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CIRCULAR TO DEPARTMENTS AND AUTHORITIES NO.14 OF 2005

**GOVERNMENT SERVICES (MISCELLANEOUS) GENERAL AGREEMENT 2005 –
ADJUSTED WAGE SCHEDULES**

Clause 7 – Wages, of the Government Services (Miscellaneous) General Agreement 2005 provides that wage increases in the agreement are at least equal to the 2004 and 2005 State Wage Case (SWC) adjustments.

The 2004 SWC increase of \$19.00 per week has required adjustments to a number of the 1 January 2005 agreement wage rates as follows:

- Schedule 2: General Agreement Weekly Wages – Catering and Tea Attendants (Government):
 - all classifications and years of service, except chef and qualified cook.
- Schedule 3: General Agreement Weekly Wages – Cleaners and Caretakers (Government) Part A – applicable to all employees except those employed by the Department of Education and Training:
 - kitchen hand (Agricola College) – 1st, 2nd and 3rd years; and
 - attendant/cleaner – 1st year
- Schedule 3: General Agreement Weekly Wages – Cleaners and Caretakers (Government) Part B – applicable to all employees employed by the Department of Education and Training:
 - level 2 – 1st year.
- Schedule 4: General Agreement Weekly Wages – Country High Schools Hostels Authority:
 - domestic employee – 1st year.

- Schedule 5: General Agreement Weekly Wages – Cultural Centre Award – Department of Culture and the Arts:
 - cleaner – 1st year.
- Schedule 6: General Agreement Weekly Wages – Gardeners (Government) Award Part A – applicable to all employees except those employed by the Department of Education and Training:
 - level 1 – 1st year.

An adjustment to the 1 January 2006 wage rate was required for the kitchen hand (Agricola College) – 1st year, as a result of the \$17.00 per week 2005 SWC increase. All other wages payable from 1 January 2006 are unchanged to those prescribed in the agreement.

Attached are revised wage schedules for those where adjustments have been required. The adjustments are effective from 1 January 2005.

State Wage Case Adjustments

Agencies are reminded that where award rates of pay exceed those provided for in agreements (ie. as a result of SWC increases or adjustments to service pay) the award wage is to be paid with effect from its operative date.

Should you have any enquiries about the wage adjustments and schedules, please contact Kelly Morgan by telephone on 9222 7784 or email: kmorgan@docep.wa.gov.au

Yours sincerely



**JEFF RADISCH
EXECUTIVE DIRECTOR**

1 December 2005

SCHEDULE 2: GENERAL AGREEMENT WEEKLY WAGES – CATERING & TEA ATTENDANTS (GOVERNMENT)

