

DEPARTMENT OF CONSUMER AND EMPLOYMENT PROTECTION
LABOUR RELATIONS DIVISION



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CIRCULAR TO DEPARTMENTS AND AUTHORITIES NO 18 OF 2001

**PARITY AND WAGES POLICY 2001/2003 – ADMINISTRATIVE PAYMENT – STATE
RESEARCH STATION, AGRICULTURAL SCHOOLS AND COLLEGE WORKERS
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 State Research Station, Agricultural Schools and College Workers 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.

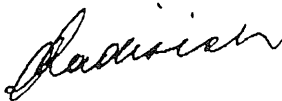
Circulars for employees covered by other awards affected by disparity will be issued separately.

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

**STATE RESEARCH STATION, AGRICULTURAL SCHOOLS AND COLLEGE
WORKERS AWARD**

CLASSIFICATION LEVEL	PAY RATES 1 JULY 2001
Department of Agriculture	
General Operative Grade 2	
Year One (No Rates)	
Year Two	426.48
Year Three (No Rates)	
General Operative Grade 1	
Year One	454.08
Year Two	459.12
Year Three	463.32
Agricultural Operative	
Year One	463.56
Year Two	468.72
Year Three	473.04
Senior Agricultural Operative	
Year One	515.16
Year Two	520.92
Year Three	525.84
Senior Agricultural Operative Special	
Year One	577.20
Year Two	585.60
Year Three	594.00
Ministry of Education	
Agricultural Training Officer Level 1	
Increment One	526.68
Increment Two	532.68
Increment Three	537.84
Agricultural Training Officer Level 2	
Increment One	545.64
Increment Two	552.00
Increment Three	557.16
Agricultural Training Officer Level 3	
Increment One	565.32
Increment Two	572.04
Increment Three	582.12
Agricultural Training Officer Level 4	
Increment One	600.00
Increment Two	618.00
Increment Three	636.00
Ministry of Education	
Kitchen Staff Employee Level 1	
Increment One	453.12
Increment Two	460.92
Increment Three	465.84
Kitchen Staff Employee Level 2	
Increment One	472.68
Increment Two	482.40
Increment Three	488.40

ATTACHMENT A

Kitchen Staff Employee Level 3	
Increment One	501.48
Increment Two	512.04
Increment Three	528.24
Increment Four	523.80
Kitchen Staff Employee Level 4	
Increment One	543.72
Increment Two	552.72
Increment Three	558.36

PARITY AND WAGES POLICY 2001/2003 – ADMINISTRATIVE PAYMENT
STATE RESEARCH STATION, AGRICULTURAL SCHOOLS AND COLLEGE WORKERS
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:
