

DEPARTMENT OF CONSUMER AND EMPLOYMENT PROTECTION
LABOUR RELATIONS DIVISION



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CIRCULAR TO DEPARTMENTS AND AUTHORITIES NO 13 OF 2001

PARITY AND WAGES POLICY 2001/2003 – ADMINISTRATIVE PAYMENT – CHILDREN'S SERVICES (GOVERNMENT) 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 Children's Services (Government) 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.

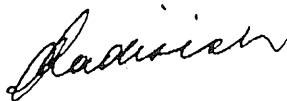
Circulars for employees covered by other awards affected by disparity will be issued separately.

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

CHILDRENS SERVICES (GOVERNMENT) AWARD

CLASSIFICATION	PAY RATES 1 JULY 2001
Qualified Child Care Giver	
column A	
step IA	547.20
step 1B	568.80
step 2	586.08
step 3	603.12
step 4	620.52
Qualified Child Care Giver	
column B	
step IA	521.83
step 1B	541.21
step 2	558.85
step 3	574.84
step 4	591.61
Senior Qualified Child Care Giver	
column A	673.80
Senior Qualified Child Care Giver	
column B	640.49
Child Care Giver	
column A	
step 1	456.72
step 2	468.00
step 3	479.40
step 4	490.80
Child Care Giver	
column B	
step 1	434.76
step 2	445.49
step 3	456.35
step 4	467.21
Support	
Column A	
1st year	464.76
2nd year	469.80
3rd year	479.76
4th year	479.76
Support	
Column B	
1st year	442.42
2nd year	447.22
3rd year	456.70
4th year	456.70

PARITY AND WAGES POLICY 2001/2003 – ADMINISTRATIVE PAYMENT
CHILDRENS SERVICES (GOVERNMENT) 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: _____