

DEPARTMENT OF CONSUMER AND EMPLOYMENT PROTECTION  
LABOUR RELATIONS DIVISION



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CIRCULAR TO DEPARTMENTS AND AUTHORITIES NO 15 OF 2001

**PARITY AND WAGES POLICY 2001/2003 – ADMINISTRATIVE PAYMENT – CLEANERS AND CARETAKERS (GOVERNMENT) 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 Cleaners and Caretakers (Government) 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.

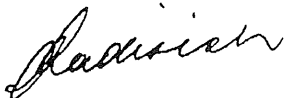
Circulars for employees covered by other awards affected by disparity will be issued separately.

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

## CLEANERS AND CARETAKERS (GOVERNMENT) AWARD

CLASSIFICATIONS		PAY RATES 1 JULY 2001	
Level One (i)	Kitchen Hand (Agricola College)	1st year of employment	447.48
		2nd year of employment	452.76
		3rd year of employment	457.32
Level One (ii)	Attendant	1st year of employment	463.32
	Cleaner	2nd year of employment	468.12
	Gatekeeper (Robbs Jetty)	3rd year of employment	473.16
Level Two		1st year of employment	471.96
		2nd year of employment	476.76
		3rd year of employment	481.32
Level Three		1st year of employment	484.92
		2nd year of employment	489.48
		3rd year of employment	494.16
Level Four		1st year of employment	498.72
		2nd year of employment	503.28
		3rd year of employment	507.96
Level Five (i)	Janitor	1st year of employment	504.12
	Security Officer	2nd year of employment	508.92
		3rd year of employment	513.72
Level Five (ii)	Office Attendant	1st year of employment	494.04
		2nd year of employment	503.40
		3rd year of employment	515.64
Level Six		1st year of employment	520.56
		2nd year of employment	526.80
		3rd year of employment	531.84

**ATTACHMENT A**

Level Seven	1st year of employment	535.68
	2nd year of employment	540.36
	3rd year of employment	545.28
First Cook (Agricola College)	1st year of employment	547.08
	2nd year of employment	552.84
	3rd year of employment	557.16
<b>EDUCATION DEPARTMENT CLASSIFICATION</b>		
Level One		463.32
Level Two	1st year of employment	468.12
	2nd year of employment	472.08
	3rd year of employment and thereafter	475.92
Level Three	1st year of employment	476.40
	2nd year of employment	481.20
	3rd year of employment and thereafter	486.24
Level Four	1st year of employment	487.44
	2nd year of employment	491.76
	3rd year of employment and thereafter	496.80
Level Five	1st year of employment	501.84
	2nd year of employment	506.40
	3rd year of employment and thereafter	511.08
Level Six	1st year of employment	539.16
	2nd year of employment	545.52
	3rd year of employment and thereafter	550.68

PARITY AND WAGES POLICY 2001/2003 – ADMINISTRATIVE PAYMENT  
CLEANERS AND CARETAKERS (GOVERNMENT) 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: \_\_\_\_\_