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CIRCULAR TO DEPARTMENTS AND AUTHORITIES NO. 1 OF 2007

**ADMINISTRATIVE APPLICATION OF THE 2006 STATE AND FEDERAL MINIMUM RATE INCREASES TO PUBLIC SECTOR FEDERAL AWARDS**

The Circular is to be read in conjunction with Premier's Circular 2006/05 and DOCEP Circulars to Departments and Authorities No. 15 of 2005 and No. 7 of 2006.

Premier's Circular 2006/05 establishes the Government's policy response to the changes introduced by *the Workplace Relations Amendment (Work Choices) Act 2005*. The Government is committed to protection of public sector employment arrangements from the implications of Work Choices. Of particular concern at this point of time is the protection of federal awards as safety nets.

National Wage Cases ceased under Work Choices, and the nexus between the state and federal industrial commissions was severed. This nexus has historically enabled consistent minimum arbitrated wage adjustments between the WA State and federal jurisdictions.

The Western Australian Industrial Relations Commission (WAIRC) conducted a stand-alone wage case that determined an arbitrated safety net adjustment to State minimum adult award rates of \$20 per week, effective from 7 July 2006. The WAIRC varied all award clauses to incorporate the State Wage Case (SWO) amendments into award wage rates and DOCEP advised agencies of the safety net increase in Circular to Departments and Authorities No. 10 of 2006 dated 15 September 2006.

As a consequence of the changed federal provisions, the Australian Fair Pay Commission (AFPC) was established to determine safety net rates in lieu of the Australian Industrial Relations Commission (AIRC). However, the AIRC maintained responsibility for adjustments to wage rates in federal transitional awards and allowances in transitional and

pre-reform awards and is required to have regard for the wage setting decisions of the AFPC<sup>1</sup>. The AFPC issued its first decision on 26 October 2006 with effect from 1 December 2006 for federal system pay scales.

Subsequently, the AIRC Wages and Allowances Review 2006 flowed-on the AFPC increases of \$27.40 per week for employees earning up to and including \$700 per week and \$22.00 per week for employees earning in excess of \$700 per week to federal awards with effect from 1 December 2006 subject to receipt of applications to vary awards.

The AIRC also supported recommendations of the AFPC to include provisions for supported wage, school-based apprentices and traineeships in federal awards where appropriate. AFPC adjustments in the federal system to rates for trainees, the Supported Wage System and school-based apprentices are the subject of separate advice.

### **ADMINISTRATIVE ADJUSTMENT OF FEDERAL WARD SAFETY NET**

The Government has approved administrative application of the outcomes from the SWO and the AIRC Wages and Allowances Review 2006 to awards not varied by the AIRC to:

- ensure that all Government employees are treated fairly;
- maintain federal award safety nets;
- mitigate the implications of Work Choices; and
- maintain existing employment arrangements and instruments.

This Circular provides Guidelines for the administrative application of safety net increases and provisions arising from the SWO and the AIRC Wages and Allowances Review 2006 to federal public sector awards.

### **ALLOWANCES**

The Government has also approved administrative adjustment of allowances that rely on federal award safety net rates.

It is DOCEP's understanding that many allowances have been updated through the agreement framework. In this case, administrative adjustment is not necessary.

In instances where certified agreements include allowances dependent on federal award rates of pay, agencies are to contact their DOCEP adviser for a determination on the level of allowances to be paid administratively.

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<sup>1</sup> A pre reform award is a federal award created before the commencement of Work Choices and covering employers that are constitutional corporations (ie. staying in the federal system). A transitional award is a federal award created before the commencement of Work Choices and covering employers that are not constitutional corporations (i.e. returning to the State system or becoming a federal system employer).

## **AGENCY RESPONSIBILITIES**

Agencies are to apply the increases established by the SWO and the AIRC in accordance with the attached Guidelines and wage schedules for Awards listed at **Attachment A**.

Agencies are also reminded that, consistent with Government policy established in Premier's Circular 2006/05 and DOCEP Circulars to Departments and Authorities No. 15 of 2005 and 7 of 2006, existing employment instruments are to be maintained. Any applications to vary federal awards are to be adjourned and the union parties advised of the administrative provisions established in this Circular.

