

DEPARTMENT OF CONSUMER AND EMPLOYMENT PROTECTION
LABOUR RELATIONS DIVISION



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CIRCULAR TO DEPARTMENTS AND AUTHORITIES NO 23 OF 2001

PARITY AND WAGES POLICY 2001/2003 – ADMINISTRATIVE PAYMENT – RAILWAY PROFESSIONAL OFFICERS 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 Railway Professional Officers 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.

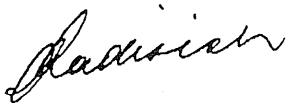
Circulars for employees covered by other awards affected by disparity will be issued separately.

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

RAILWAY PROFESSIONAL OFFICERS AWARD

CLASSIFICATION	PAY RATES 1 JULY 2001
Level 1 <17 yrs	13230
17 yrs	15292
18yrs	17669
19 yrs	20294
20yrs	22668
21 yrs or 1st Year	24803
22 yrs or 2nd Year	25566
23 yrs or 3rd Year	26328
24 yrs or 4th Year	27086
25 yrs or 5th year	27848
26 yrs or 6th Year	28610
27 yrs or 7th Year	29488
28 yrs or 8th Year	30094
29 yrs or 9th Year	30990
Classified Officers	
Level 1.1	27848
1.2	28610
1.3	29488
1.4	30094
1.5	30990
Level 2.1	32064
2.2	32887
2.3	33752
2.4	34667
2.5	35623
Level 3.1	36937
3.2	37962
3.3	39018
3.4	40102
Level 4.1	41588
4.2	42754
4.3	43952
Level 5.1	46261
5.2	47822
5.3	49444
5.4	51126
Temporary Clerks	
1st 6 Months	26039
thereafter	26669

PARITY AND WAGES POLICY 2001/2003 – ADMINISTRATIVE PAYMENT
RAILWAY PROFESSIONAL OFFICERS 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: _____