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## **CIRCULAR TO DEPARTMENTS AND AUTHORITIES NO. 11 OF 2004**

### **ADMINISTRATIVE PAYMENT FOR EMPLOYEES COVERED BY AGREEMENTS AWAITING REGISTRATION OR CERTIFICATION**

Agreement has been reached with the LHMU and other public sector unions on wage increases, and a framework of core terms and conditions of employment.

Under this agreed position, a \$28.60 or 3.4% (whichever is greater) wage increase applies from 1 January 2004, 3.5% from 1 January 2005 and 3.3% from 1 January 2006.<sup>1</sup> These wage increases and payment dates will be reflected in the respective agreements when they are registered or certified.

The following agreements have not yet been registered or certified:

- a) AWU (WA Public Sector) Department of Conservation and Land Management Certified Agreement 2004;
- b) AWU (WA Public Sector) Forest Products Commission Certified Agreement 2004;
- c) AWU (WA Public Sector) Agriculture Certified Agreement 2004;
- d) AWU (WA Public Sector) Waters and Rivers Certified Agreement 2004;
- e) AWU and Department of Conservation and Land Management Visitor Centres Certified Agreement 2004;
- f) Metropolitan Cemeteries Board WA Certified Agreement 2004;
- g) Children's Services (Government) General Agreement 2004;
- h) Transport Workers (Government) – Department of Culture and the Arts – Agreement 2004;
- i) Printing (Government) General Agreement 2004;
- j) Department of Justice Miscellaneous Employees Agreement 2004;
- k) Rangers (National Parks) Agreement 2004; and
- l) Clerks (Public Authorities) General Agreement 2004.

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<sup>1</sup>P The Clerks (Public Authorities) General Agreement provides for a 3.8% increase 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.

The Minister for Consumer and Employment Protection has approved the payment of the agreed \$28.60 or 3.4% (whichever is greater) wage increase being applied administratively to facilitate employees receiving the increase before Christmas. Agencies are to commence payment of this wage increase and the backpay to eligible employees covered by the listed agreements as soon as possible, in accordance with the new wages contained in the relevant attached schedule.

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

The administrative payment does not extend to the second wage increase of 3.5%. 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 agreements are being finalised and will be lodged for registration or certification in the appropriate industrial tribunal as a matter of urgency.

Should you require further information about the above matter please contact Kristin Berger at [kberger@docep.wa.gov.au](mailto:kberger@docep.wa.gov.au) or on 9222 7666.

**JEFF RADISICH  
EXECUTIVE DIRECTOR  
LABOUR RELATIONS**

16 November 2004

**AWU (WA PUBLIC SECTOR) DEPARTMENT OF CONSERVATION AND  
LAND MANAGEMENT CERTIFIED AGREEMENT 2004 WEEKLY WAGES**  
(inclusive of Industry Allowance)

	<b>Wage rate at 31 December 2003</b>	<b>\$28.60 or 3.4% Increase whichever is greater</b>
<b>Operative Date</b>		<b>1 January 2004</b>
Level 1	\$523.10	\$551.70
Level 2.1	\$541.30	\$569.90
Level 2.2	\$559.60	\$588.20
Level 2.3	\$577.80	\$606.40
Level 2.4	\$596.00	\$624.60
Level 2.5	\$614.30	\$642.90
Level 2.6	\$632.60	\$661.20
Level 3.1	\$662.10	\$690.70
Level 3.2	\$691.60	\$720.20
Level 4.1	\$721.10	\$749.70
Level 4.2	\$750.70	\$779.30
Level 5.1	\$780.10	\$808.70
Level 5.2	\$809.60	\$838.20
Level 5.3	\$838.00	\$866.60
Level 5.4	\$868.60	\$898.10
Level 6.1	\$897.10	\$927.60
Level 6.2	\$931.60	\$963.30