	Current rate 31 December 2003	\$28.60 or 3.4% Increase whichever is greater	3.5% Increase	Including adjustments*	3.3% Increase**
Operative date		1 January 2004	1 January 2005	1 January 2005	1 January 2006
		A		B	C
Chef					
1st year of employment	\$547.70	\$576.30	\$596.50	\$596.50	\$616.20
2nd year of employment	\$553.70	\$582.30	\$602.70	\$602.70	\$622.60
3rd year of employment	\$559.00	\$587.60	\$608.20	\$608.20	\$628.30
Qualified Cook					
1st year of employment	\$513.70	\$542.30	\$561.30	\$561.30	\$579.80
2nd year of employment	\$519.90	\$548.50	\$567.70	\$567.70	\$586.50
3rd year of employment	\$525.00	\$553.60	\$573.00	\$573.00	\$591.90
Cook Employed Alone					
1st year of employment	\$490.80	\$519.40	\$537.60	\$538.40	\$555.40
2nd year of employment	\$496.80	\$525.40	\$543.80	\$544.40	\$561.80
3rd year of employment	\$502.10	\$530.70	\$549.30	\$549.70	\$567.40
Other Cooks					
1st year of employment	\$486.60	\$515.20	\$533.30	\$534.20	\$550.90
2nd year of employment	\$492.50	\$521.10	\$539.40	\$540.10	\$557.20
3rd year of employment	\$497.80	\$526.40	\$544.90	\$545.40	\$562.80
Bar Attendant					
1st year of employment	\$490.20	\$518.80	\$537.00	\$537.80	\$554.70
2nd year of employment	\$496.20	\$524.80	\$543.20	\$543.80	\$561.10
3rd year of employment	\$501.50	\$530.10	\$548.70	\$549.10	\$566.80
Waiter/Waitress					
1st year of employment	\$480.70	\$509.30	\$527.20	\$528.30	\$544.60
2nd year of employment	\$486.80	\$515.40	\$533.50	\$534.40	\$551.10
3rd year of employment	\$492.00	\$520.60	\$538.90	\$539.60	\$556.60
Steward/Stewardess					
1st year of employment	\$480.70	\$509.30	\$527.20	\$528.30	\$544.60
2nd year of employment	\$486.80	\$515.40	\$533.50	\$534.40	\$551.10
3rd year of employment	\$492.00	\$520.60	\$538.90	\$539.60	\$556.60
Cashier					
1st year of employment	\$490.20	\$518.80	\$537.00	\$537.80	\$554.70
2nd year of employment	\$496.20	\$524.80	\$543.20	\$543.80	\$561.10

	Current rate 31 December 2003	\$28.60 or 3.4% Increase whichever is greater	3.5% Increase	Including adjustments*	3.3% Increase**
Operative date		1 January 2004	1 January 2005	1 January 2005	1 January 2006
		A		B	C
3rd year of employment	\$501.50	\$530.10	\$548.70	\$549.10	\$566.80
Counterhand					
1st year of employment	\$480.70	\$509.30	\$527.20	\$528.30	\$544.60
2nd year of employment	\$486.80	\$515.40	\$533.50	\$534.40	\$551.10
3rd year of employment	\$492.00	\$520.60	\$538.90	\$539.60	\$556.60
Tea Attendant					
1st year of employment	\$476.70	\$505.30	\$523.00	\$524.30	\$540.30
2nd year of employment	\$482.90	\$511.50	\$529.40	\$530.50	\$546.90
3rd year of employment	\$488.00	\$516.60	\$534.70	\$535.60	\$552.40
Kitchenhand					
1st year of employment	\$476.70	\$505.30	\$523.00	\$524.30	\$540.30
2nd year of employment	\$482.90	\$511.50	\$529.40	\$530.50	\$546.90
3rd year of employment	\$488.00	\$516.60	\$534.70	\$535.60	\$552.40
General Hand					
1st year of employment	\$476.70	\$505.30	\$523.00	\$524.30	\$540.30
2nd year of employment	\$482.90	\$511.50	\$529.40	\$530.50	\$546.90
3rd year of employment	\$488.00	\$516.60	\$534.70	\$535.60	\$552.40

* Adjusted, if required, in accordance with Clause 17 – Wages, of the General Agreement.

** Based upon agreement rates at 1 January 2005, prior to adjustment in accordance with Clause 17 – Wages, of the General Agreement.

SCHEDULE 3: GENERAL AGREEMENT WEEKLY WAGES – CLEANERS AND
 CARETAKERS (GOVERNMENT) PART A
 All Employees except those employed by Department of Education & Training

