

PART 2: SALARY RELATED MATTERS

10. SALARIES

10.1 The annual salaries provided for by this Agreement shall be those contained in Schedule 2 – General Division Salaries, Schedule 3 – Specified Calling Salaries and Schedule 4 – Legal Grade Salaries of this Agreement.

The salary increase in *Schedule 2 – General Division Salaries* is \$1,000 per annum over two years, consistent with the Government’s wages policy.

Increments for the level 1 classification band have been reduced from eight to four and apply from 13 June 2019. The existing increment anniversary date for affected Level 1 employees is maintained.

Legal Grade salaries (which were previously issued administratively by the Department of Justice) are included in the Agreement for the first time. WA government lawyers within the meaning of the *Legal Profession Act 2008* who are employed within a former Crown Law entity (that is, the State Solicitor’s Office, the Office of the Director of Public Prosecutions, the Public Trustee’s Office or the Parliamentary Counsel’s Office) are entitled to the salaries set out in *Schedule 4 – Legal Grade Salaries*.

10.2 An Employee who is employed by the Employer on the date of registration of this Agreement will, on registration of the agreement, receive a payment equivalent to the additional annual salary increase that would have been paid had the salaries in Schedule 2 - General Division Salaries, Schedule 3 – Specified Calling Salaries or Schedule 4 – Legal Grade Salaries of this Agreement been paid on and from 13 June 2019.

Employees employed between 13 June 2019 and 4 November 2019 will receive back pay to 13 June 2019. This does not apply to trainees, who will receive their new salary rate from the date of registration in accordance with clause 11.

Casual employees engaged between 13 June 2019 and 4 November 2019 will receive back pay to 13 June 2019.

Casual employees who cease to be engaged before 4 November 2019 will not receive back pay.

10.3 An Employee who resigns or retires or whose employment is otherwise terminated prior to the registration of this Agreement is not entitled to the payment provided in clause 10.2.

10.4 The second and final annual salary increase of \$1,000 shall operate on and from 13 June 2020.

10.5 The annual salaries provided in Schedule 2 – General Division Salaries and Schedule 3 – Specified Calling Salaries of this Agreement include full and final settlement of productivity improvements up to the date of commencement of the Public Service and Government Officers General Agreement 2011.

10.6 An Employee covered by clause 16 – Supported Wage of the Applicable Award shall be paid the applicable percentage of the minimum rate of pay prescribed by this Agreement for the class of work the person is performing.

10.7 An Employee’s fortnightly salary shall be:

- (a) determined according to the annual salaries contained in Schedule 2 – General Division Salaries, Schedule 3 – Specified Calling Salaries and Schedule 4 – Legal Grade Salaries of this Agreement;
- (b) calculated to four decimal points; and
- (c) rounded to the nearest one cent.

10.8 Subject to clause 10.3, the Employer will pay the payment provided in clause 10.2 to an Employee who, prior to the registration of this Agreement:

- (a) was employed in the Public Sector under a different industrial agreement to which the Union is respondent; or was employed by another Employer named in this Agreement; and
- (b) commenced employment with their current Employer within one calendar week of ceasing employment with their previous Public Sector Employer.