**WEEKLY WAGES**

**AWU (WA PUBLIC SECTOR) FOREST PRODUCTS COMMISSION  
CERTIFIED AGREEMENT 2004**

**AWU (WA PUBLIC SECTOR) AGRICULTURE CERTIFIED AGREEMENT  
2004**

**AWU (WA PUBLIC SECTOR) WATERS AND RIVERS COMMISSION  
CERTIFIED AGREEMENT 2004**

	<b>Wage rate at 31 December 2003</b>	<b>\$28.60 or 3.4% Increase whichever is greater</b>
<b>Operative Date</b>		<b>1 January 2004</b>
Level 1	\$511.10	\$539.70
Level 2.1	\$528.90	\$557.50
Level 2.2	\$546.80	\$575.40
Level 2.3	\$564.60	\$593.20
Level 2.4	\$582.40	\$611.00
Level 2.5	\$600.30	\$628.90
Level 2.6	\$618.10	\$646.70
Level 3.1	\$647.00	\$675.60
Level 3.2	\$675.80	\$704.40
Level 4.1	\$704.60	\$733.20
Level 4.2	\$733.50	\$762.10
Level 5.1	\$762.30	\$790.90
Level 5.2	\$791.10	\$819.70
Level 5.3	\$818.80	\$847.40
Level 5.4	\$848.70	\$877.60
Level 6.1	\$876.60	\$906.40
Level 6.2	\$910.30	\$941.30

**AWU AND DEPARTMENT OF CONSERVATION AND LAND  
MANAGEMENT VISITOR CENTRES CERTIFIED AGREEMENT 2004  
WEEKLY WAGES**

	<b>Wage rate at 31 December 2003</b>	<b>\$28.60 or 3.4% Increase whichever is greater</b>
<b>Operative Date</b>		<b>1 January 2004</b>
Level 1	\$490.60	\$519.20
Level 2.1	\$508.40	\$537.00
Level 2.2	\$526.30	\$554.90
Level 2.3	\$544.10	\$572.70
Level 2.4	\$562.00	\$590.60
Level 2.5	\$579.80	\$608.40

**METROPOLITAN CEMETERIES BOARD WA CERTIFIED AGREEMENT  
2004 WEEKLY WAGES**

	<b>Wage rate at 31 December 2003</b>	<b>\$28.60 or 3.4% Increase whichever is greater</b>
<b>Operative Date</b>		<b>1 January 2004</b>
	Column A	Column B
1.1	\$516.10	\$544.70
2.1	\$527.30	\$555.90
2.2	\$543.00	\$571.60
2.3	\$560.00	\$588.60
3.1	\$582.10	\$610.70
3.2	\$614.80	\$643.40
3.3	\$642.30	\$670.90
<i>Leading Hand Allowance weekly rate</i>		
3-10 workers	\$18.70	\$19.50
10-20 workers	\$28.40	\$29.60
Over 20 workers	\$36.90	\$38.50
<i>Trainee horticulturists - Three year term: % of Level 3.1</i>		
First year 55%	\$320.20	\$335.90
Second year 75%	\$436.60	\$458.00
Third year 88%	\$512.20	\$537.40

**CHILDREN'S SERVICES (GOVERNMENT) GENERAL AGREEMENT 2004 WEEKLY WAGES**

	<b>Wage rate at 31 December 2003</b>	<b>\$28.60 or 3.4% Increase whichever is greater</b>
<b>Operative Date</b>		<b>1 January 2004</b>

**Qualified Child Care Giver Column A**

Step 1A	\$599.00	\$627.60
Step 1B	\$622.70	\$651.30
Step 2	\$641.60	\$670.20
Step 3	\$660.30	\$688.90
Step 4	\$679.30	\$707.90

**Qualified Child Care Giver Column B**

Step 1A	\$571.20	\$599.80
Step 1B	\$593.70	\$622.30
Step 2	\$611.80	\$640.40
Step 3	\$629.30	\$657.90
Step 4	\$647.70	\$676.30

**Senior Child Care Giver**

<b>Column A</b>	\$737.70	\$766.30
<b>Column B</b>	\$702.20	\$730.80

**Child Care Giver Column A**

Step 1	\$515.80	\$544.40
Step 2	\$526.20	\$554.80
Step 3	\$536.10	\$564.70
Step 4	\$555.10	\$583.70

**Child Care Giver Column B**

Step 1	\$491.30	\$519.90
Step 2	\$501.70	\$530.30
Step 3	\$511.70	\$540.30
Step 4	\$524.20	\$552.80