	Current rate 31 December 2003	\$28.60 or 3.4% Increase whichever is greater	3.5% Increase	Including adjustments*	3.3% Increase**
Operative Date		1 January 2004	1 January 2005	1 January 2005	1 January 2006
		A		B	C
Level One					
Comprehends the following classes of work					
Kitchen Hand (Agricola College)					
1st year of employment	\$489.80	\$518.40	\$536.60	\$537.40	\$554.40***
2nd year of employment	\$495.60	\$524.20	\$542.60	\$543.20	\$560.50
3rd year of employment	\$500.60	\$529.20	\$547.80	\$548.20	\$565.80
Attendant Cleaner					
1st year of employment	\$507.10	\$535.70	\$554.50	\$554.70	\$572.80
2nd year of employment	\$512.50	\$541.10	\$560.10	\$560.10	\$578.60
3rd year of employment and thereafter	\$517.90	\$546.50	\$565.70	\$565.70	\$584.30
Level Two					
Comprehends the following classes of work					
Home Economic Assistant					
Car Park Attendant					
Window Cleaner					
1st year of employment	\$516.70	\$545.30	\$564.40	\$564.40	\$583.10
2nd year of employment	\$521.90	\$550.50	\$569.80	\$569.80	\$588.60
3rd year of employment and thereafter	\$526.90	\$555.50	\$575.00	\$575.00	\$594.00
Level Three					
Comprehends the following classes of work					
Caretaker					
Estate Attendant (Homeswest) Grade 1					
1st year of employment	\$530.90	\$559.50	\$579.10	\$579.10	\$598.20
2nd year of employment	\$535.80	\$564.40	\$584.20	\$584.20	\$603.50
3rd year of employment	\$541.00	\$569.60	\$589.60	\$589.60	\$609.00

	Current rate 31 December 2003	\$28.60 or 3.4% Increase whichever is greater	3.5% Increase	Including adjustments*	3.3% Increase**
Operative Date		1 January 2004	1 January 2005	1 January 2005	1 January 2006
		A		B	C
and thereafter					
Level Four					
Comprehends the following classes of work					
Estate Attendant (Homeswest) Grade 2					
1st year of employment	\$545.90	\$574.50	\$594.70	\$594.70	\$614.30
2nd year of employment	\$551.10	\$579.70	\$600.00	\$600.00	\$619.80
3rd year of employment and thereafter	\$556.10	\$584.70	\$605.20	\$605.20	\$625.20
Level Five					
Comprehends the following classes of work					
Janitor					
Security Employee					
1st year of employment	\$551.90	\$580.50	\$600.90	\$600.90	\$620.70
2nd year of employment	\$557.10	\$585.70	\$606.20	\$606.20	\$626.20
3rd year of employment and thereafter	\$562.50	\$591.10	\$611.80	\$611.80	\$632.00
Office Attendant (Homeswest)					
1st year of employment	\$540.90	\$569.50	\$589.50	\$589.50	\$608.90
2nd year of employment	\$551.20	\$579.80	\$600.10	\$600.10	\$619.90
3rd year of employment and thereafter	\$564.40	\$593.00	\$613.80	\$613.80	\$634.10
Level Six					
Comprehends the following classes of work					
Court Usher					
Second Cook (Agricola College)					
1st year of employment	\$569.90	\$598.50	\$619.50	\$619.50	\$639.90
2nd year of employment	\$576.80	\$605.40	\$626.60	\$626.60	\$647.30
3rd year of employment and thereafter	\$582.20	\$610.80	\$632.20	\$632.20	\$653.10

	Current rate 31 December 2003	\$28.60 or 3.4% Increase whichever is greater	3.5% Increase	Including adjustments*	3.3% Increase**
Operative Date		1 January 2004	1 January 2005	1 January 2005	1 January 2006
		A		B	C
Level Seven					
Comprehends the following classes of work					
Estate Attendant (Homeswest) Grade 3					
1st year of employment	\$586.40	\$615.00	\$636.60	\$636.60	\$657.60
2nd year of employment	\$591.60	\$620.20	\$642.00	\$642.00	\$663.10
3rd year of employment and thereafter	\$597.00	\$625.60	\$647.50	\$647.50	\$668.90
First Cook (Agricola College)					
1st year of employment	\$598.90	\$627.50	\$649.50	\$649.50	\$670.90
2nd year of employment	\$605.30	\$633.90	\$656.10	\$656.10	\$677.80
3rd year of employment and thereafter	\$609.90	\$638.50	\$660.90	\$660.90	\$682.70

- * Adjusted, if required, in accordance with Clause 17 – Wages, of the General Agreement.
- ** Based upon agreement rates at 1 January 2005, prior to adjustment in accordance with Clause 17 – Wages, of the General Agreement.
- *** Rate after adjusting the original agreement rate for 1 January 2006 of \$554.30.

