

DEPARTMENT OF CONSUMER AND EMPLOYMENT PROTECTION  
LABOUR RELATIONS DIVISION



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CIRCULAR TO DEPARTMENTS AND AUTHORITIES NO 17 OF 2001

**PARITY AND WAGES POLICY 2001/2003 – ADMINISTRATIVE PAYMENT – GARDENERS (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 Gardeners (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.

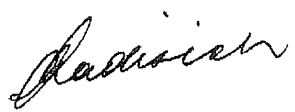
Circulars for employees covered by other awards affected by disparity will be issued separately.

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.



**JEFF RADISICH  
EXECUTIVE DIRECTOR**

30 July 2001

## ATTACHMENT A

## GARDENERS (GOVERNMENT) AWARD

EMPLOYEES EXCEPT MINISTRY OF EDUCATION		PAY RATES 1 JULY 2001
LEVEL 1	1st Year	466.44
	2nd year	471.00
	3rd year	475.92
LEVEL 2	1st Year	471.96
	2nd year	476.76
	3rd year	481.32
LEVEL 3	1st Year	484.92
	2nd year	489.48
	3rd year	494.16
LEVEL 4	1st Year	498.72
	2nd year	503.64
	3rd year	507.96
LEVEL 5 (i)	1st Year	501.84
	2nd year	506.40
	3rd year	510.60
LEVEL 5 (ii)	1st Year	507.48
	2nd year	512.16
	3rd year	516.48
LEVEL 6	1st Year	520.56
	2nd year	526.80
	3rd year	531.84
LEVEL 7	1st Year	542.88
	2nd year	547.80
	3rd year	552.60
LEVEL 8	1st Year	579.48
	2nd year	585.60
	3rd year	591.00
LEVEL 9	1st Year	614.04
	2nd year	620.16
	3rd year	625.56
<b>MINISTRY OF EDUCATION</b>		
LEVEL 1		
	Nil	
LEVEL 2	1st Year	475.56
	2nd year	479.52
	3rd year	483.24
LEVEL 3	1st Year	483.72
	2nd year	488.52
	3rd year	493.56
LEVEL 4	1st Year	494.88
	2nd year	499.20
	3rd year	504.24
LEVEL 5	1st Year	509.28
	2nd year	513.84

LEVEL 6	3rd year	518.40
	1st Year	546.48
	2nd year	552.84
	3rd year	558.12

**ATTACHMENT B**

**PARITY AND WAGES POLICY 2001/2003 – ADMINISTRATIVE PAYMENT  
GARDENERS (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: \_\_\_\_\_