**Child Care Support Employee Column A**

Step 1	\$520.10	\$548.70
Step 2	\$530.40	\$559.00
Step 3	\$540.50	\$569.10
Step 4	\$553.90	\$582.50

**Child Care Support Employee Column B**

Step 1	\$495.60	\$524.20
Step 2	\$505.40	\$534.00
Step 3	\$514.90	\$543.50
Step 4	\$527.70	\$556.30

**TRANSPORT WORKERS (GOVERNMENT) – DEPARTMENT OF CULTURE  
AND THE ARTS – AGREEMENT 2004 WEEKLY WAGES**

	Wage rate at 31 December 2003	\$28.60 or 3.4% Increase whichever is greater
<b>Operative Date</b>		<b>1 January 2004</b>
<b>Group 1</b>	\$518.30	\$546.90
<b>Motor driver's assistant</b>		
<b>Loader</b>		
<b>Driver of mechanical horse with or without trailer</b>		
<b>Group 2</b>	\$543.80	\$572.40
Driver rigid vehicle to 4.5 tonnes GVM (gross vehicle mass) or GCM (gross combination mass)		
Employee riding a motorcycle in the course of employment		
Driver of tow motor		
<b>Group 3</b>	\$548.80	\$577.40
<b>Driver rigid vehicle 4.5 to 13.9 tonnes GVM or GCM</b>		
<b>Driver of fork lift up to and including 4500kg lifting capacity</b>		
<b>Driver of tractor without power operated attachments</b>		
<b>Group 4</b>	\$563.70	\$592.30
<b>Driver rigid vehicle over 13.9 GVM or GCM</b>		
<b>Straddle carrier driver</b>		
<b>Driver of fork lift over 4500kg and up to 9000kg lifting capacity</b>		
<b>Group 5</b>	\$573.80	\$602.40
<b>Driver articulated vehicle up to 22.4 tonnes GCM</b>		
<b>Driver rigid vehicle and heavy trailer up to 22.4 GCM</b>		
<b>Driver rigid vehicle 4 axles over 13.9 tonnes GVM</b>		
<b>Driver of fork lift over 9000kg lifting capacity</b>		
<b>Group 6</b>	\$612.20	\$640.80
Driver low loader up to 43 tonnes GCM		
Driver articulated vehicle over 22.4 tonnes GCM		
Driver rigid vehicle and heavy trailer over 22.4 tonnes		
<b>Group 7</b>	\$630.10	\$658.70
Driver low loader over 43 tonnes GCM (for each additional complete tonne over 43 an extra 81 cents as part of the weekly wage rate of all purposes shall be payable)		



**PRINTING (GOVERNMENT) GENERAL AGREEMENT 2004 WEEKLY WAGES**

		<b>Wage rate at 31 December 2003</b>	<b>\$28.60 or 3.4% Increase whichever is greater</b>
<b>Operative Date</b>			<b>1 January 2004</b>
<b>Printing Worker</b>	Level 1	\$533.80	\$562.40
	Level 2	\$568.60	\$597.20
	Level 3A	\$599.60	\$628.20
	Level 3B	\$628.90	\$657.50
<b>Printing Tradesperson</b>	Level 4	\$647.30	\$675.90
	Level 5	\$678.80	\$707.50
	Level 6	\$709.70	\$738.30
	Level 7	\$741.90	\$770.50
<b>Printing Officer</b>	Level 8	\$772.70	\$801.30
	Level 9	\$803.60	\$832.20
	Level 10	\$834.40	\$863.00
	Level 11	\$866.60	\$896.10

