

DEPARTMENT OF CONSUMER AND EMPLOYMENT PROTECTION
LABOUR RELATIONS DIVISION



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CIRCULAR TO DEPARTMENTS AND AUTHORITIES NO 25 OF 2001

**PARITY AND WAGES POLICY 2001/2003 – ADMINISTRATIVE PAYMENT –
GOVERNMENT OFFICERS SALARIES, ALLOWANCES AND CONDITIONS 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 Government Officers Salaries, Allowances and Conditions 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.

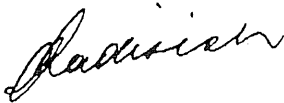
Circulars for employees covered by other awards affected by disparity will be issued separately.

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

**PUBLIC SERVICE AWARD/GOVERNMENT OFFICERS' SALARIES,
ALLOWANCES AND CONDITIONS AWARD**

LEVELS	PAY RATES 1 JULY 2001
LEVEL 1 < 17	13048
17	15248
18	17786
19	20588
20	23120
1.1	25398
1.2	26180
1.3	26962
1.4	27738
1.5	28519
1.6	29300
1.7	30199
1.8	30821
1.9	31740
LEVEL 2.1	32840
2	33684
3	34571
4	35508
5	36488
LEVEL 3.1	37836
2	38886
3	39968
4	41080
LEVEL 4.1	42604
2	43798
3	45026
LEVEL 5.1	47393
2	48992
3	50654
4	52379
LEVEL 6.1	55152
2	57037
3	58988
4	61072
LEVEL 7.1	64266
2	66476
3	68881
LEVEL 8.1	72790
2	75589
3	79061
LEVEL 9.1	83396
2	86326
3	89666
CLASS 1	94718
CLASS 2	99770
CLASS 3	104820
CLASS 4	109872

PARITY AND WAGES POLICY 2001/2003 – ADMINISTRATIVE PAYMENT
GOVERNMENT OFFICERS SALARIES, ALLOWANCES AND CONDITIONS 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: _____