SCHEDULE 3: GENERAL AGREEMENT WEEKLY WAGES – CLEANERS AND
 CARETAKERS (GOVERNMENT) PART B
 All Employees employed by the Department of Education and Training

	Current rate 31 December 2003	\$28.60 or 3.4% Increase whichever is greater	3.5% Increase	3.3% Increase**
Operative Date		1 January 2004	1 January 2005	1 January 2006
		A		C
Level Two				
2.1	\$507.10	\$535.70	\$554.70*	\$572.80**
2.2	\$512.50	\$541.10	\$560.10	\$578.60
2.3	\$516.80	\$545.40	\$564.50	\$583.20
2.4	\$521.10	\$549.70	\$569.00	\$587.80
Level Three				
Cleaner working alone, Assistant Cleaner in Charge				
3.1	\$521.50	\$550.10	\$569.40	\$588.20
3.2	\$526.80	\$555.40	\$574.90	\$593.90
3.3	\$532.20	\$560.80	\$580.50	\$599.60
Level Four				
Cleaner in Charge with supervisory responsibility in a school with a cleanable internal area of up to 7000m ²				
4.1	\$533.70	\$562.30	\$582.00	\$601.20
4.2	\$538.40	\$567.00	\$586.90	\$606.30
4.3	\$543.90	\$572.50	\$592.60	\$612.10
Level Six				
Cleaner in Charge with supervisory responsibility in a school with a cleanable internal area 7000m ² and over				
6.1	\$590.20	\$618.80	\$640.50	\$661.60
6.2	\$597.20	\$625.80	\$647.70	\$669.10
6.3	\$602.90	\$631.50	\$653.60	\$675.20

NOTE: The rate shown at Level 1 in the Cleaners and Caretakers (Government) General Agreement 2002 No AG101 of 2002 has been incorporated in the above schedule at Level 2.1. Level 5 is not being utilised.

* Rate after adjusting the original agreement rate for 1 January 2005 of \$554.50, in accordance with Clause 7 – Wages, of the General Agreement.

** Based upon original agreement rate at 1 January 2005, prior to adjustment in accordance with Clause 17 – Wages, of the General Agreement.

SCHEDULE 4: GENERAL AGREEMENT WEEKLY WAGES – COUNTRY HIGH SCHOOL HOSTELS AUTHORITY

	Current rate 31 December 2003	\$28.60 or 3.4% Increase whichever is greater	3.5% Increase	3.3% Increase
Operative Date		1 January 2004	1 January 2005	1 January 2006
		A	B	C
Cook				
1 st year of employment	\$543.40	\$572.00	\$592.10	\$611.60
2 nd year of employment	\$549.20	\$577.80	\$598.10	\$617.80
3 rd year of employment & thereafter	\$554.60	\$583.20	\$603.70	\$623.60
Groundsperson/Gardener				
1 st year of employment	\$524.90	\$553.50	\$572.90	\$591.80
2 nd year of employment	\$526.90	\$555.50	\$575.00	\$594.00
3 rd year of employment & thereafter	\$536.30	\$564.90	\$584.70	\$604.00
Domestic Employee				
1 st year of employment	\$506.70	\$535.30	\$554.30*	\$572.40**
2 nd year of employment	\$512.80	\$541.40	\$560.40	\$578.90
3 rd year of employment & thereafter	\$518.10	\$546.70	\$565.90	\$584.60

* Rate after adjusting the original agreement rate for 1 January 2005 of \$554.10, in accordance with Clause 7 – Wages, of the General Agreement.