**DEPARTMENT OF JUSTICE MISCELLANEOUS EMPLOYEES  
AGREEMENT 2004 WEEKLY WAGES**

<b>Classification</b>	<b>Wage rate at 31 December 2003</b>	<b>\$28.60 or 3.4% Increase whichever is greater</b>
<b>Operative Date</b>		<b>1 January 2004</b>
<b>Domestic (Hospital Worker Level 1)</b>		
1 <sup>st</sup> Year	\$506.50	\$535.10
2 <sup>nd</sup> Year	\$512.40	\$541.00
3 <sup>rd</sup> Year	\$517.60	\$546.20
<b>Laundry Worker (Hospital Worker Level 1)</b>		
1 <sup>st</sup> Year	\$506.50	\$535.10
2 <sup>nd</sup> Year	\$512.40	\$541.00
3 <sup>rd</sup> Year	\$517.60	\$546.20
<b>Cooks (Hospital Worker Level 5)</b>		
1 <sup>st</sup> Year	\$545.30	\$573.90
2 <sup>nd</sup> Year	\$551.70	\$580.30
3 <sup>rd</sup> Year	\$557.30	\$585.90
<b>Driver – Under 3 Tonnes (Hospital Worker Level 5)</b>		
1 <sup>st</sup> Year	\$545.30	\$573.90
2 <sup>nd</sup> Year	\$551.70	\$580.30
3 <sup>rd</sup> Year	\$557.30	\$585.90
<b>Driver – Over 3 Tonnes (Hospital Worker Level 6)</b>		
1 <sup>st</sup> Year	\$550.40	\$579.00
2 <sup>nd</sup> Year	\$555.00	\$583.60
3 <sup>rd</sup> Year	\$559.40	\$588.00
<b>Bus Driver –U/25 Pax. (Hospital Worker Level 6)</b>		
1 <sup>st</sup> Year	\$550.40	\$579.00
2 <sup>nd</sup> Year	\$555.00	\$583.60
3 <sup>rd</sup> Year	\$559.40	\$588.00
<b>Tradesperson Cook (Hospital Worker Level 10)</b>		
1 <sup>st</sup> Year	\$618.50	\$647.10
2 <sup>nd</sup> Year	\$624.20	\$652.80
3 <sup>rd</sup> Year	\$629.10	\$657.70

**RANGERS (NATIONAL PARKS) AGREEMENT 2004 WEEKLY WAGES  
OTHER THAN NO FIXED HOURS RANGERS**

	<b>Base Wage Rate at 31 December 2003</b>	<b>\$28.60 or 3.4% increase whichever is greater</b>	
<b>Operative date</b>		<b>1 January 2004 Base Rate</b>	<b>Plus 1.34% ARL Loading</b>
<b>Ranger's Assistant</b>			
0.1	\$511.10	\$539.70	\$546.90
0.2	\$533.00	\$561.60	\$569.10
0.3	\$549.40	\$578.00	\$585.70
0.4	\$565.90	\$594.50	\$602.50
0.5	\$582.10	\$610.70	\$618.90
<b>Ranger Grade 1</b>			
1.1	\$598.50	\$627.10	\$635.50
1.2	\$614.80	\$643.40	\$652.00
1.3	\$633.80	\$662.40	\$671.30
1.4	\$646.70	\$675.30	\$684.30
1.5	\$666.10	\$694.70	\$704.00
<b>Ranger Grade 2</b>			
2.1	\$689.20	\$717.80	\$727.40
2.2	\$706.90	\$735.50	\$745.40
2.3	\$725.60	\$754.20	\$764.30
2.4	\$745.20	\$773.80	\$784.20
2.5	\$765.90	\$794.50	\$805.10
<b>Ranger Grade 3</b>			
3.1	\$794.10	\$822.70	\$833.70
3.2	\$816.10	\$844.70	\$856.00
3.3	\$839.60	\$868.20	\$897.80
4.1	\$862.20	\$891.50	\$903.50
4.2	\$894.10	\$924.50	\$936.90

