



Department of Consumer  
and Employment Protection  
Government of Western Australia

Your Ref:  
Our Ref: WB/0165/2001#20  
Enquiries: Labour Relations Adviser

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CIRCULAR TO DEPARTMENTS AND AUTHORITIES NO. 5 OF 2002

**PUBLIC SERVICE GENERAL AGREEMENT 2002 PSA AG 24 OF 2002**

On 22 March 2002 the Western Australian Industrial Relations Commission registered the Public Service General Agreement 2002.

A copy of the order is attached.

Departments and Authorities are now to implement the General Agreement, in accordance with its terms and conditions.

Implementation guidelines, explanatory notes and the General Agreement are available from the Department of Consumer and Employment Protection's website at [www.doplar.wa.gov.au/public/index.htm](http://www.doplar.wa.gov.au/public/index.htm).

Should you require further information about the General Agreement please contact your labour relations adviser.

Yours faithfully

**JEFF RADISICH  
A/EXECUTIVE DIRECTOR  
PUBLIC SECTOR**

19 April 2002

**PUBLIC SERVICE GENERAL AGREEMENT 2002 PSA AG 24 OF 2002  
SALARIES**

<b>Level</b>	<b>Annual 1995 Award Rates, inclusive of the 1st &amp; 2nd ASNA (\$)</b>	<b>Annual Salary at 1 July 2001 (\$)</b>	<b>Fortnight Salary at 1 July 2001 (\$)</b>	<b>Annual Salary at 1 Jan 2002 (\$)</b>	<b>Fortnight Salary at 1 Jan 2002 (\$)</b>	<b>Annual Salary at 1 Jan 2003 (\$)</b>	<b>Fortnight Salary at 1 Jan 2003 (\$)</b>
<b>Level 1</b>							
Under 17 yrs	10,873	13,265	508.60	13,663	523.80	14,284	547.60
17 yrs	12,707	15,503	594.40	15,968	612.20	16,693	640.00
18 yrs	14,822	18,083	693.30	18,625	714.10	19,472	746.50
19 yrs	17,157	20,932	802.50	21,559	826.50	22,539	864.10
20 yrs	19,267	23,506	901.20	24,211	928.20	25,311	970.40
1.1	21,165	25,821	989.90	26,596	1,019.70	27,805	1,066.00
1.2	21,817	26,617	1,020.50	27,415	1,051.10	28,661	1,098.80
1.3	22,468	27,411	1,050.90	28,233	1,082.40	29,516	1,131.60
1.4	23,115	28,200	1,081.20	29,046	1,113.60	30,366	1,164.20
1.5	23,766	28,995	1,111.60	29,864	1,144.90	31,222	1,197.00
1.6	24,417	29,789	1,142.10	30,682	1,176.30	32,077	1,229.80
1.7	25,166	30,703	1,177.10	31,624	1,212.40	33,061	1,267.50
1.8	25,684	31,334	1,201.30	32,275	1,237.40	33,742	1,293.60
1.9	26,450	32,269	1,237.20	33,237	1,274.30	34,748	1,332.20
<b>Level 2</b>							
2.1	27,367	33,388	1,280.10	34,389	1,318.40	35,952	1,378.40
2.2	28,070	34,245	1,312.90	35,273	1,352.30	36,876	1,413.80
2.3	28,809	35,147	1,347.50	36,201	1,387.90	37,847	1,451.00
2.4	29,590	36,100	1,384.00	37,183	1,425.50	38,873	1,490.30
2.5	30,407	37,097	1,422.20	38,209	1,464.90	39,946	1,531.50
<b>Level 3</b>							
3.1	31,530	38,467	1,474.80	39,621	1,519.00	41,421	1,588.00
3.2	32,405	39,534	1,515.70	40,720	1,561.20	42,571	1,632.10
3.3	33,307	40,635	1,557.90	41,854	1,604.60	43,756	1,677.50
3.4	34,233	41,764	1,601.20	43,017	1,649.20	44,972	1,724.20
<b>Level 4</b>							
4.1	35,503	43,314	1,660.60	44,613	1,710.40	46,641	1,788.20
4.2	36,498	44,528	1,707.10	45,863	1,758.30	47,948	1,838.30
4.3	37,522	45,777	1,755.00	47,150	1,807.70	49,293	1,889.80
<b>Level 5</b>							
5.1	39,494	48,183	1,847.30	49,628	1,902.70	51,884	1,989.20
5.2	40,827	49,809	1,909.60	51,303	1,966.90	53,635	2,056.30
5.3	42,212	51,499	1,974.40	53,044	2,033.60	55,454	2,126.00
5.4	43,649	53,252	2,041.60	54,849	2,102.80	57,342	2,198.40
<b>Level 6</b>							
6.1	45,960	56,071	2,149.70	57,753	2,214.20	60,378	2,314.80
6.2	47,531	57,988	2,223.20	59,727	2,289.90	62,442	2,393.90
6.3	49,157	59,972	2,299.20	61,771	2,368.20	64,578	2,475.80
6.4	50,893	62,089	2,380.40	63,952	2,451.80	66,859	2,563.30
<b>Level 7</b>							
7.1	53,555	65,337	2,504.90	67,297	2,580.10	70,356	2,697.40
7.2	55,397	67,584	2,591.10	69,612	2,668.80	72,776	2,790.10
7.3	57,401	70,029	2,684.80	72,130	2,765.40	75,408	2,891.00

