

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 Please note this Circular is no longer in effect.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 11 OF 2001

**PARITY AND WAGES POLICY 2001/2003 – ADMINISTRATIVE PAYMENT –
GOVERNMENT OFFICERS (SOCIAL TRAINERS) 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 Government Officers (Social Trainers) 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.

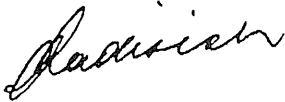
Circulars for employees covered by other awards affected by disparity will be issued separately.

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 cursive script, appearing to read "Radisich".

**JEFF RADISICH
EXECUTIVE DIRECTOR**

30 July 2001

GOVERNMENT OFFICERS (SOCIAL TRAINERS) AWARD

CLASSIFICATION	LEVELS	PAY RATES 1 JULY 2001
Trainee Social Trainer	<17 y.o.	13438
	17 y.o.	15704
	18 y.o.	18318
	19 y.o.	21204
	20 y.o.	23811
	Adult 1st Yr	26157
	2nd Yr	26963
	3rd Yr	27767
Social Trainer	On Appt.	28567
	2nd Yr	29371
	3rd Yr	30176
	4th Yr	31102
	5th Yr	31742
	6th Yr	32688
Senior Social Trainer	1st Yr	33822
	2nd Yr	34691
	3rd Yr	35604
	4th Yr	36569
	5th Yr	37579
Staff Educator/Supervisor	1st Yr	38967
	2nd Yr	40048
	3rd Yr	41163
	4th Yr	42307
Senior Staff Educator/Supervisor	1st Yr	43877
	2nd Yr	45106
	3rd Yr	46372

ATTACHMENT B

**PARITY AND WAGES POLICY 2001/2003 – ADMINISTRATIVE PAYMENT
GOVERNMENT OFFICERS (SOCIAL TRAINERS) 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: _____