**RANGERS (NATIONAL PARKS) AGREEMENT 2004 WEEKLY WAGES**  
**NO FIXED HOURS RANGERS PLUS 25% LOADING**

	Base Wage Rate at 31 December 2003	\$28.60 or 3.4% increase whichever is greater			
Operative date		1 January 2004 Base Rate	Plus 25% Loading	Plus 1.34% ARL Loading	Plus 1.5% PHP
<b>Ranger Grade 1</b>					
1.1	\$598.50	\$627.10	\$783.90	\$794.40	\$806.30
1.2	\$614.80	\$643.40	\$804.30	\$815.00	\$827.30
1.3	\$633.80	\$662.40	\$828.00	\$839.10	\$851.70
1.4	\$646.70	\$675.30	\$844.10	\$855.40	\$868.30
1.5	\$666.10	\$694.70	\$868.40	\$880.00	\$893.20
<b>Ranger Grade 2</b>					
2.1	\$689.20	\$717.80	\$897.30	\$909.30	\$922.90
2.2	\$706.90	\$735.50	\$919.40	\$931.70	\$945.70
2.3	\$725.60	\$754.20	\$942.80	\$955.40	\$969.70
2.4	\$745.20	\$773.80	\$967.30	\$980.20	\$994.90
2.5	\$765.90	\$794.50	\$993.10	\$1006.40	\$1021.50
<b>Senior Ranger Grade 3</b>					
3.1	\$794.10	\$822.70	\$1028.40	\$1042.20	\$1057.80
3.2	\$816.10	\$844.70	\$1055.90	\$1070.00	\$1086.10
3.3	\$839.60	\$868.20	\$1085.30	\$1099.80	\$1116.30
<b>Senior Ranger Grade 4</b>					
4.1	\$862.20	\$891.50	\$1114.40	\$1129.30	\$1146.30
4.2	\$894.10	\$924.50	\$1155.60	\$1171.10	\$1188.70

**RANGERS (NATIONAL PARKS) AGREEMENT 2004 WEEKLY WAGES  
ROSTERED EMPLOYEES**

	<b>Base Wage Rate 31 December 2003</b>	<b>\$28.60 or 3.4% increase</b>		
<b>Operative date</b>		<b>1 January 2004 Base Rate</b>	<b>Plus 1.34% ARL Loading</b>	<b>Plus 1.5% PHP</b>
<b>Ranger Grade 1</b>				
1.1	\$598.50	\$627.10	\$635.50	\$645.00
1.2	\$614.80	\$643.40	\$652.00	\$661.80
1.3	\$633.80	\$662.40	\$671.30	\$681.30
1.4	\$646.70	\$675.30	\$684.30	\$694.60
1.5	\$666.10	\$694.70	\$704.00	\$714.60
<b>Ranger Grade 2</b>				
2.1	\$689.20	\$717.80	\$727.40	\$738.30
2.2	\$706.90	\$735.50	\$745.40	\$756.50
2.3	\$725.60	\$754.20	\$764.30	\$775.80
2.4	\$745.20	\$773.80	\$784.20	\$795.90
2.5	\$765.90	\$794.50	\$805.10	\$817.20
<b>Senior Ranger Grade 3</b>				
3.1	\$794.10	\$822.70	\$833.70	\$846.20
3.2	\$816.10	\$844.70	\$856.00	\$868.90
3.3	\$839.60	\$868.20	\$897.80	\$893.00
<b>Senior Ranger Grade 4</b>				
4.1	\$862.20	\$891.50	\$903.50	\$917.00
4.2	\$894.10	\$924.50	\$936.90	\$950.90

**CLERKS (PUBLIC AUTHORITIES) GENERAL AGREEMENT 2004**

	<b>Annual Salary at 31 December 2003</b>	<b>Annual salary: 3.8% increase from first pay period on or after 26 February 2004</b>
	<b>\$ Per annum</b>	<b>\$ Per annum</b>
<b>LEVEL 1</b>		
Under 17 years	\$14,284	\$14,827
17 years	\$16,693	\$17,328
18 years	\$19,472	\$20,212
19 years	\$22,539	\$23,396
20 years	\$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
<b>LEVEL 2</b>		
2.1	\$35,952	\$37,318
2.2	\$36,874	\$38,277
2.3	\$37,845	\$39,285
2.4	\$38,873	\$40,350
2.5	\$39,946	\$41,464
<b>LEVEL 3</b>		
3.1	\$41,421	\$42,995
3.2	\$42,571	\$44,189
3.3	\$43,756	\$45,419
3.4	\$44,972	\$46,681
<b>LEVEL 4</b>		
4.1	\$46,641	\$48,413
4.2	\$47,948	\$49,770
4.3	\$49,293	\$51,166
<b>LEVEL 5</b>		
5.1	\$51,884	\$53,856
5.2	\$53,635	\$55,673
5.3	\$55,454	\$57,561
5.4	\$57,342	\$59,521