**PUBLIC SERVICE GENERAL AGREEMENT 2002 PSA AG 24 OF 2002  
SALARIES – CONTINUED**

**Level 8**

8.1	60,658	74,003	2,837.20	76,223	2,922.30	79,687	3,055.10
8.2	62,991	76,849	2,946.30	79,154	3,034.70	82,752	3,172.60
8.3	65,884	80,378	3,081.60	82,790	3,174.10	86,553	3,318.30

**Level 9**

9.1	69,497	84,786	3,250.60	87,330	3,348.10	91,299	3,500.30
9.2	71,938	87,764	3,364.80	90,397	3,465.70	94,506	3,623.20
9.3	74,722	91,161	3,495.00	93,896	3,599.80	98,163	3,763.40

Class 1	78,932	96,297	3,691.90	99,186	3,802.70	103,694	3,975.50
Class 2	83,142	101,433	3,888.80	104,476	4,005.50	109,225	4,187.50
Class 3	87,350	106,567	4,085.60	109,764	4,208.20	114,753	4,399.50
Class 4	91,560	111,703	4,282.50	115,054	4,411.00	120,284	4,611.50

**PUBLIC SERVICE GENERAL AGREEMENT 2002 PSA AG 24 OF 2002  
SALARIES – SPECIFIED CALLINGS**

<b>Level</b>	<b>Annual 1995 Award Rates, inclusive of the 1st &amp; 2nd ASNA (\$)</b>	<b>Annual Salary at 1 July 2001 (\$)</b>	<b>Fortnight Salary at 1 July 2001 (\$)</b>	<b>Annual Salary at 1 Jan 2002 (\$)</b>	<b>Fortnight Salary at 1 Jan 2002 (\$)</b>	<b>Annual Salary at 1 Jan 2003 (\$)</b>	<b>Fortnight Salary at 1 Jan 2003 (\$)</b>
<b>Level 2/4</b>							
1st year	27,367	33,388	1,280.10	34,389	1,318.40	35,952	1,378.40
2nd year	28,809	35,147	1,347.50	36,201	1,387.90	37,847	1,451.00
3rd year	30,407	37,097	1,422.20	38,209	1,464.90	39,946	1,531.50
4th year	32,405	39,534	1,515.70	40,720	1,561.20	42,571	1,632.10
5th year	35,503	43,314	1,660.60	44,613	1,710.40	46,641	1,788.20
6th year	37,522	45,777	1,755.00	47,150	1,807.70	49,293	1,889.80
<b>Level 5</b>							
5.1	39,494	48,183	1,847.30	49,628	1,902.70	51,884	1,989.20
5.2	40,827	49,809	1,909.60	51,303	1,966.90	53,635	2,056.30
5.3	42,212	51,499	1,974.40	53,044	2,033.60	55,454	2,126.00
5.4	43,649	53,252	2,041.60	54,849	2,102.80	57,342	2,198.40
<b>Level 6</b>							
6.1	45,960	56,071	2,149.70	57,753	2,214.20	60,378	2,314.80
6.2	47,531	57,988	2,223.20	59,727	2,289.90	62,442	2,393.90
6.3	49,157	59,972	2,299.20	61,771	2,368.20	64,578	2,475.80
6.4	50,893	62,089	2,380.40	63,952	2,451.80	66,859	2,563.30
<b>Level 7</b>							
7.1	53,555	65,337	2,504.90	67,297	2,580.10	70,356	2,697.40
7.2	55,397	67,584	2,591.10	69,612	2,668.80	72,776	2,790.10
7.3	57,401	70,029	2,684.80	72,130	2,765.40	75,408	2,891.00
<b>Level 8</b>							
8.1	60,658	74,003	2,837.20	76,223	2,922.30	79,687	3,055.10
8.2	62,991	76,849	2,946.30	79,154	3,034.70	82,752	3,172.60
8.3	65,884	80,378	3,081.60	82,790	3,174.10	86,553	3,318.30
<b>Level 9</b>							
9.1	69,497	84,786	3,250.60	87,330	3,348.10	91,299	3,500.30
9.2	71,938	87,764	3,364.80	90,397	3,465.70	94,506	3,623.20
9.3	74,722	91,161	3,495.00	93,896	3,599.80	98,163	3,763.40
Class 1	78,932	96,297	3,691.90	99,186	3,802.70	103,694	3,975.50
Class 2	83,142	101,433	3,888.80	104,476	4,005.50	109,225	4,187.50
Class 3	87,350	106,567	4,085.60	109,764	4,208.20	114,753	4,399.50
Class 4	91,560	111,703	4,282.50	115,054	4,411.00	120,284	4,611.50

