREEMENT 2004**BASE RATES FOR 80-HOUR FORTNIGHT WITH NO ACCRUED DAYS OFF**

Classification	Annual Salary at 1 January 2003	Annual Salary 3.8 % Increase From First Pay Period Commencing on or After 26 February 2004
	\$ Per Annum	\$ Per Annum
LEVELS		
Level 1		
Under 17 yrs	\$15,036	\$15,607
17 yrs	\$17,572	\$18,240
18 yrs	\$20,497	\$21,276
19 yrs	\$23,726	\$24,627
20 yrs	\$26,643	\$27,655
1.1	\$29,268	\$30,380
1.2	\$30,170	\$31,316
1.3	\$31,070	\$32,251
1.4	\$31,965	\$33,180
1.5	\$32,865	\$34,114
1.6	\$33,765	\$35,048
1.7	\$34,801	\$36,123
1.8	\$35,517	\$36,867
1.9	\$36,577	\$37,967
LEVEL 2.1	\$37,845	\$39,283
2.2	\$38,817	\$40,292
2.3	\$39,839	\$41,353
2.4	\$40,919	\$42,474
2.5	\$42,048	\$43,646
LEVEL 3.1	\$43,601	\$45,258
3.2	\$44,811	\$46,514
3.3	\$46,059	\$47,809
3.4	\$47,339	\$49,138
LEVEL 4.1	\$49,096	\$50,962
4.2	\$50,471	\$52,389
4.3	\$51,887	\$53,859

ELECTORATE AND RESEARCH EMPLOYEES GENERAL AGREEMENT 2004

Year of Service	Annual Salary at 1 January 2003	Annual Salary 3.8 % Increase From First Pay Period Commencing on or After 26 February 2004
	\$ Per Annum	\$ Per Annum
1 st year	\$41,421	\$42,995
2 nd year	\$42,571	\$44,189
3 rd year	\$43,756	\$45,419
4 th year	\$44,972	\$46,681
5 th year	\$46,641	\$48,413
6 th year	\$47,948	\$49,770
7 th year	\$49,293	\$51,166

DEPARTMENT FOR COMMUNITY DEVELOPMENT (FAMILY RESOURCE WORKERS, WELFARE ASSISTANTS AND PARENT HELPERS) GENERAL AGREEMENT 2004

Classification	Annual Salary at 1 January 2003	Annual Salary 3.8 % Increase From First Pay Period Commencing on or After 26 February 2004
	\$ Per Annum	\$ Per Annum
LEVELS		
Level 1		
Under 17 yrs	\$14,284	\$14,827
17 yrs	\$16,693	\$17,328
18 yrs	\$19,472	\$20,212
19 yrs	\$22,539	\$23,396
20 yrs	\$25,311	\$26,273
1.1	\$27,805	\$28,862
1.2	\$28,661	\$29,750
1.3	\$29,516	\$30,638
1.4	\$30,366	\$31,520
1.5	\$31,222	\$32,408
1.6	\$32,077	\$33,296
1.7	\$33,061	\$34,317
1.8	\$33,741	\$35,023
1.9	\$34,748	\$36,068
LEVEL 2.1	\$35,952	\$37,318
2.2	\$36,876	\$38,277
2.3	\$37,847	\$39,285
2.4	\$38,873	\$40,350
2.5	\$39,946	\$41,464

**DEPARTMENT OF EDUCATION AND TRAINING MINISTERIAL OFFICERS
GENERAL AGREEMENT 2004**

Classification	Annual Salary at 1 January 2003	Annual Salary 3.8 % Increase From First Pay Period Commencing on or After 26 February 2004
	\$ Per Annum	\$ Per Annum
Officer Level 1		
Year 1 (21 years)	\$22,475	\$23,329
Year 2	\$23,167	\$24,047
Year 3	\$23,858	\$24,765
Year 4	\$24,545	\$25,478
Year 5	\$25,238	\$26,197
Year 6	\$25,929	\$26,914
Year 7	\$26,724	\$27,740
Year 8	\$27,274	\$28,310
Year 9	\$28,087	\$29,154
Officer Level 2		
Year 1	\$29,062	\$30,166
Year 2	\$29,808	\$30,941
Year 3	\$30,592	\$31,754
Year 4	\$31,421	\$32,615
Year 5	\$32,290	\$33,517
Officer Level 3		
Year 1	\$33,483	\$34,755
Year 2	\$34,411	\$35,719
Year 3	\$35,369	\$36,713
Year 4	\$36,353	\$37,734
Officer Level 4		
Year 1	\$37,701	\$39,134
Year 2	\$38,757	\$40,230
Year 3	\$39,845	\$41,359
Officer (Junior)		
Under 17	\$11,546	\$11,985
17 years	\$13,493	\$14,006
18 years	\$15,740	\$16,337
19 years	\$18,219	\$18,911
20 years	\$20,460	\$21,236

DEPARTMENT OF JUSTICE GROUPWORKERS GENERAL AGREEMENT 2004

	Annual Salary at 1 January 2003	Annual Salary 3.8 % Increase From First Pay Period Commencing on or After 26 February 2004
	\$ Per Annum	\$ Per Annum
Group Workers		
1st Year	35,952	37,318
2 nd Year	36,876	38,277
3rd Year	37,847	39,285
4th Year	38,873	40,350
5th Year	39,946	41,464
Unit Managers		
1st Year	41,421	42,995
2nd Year	42,571	44,189
3rd Year	43,756	45,419
4th Year	44,972	46,681
Senior Officers		
1st Year	46,641	48,413
2nd Year	47,948	49,770
3rd Year	49,293	51,166