

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](mailto:doplar@doplar.wa.gov.au)  
Web [www.doplar.wa.gov.au](http://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 Please note this Circular is no longer in effect.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 19 OF 2001

**PARITY AND WAGES POLICY 2001/2003 – ADMINISTRATIVE PAYMENT –  
ZOOLOGICAL GARDENS EMPLOYEES 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 Zoological Gardens Employees 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.

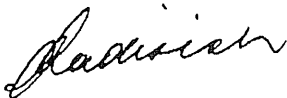
Circulars for employees covered by other awards affected by disparity will be issued separately.

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

## ZOOLOGICAL GARDENS EMPLOYEES AWARD

CLASSIFICATION LEVEL	PAY RATES 1 JULY 2001
Keeper	
Year One	499.20
Year Two	511.20
Year Three	523.20
Specialist Keeper Grade 1	
Year One	538.44
Year Two	552.48
Year Three	566.76
Year Four	581.04
Specialist Keeper Grade 2	
Year One	595.32
Year Two	609.60
Year Three	623.88
Year Four	638.40
Senior Specialist Keeper	
Year One	662.76
Year Two	680.52
Year Three	699.48

**ATTACHMENT B**

**PARITY AND WAGES POLICY 2001/2003 – ADMINISTRATIVE PAYMENT  
ZOOLOGICAL GARDENS EMPLOYEES 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:

\_\_\_\_\_