**GOVERNMENT OFFICERS SALARIES, ALLOWANCES AND CONDITIONS  
GENERAL AGREEMENT 2002**

**WESTERN AUSTRALIAN INDUSTRIAL RELATIONS COMMISSION**

**PARTIES** CIVIL SERVICE ASSOCIATION OF WESTERN AUSTRALIA  
INCORPORATED AND OTHERS

**APPLICANTS**

-v-

(NOT APPLICABLE)

**RESPONDENT**

**CORAM** COMMISSION IN COURT SESSION  
CHIEF COMMISSIONER W S COLEMAN  
COMMISSIONER P E SCOTT  
COMMISSIONER J HARRISON

**DELIVERED** FRIDAY, 22 MARCH 2002

**FILE NOS** PSA AG 25 OF 2002

**CITATION NO.** 2002 WAIRC 05128

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**Result** Agreement registered

**Representation**

**Applicants** Mr J Dasey and with him Ms T Walkington on behalf of The Civil Service Association of Western Australia Incorporated  
Mr P Wilding on behalf of the Minister of Consumer and Employment Protection  
Mr J Lange and with him Mr B Edwards on behalf of all of the applicants to the Agreement, with the exception of The Civil Service Association of Western Australia Incorporated  
Mr D Robinson on behalf of the Trades and Labor Council of Western Australia  
Mr D Cronin and with him Mr G Talbot on behalf of the Western Australian Mint

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*Order*

HAVING HEARD from Mr J Dasey and with him Ms T Walkington on behalf of The Civil Service Association of Western Australia Incorporated, Mr P Wilding on behalf of the Minister for Consumer and Employment Protection, Mr J Lange and with him Mr B Edwards on behalf of all of the applicants to the Agreement, with the exception of The Civil Service Association of

Western Australia Incorporated, Mr D Robinson on behalf of the Trades and Labor Council of Western Australia and Mr D Cronin and with him Mr G Talbot of the Western Australian Mint, the Commission in Court Session pursuant to the requirements under Section 41A of the Act has satisfied itself that notwithstanding the Industrial Agreements application to more than one public authority that the Agreement is not contrary to the Act or any principles formulated in the course of proceedings under a General Order which is made pursuant to Section 51 of the Act.

While the salary rates and terms and conditions are above those specified in the relevant Award, the Industrial Agreement does not vary relevant safety nets. It secures for the parties the productivity outcomes set out in the range of single enterprise agreements save but for those matters which are considered to be core conditions of employment, and which have now been offset against increases recognised to continue and enhance the levels of productivity and efficiency presently in place in the public sector departments, agencies and authorities specified.

Consistent with public interest the General Agreement will:

- overcome disparity in pay and conditions between agencies and thereby assist in re-establishing career opportunities across the public sector;
- assist in overcoming inequity and unfairness in employment conditions amongst like employees within workplaces and occupational groups across the public sector; and
- contribute to efficiency by reducing additional administrative burdens within agencies and overcome difficulties in redeploying and mobilising personnel across the public sector to ensure that community demands and policy requirements are met.

NOW THEREFORE the Commission in Court Session pursuant to the powers under the Industrial Relations Act, 1979, hereby registers the following Agreement with effect from the 22<sup>nd</sup> day of March 2002.

**COMMISSION IN COURT SESSION**