** Based upon original agreement rate at 1 January 2005, prior to adjustment in accordance with Clause 17 – Wages, of the General Agreement.

**SCHEDULE 5: GENERAL AGREEMENT WAGES CULTURAL CENTRE AWARD –
DEPARTMENT OF CULTURE AND THE ARTS -**

A number of changes have been made to the classification structure effective from 21 June 2004. A new classification of Visitor Services Officer Grade Two has been created with pay increases phased in over two years and the Supervisor Assistant classification has been reduced to two increments by the deletion of the first year increment.

The new classification structure and applicable wage rates are as follows:

	Current rate 31 December 2003	\$28.60 or 3.4% Increase whichever is greater	New Rate	3.5% Increase	\$9.00 Increase	3.3% Increase	\$9.00 Increase
Operative Date		1 January 2004	21 June 2004	1 January 2005	21 June 2005	1 January 2006	21 June 2006
		A	AA	B	BB	C	CC
Cleaner							
1st year of employment	\$507.10	\$535.70	N/A	\$554.70*	N/A	\$572.80**	N/A
2nd year of employment	\$512.50	\$541.10	N/A	\$560.10	N/A	\$578.60	N/A
3rd year of employment and thereafter	\$517.90	\$546.50	N/A	\$565.70	N/A	\$584.30	N/A
Groundskeeper							
1st year of employment	\$517.60	\$546.20	N/A	\$565.40	N/A	\$584.00	N/A
2nd year of employment	\$527.60	\$556.20	N/A	\$575.70	N/A	\$594.70	N/A
3rd year of employment and thereafter	\$538.20	\$566.80	N/A	\$586.70	N/A	\$606.00	N/A
Attendant or Receptionist Attendant/ Visitor Services Officer Grade One							
1st year of employment	\$539.00	\$567.60	N/A	\$587.50	N/A	\$606.90	N/A
2nd year of employment	\$550.00	\$578.60	N/A	\$598.90	N/A	\$618.70	N/A
3rd year of employment and thereafter	\$561.10	\$589.70	N/A	\$610.40	N/A	\$630.50	N/A

	Current rate 31 December 2003	\$28.60 or 3.4% Increase whichever is greater	New Rate	3.5% Increase	\$9.00 Increase	3.3% Increase	\$9.00 Increase
Operative Date		1 January 2004	21 June 2004	1 January 2005	21 June 2005	1 January 2006	21 June 2006
		A	AA	B	BB	C	CC
Visitor Services Officer Grade Two							
1st year of employment	\$539.00	\$567.60	\$590.60	\$611.27	\$620.27	\$640.74	\$649.74
2nd year of employment	\$550.00	\$578.60	\$598.60	\$619.55	\$628.55	\$649.29	\$658.29
3rd year of employment and thereafter	\$561.10	\$589.70	\$609.60	\$630.94	\$639.94	\$661.05	\$670.05
Security Officer							
1st year of employment	\$539.00	\$567.60	N/A	\$587.50	N/A	\$606.90	N/A
2nd year of employment	\$550.00	\$578.60	N/A	\$598.90	N/A	\$618.70	N/A
3rd year of employment and thereafter	\$561.10	\$589.70	N/A	\$610.40	N/A	\$630.50	N/A
Supervisor Assistant (rates in force until 20 June 2004)							
1st year of employment	\$588.60	\$617.20	N/A	\$638.80	N/A	\$659.90	N/A
2nd year of employment	\$599.40	\$628.00	N/A	\$650.00	N/A	\$671.50	N/A
3rd year of employment (and thereafter)	\$610.10	\$638.70	N/A	\$661.10	N/A	\$682.90	N/A
Supervisor Assistant (rates in force from 21 June 2004)							
1 st year of employment			\$628.00	\$650.00	N/A	\$671.50	N/A
2 nd year of employment and thereafter			\$638.70	\$661.10	N/A	\$682.90	N/A
Installation Assistant							
1st year of employment	\$627.10	\$655.70	N/A	\$678.70	N/A	\$701.10	N/A
2nd year of	\$636.40	\$665.00	N/A	\$688.30	N/A	\$711.00	N/A

	Current rate 31 December 2003	\$28.60 or 3.4% Increase whichever is greater	New Rate	3.5% Increase	\$9.00 Increase	3.3% Increase	\$9.00 Increase
Operative Date		1 January 2004	21 June 2004	1 January 2005	21 June 2005	1 January 2006	21 June 2006
		A	AA	B	BB	C	CC
employment							
3rd year of employment and thereafter	\$646.70	\$675.30	N/A	\$699.00	N/A	\$722.00	N/A
Attendant Supervisor							
1st year of employment	\$646.60	\$675.20	N/A	\$698.90	N/A	\$721.90	N/A
2nd year of employment and thereafter	\$666.80	\$695.40	N/A	\$719.80	N/A	\$743.50	N/A
Installation Supervisor							
1st year of employment	\$705.90	\$734.50	N/A	\$760.30	N/A	\$785.30	N/A
2nd year of employment and thereafter	\$724.40	\$753.00	N/A	\$779.40	N/A	\$805.10	N/A
Regional Attendant							
1st year of employment	\$588.60	\$617.20	N/A	\$638.80	N/A	\$659.90	N/A
2nd year of employment	\$599.40	\$628.00	N/A	\$650.00	N/A	\$671.50	N/A
3rd year of employment and thereafter	\$610.10	\$638.70	N/A	\$661.10	N/A	\$682.90	N/A

* Rate after adjusting the original agreement rate for 1 January 2005 of \$554.50.

** Based upon original agreement rate at 1 January 2005, prior to adjustment in accordance with Clause 17 – Wages, of the General Agreement.

SCHEDULE 6: GENERAL AGREEMENT WEEKLY WAGES GARDENERS
(GOVERNMENT) AWARD- PART A

All Employees except those employed by the Department of Education & Training

	Current rate 31 December 2003	\$28.60 or 3.4% Increase whichever is greater	3.5% Increase	3.3% Increase
Operative Date		1 January 2004	1 January 2005	1 January 2006
		A	B	C
Level One				
Comprehends the following classes of work				
Gardener/Ground Attendant (Grade 2)				
Labourer (Maintenance and General)				
Mower Operator (Walk Mower)				
1st year of employment	\$510.60	\$539.20	\$558.20*	\$576.50**
2nd year of employment	\$515.70	\$544.30	\$563.40	\$582.00
3rd year of employment and thereafter	\$521.10	\$549.70	\$569.00	\$587.80
Level Two				
Comprehends the following classes of work				
Assistant on Rubbish Vehicle				
Gardener/Ground Attendant (Grade 1)				
1st year of employment	\$516.70	\$545.30	\$564.40	\$583.10
2nd year of employment	\$521.90	\$550.50	\$569.80	\$588.60
3rd year of employment and thereafter	\$526.90	\$555.50	\$575.00	\$594.00
Level Three				
Comprehends the following classes of work				
Concrete Finisher, Slab and Kerb Layer				
Machinery Operators				
- Rotary Hoe (not attached to tractor)				
- Tractor Pneumatic Tyred Class I (without power - operated attachments)				
Maintenance Attendant				
Power-operated Portable Saw				

	Current rate 31 December 2003	\$28.60 or 3.4% Increase whichever is greater	3.5% Increase	3.3% Increase
Operative Date		1 January 2004	1 January 2005	1 January 2006
		A	B	C
1st year of employment	\$530.90	\$559.50	\$579.10	\$598.20
2nd year of employment	\$535.80	\$564.40	\$584.20	\$603.50
3rd year of employment and thereafter	\$541.00	\$569.60	\$589.60	\$609.00
Level Four				
Comprehends the following classes of work				
Assistant Mechanical Maintenance Attendant				
Machinery Operators				
- Power Roller				
- Tractor (Pneumatic Tyred)(with power-operated attachments Classes 1 - 5)				
- Tractor (Pneumatic Tyred)(without power-operated attachments Classes 2 - 5)				
Motor Vehicle Driver (less than 1.2 tonnes)				
Mower Operator				
- Rider Mower				
- Walk Mower (In Charge of Vehicle) Grades 1 and 2				
Senior Gardener/Ground Attendant				
Senior Maintenance Attendant				
1st year of employment	\$545.90	\$574.50	\$594.70	\$614.30
2nd year of employment	\$551.40	\$580.00	\$600.30	\$620.20
3rd year of employment and thereafter	\$556.10	\$584.70	\$605.20	\$625.20
Level Five				
Comprehends the following classes of work				
(1) Machinery Operator				
Tractor (Pneumatic Tyred with power-operated attachments Class 6 and up to 230 hp)				
Motor Vehicle Driver (over 1.2 tonnes and below 3 tonnes)				
Tractor Mower Operator				
1st year of employment	\$549.40	\$578.00	\$598.30	\$618.00

	Current rate 31 December 2003	\$28.60 or 3.4% Increase whichever is greater	3.5% Increase	3.3% Increase
Operative Date		1 January 2004	1 January 2005	1 January 2006
		A	B	C
2nd year of employment	\$554.30	\$582.90	\$603.30	\$623.30
3rd year of employment and thereafter	\$559.00	\$587.60	\$608.20	\$628.30
(2) Motor Vehicle Driver (over 3 tonnes and less than 6 tonnes)				
Rider Mower (In charge of vehicle)				
1st year of employment	\$555.60	\$584.20	\$604.70	\$624.60
2nd year of employment	\$560.70	\$589.30	\$610.00	\$630.10
3rd year of employment and thereafter	\$565.50	\$594.10	\$614.90	\$635.20
Level Six				
Comprehends the following classes of work				
Tradesperson Gardener				
1st year of employment	\$569.90	\$598.50	\$619.50	\$639.90
2nd year of employment	\$576.80	\$605.40	\$626.60	\$647.30
3rd year of employment and thereafter	\$582.20	\$610.80	\$632.20	\$653.10
Level Seven				
Comprehends the following classes of work				
Horticulturist (Certificated)				
Senior Mower Operator (BMA)				
1st year of employment	\$594.30	\$622.90	\$644.70	\$666.00
2nd year of employment	\$599.70	\$628.30	\$650.30	\$671.80
3rd year of employment and thereafter	\$605.00	\$633.60	\$655.80	\$677.50
Level Eight				
Comprehends the following classes of work				
Foreperson Grade 2				
1st year of employment	\$634.40	\$663.00	\$686.30	\$708.90
2nd year of employment	\$641.20	\$669.80	\$693.30	\$716.20
3rd year of employment and thereafter	\$647.00	\$675.60	\$699.30	\$722.40

	Current rate 31 December 2003	\$28.60 or 3.4% Increase whichever is greater	3.5% Increase	3.3% Increase
Operative Date		1 January 2004	1 January 2005	1 January 2006
		A	B	C
Level Nine				
Comprehends the following classes of work				
Estate Foreperson (Homeswest)				
Foreperson Grade 1				
1st year of employment	\$672.20	\$700.80	\$725.40	\$749.30
2nd year of employment	\$678.90	\$707.50	\$732.30	\$756.50
3rd year of employment and thereafter	\$684.90	\$713.50	\$738.50	\$762.90

* Rate after adjusting the original agreement rate for 1 January 2005 of \$558.10.

** Based upon original agreement rate at 1 January 2005, prior to adjustment in accordance with Clause 17 – Wages, of the General Agreement.