## **IMPLICATIONS FOR STATE AWARDS**

As a result of the Federal Government changes, the cancellation of the National Wage Case and delayed AFPC decision, there is no longer synchronisation between the State and Federal jurisdictions. This has created a differential of \$7.40 for employees earning up to and including \$700 per week and \$2 for rates above \$700 per week. The differential outcomes will be brought to the attention of the WAIRC for consideration in determining adjustments to the State minimum wage rate for 2007.

## **OPERATION**

The Guidelines and award wages schedules continue to operate until withdrawn or replaced.

## **FURTHER INFORMATION**

If you require further information regarding this circular, its application or agency responsibilities, please contact your DOCEP labour relations adviser.

SUSAN BARRERA  
**EXECUTIVE DIRECTOR**  
**LABOUR RELATIONS**

19 February 2007

## **GUIDELINES FOR THE ADMINISTRATIVE APPLICATION OF THE 2006 STATE AND FEDERAL MINIMUM RATE INCREASES TO PUBLIC SECTOR FEDERAL AWARDS**

### **STATE WAGE ORDER (SWO)**

The SWO arbitrated safety net adjustment of \$20 per week applies to federal public sector award rates from 7 July 2006 to 30 November 2006. DOCEP Circular to Departments and Authorities No. 10 of 2006 advised agencies of the increase to State award rates of pay.

The SWO increase is absorbed by the federal award increase.

### **AIRC WAGES AND ALLOWANCES REVIEW 2006**

The AIRC increases apply administratively to federal public sector award rates not varied by the AIRC from 1 December 2006 as follows:

- \$27.40 per week for award rates of \$700 or less; and
- \$22.00 per week for award rates above \$700 per week.

### **ADJUSTED WAGE SCHEDULES**

Amended wage schedules for affected awards are at **Attachment B**.

### **ALLOWANCES**

Allowances that are linked to federal award rates of pay are to be adjusted in accordance with established practice to incorporate the administrative increases from:

- 7 July 2006 for the SWO; and
- 1 December 2006 for the AIRC increase.

If allowances have been maintained through certified agreements, the administrative adjustment of allowances in the award is unnecessary. If agencies are unsure, please contact your DOCEP labour relations for assistance.

### **TRAINEESHIPS**

Separate advice will be issued to agencies on the wage rates and terms and conditions that apply to traineeships in the public sector.

### **SUPPORTED WAGE**

Federal awards without existing provisions for supported wage are to apply the model clause at **Attachment C**. The minimum rate that now applies has increased from \$61 to \$64 per week.

### **SCHOOL- BASED APPRENTICES**

Provisions for school-based apprentices are to be established through a State general order that is currently being progressed in the WAIRC.

DOCEP will issue separate advice to agencies on the application of provisions to federal public sector awards when the general order comes into effect.

**WA PUBLIC SECTOR FEDERAL AWARDS**

- AWU (Western Australian Public Sector) Award 2002
- Botanic Gardens and Parks Authority Award 2003
- Cemetery Boards – Western Australia Award 2000
- Health and Disability Services – Support Workers – Western Australian Government – Award 2001
- Health Employees (Dental Health Services) Award 2003
- Health Workers Community and Child Health Services Award 2000
- Municipal Employees (Rottnest Island) Award 2002
- Nurses (ANF – Public Sector) Award 2002
- Nurses (WA Mental Health Services) Award 2003
- Public Transport (Railways) Salaried Officers Award of Western Australia 2003
- Railways Professional Officers Award 2002
- State Print Interim Award 2000
- Western Australian Fire Service Award 1996

## ATTACHMENT B

### AWU (Western Australian Public Sector) Award 2002

#### 14. CLASSIFICATIONS AND WAGE RATES

14.1 The hourly rate of pay is 1/38<sup>th</sup> of the sum of the weekly rate and any all purpose payments

14.2 Each employee will receive the appropriate weekly rate of pay as set out below based on the employee's classification.

	Award Weekly Rate	Weekly Rate Payable	Weekly Rate Payable
	Until 7 July 2006	From 7 July 2006	From 1 December 2006
Classification (Level)	\$ per week	\$ per week	\$ per week
1	\$445.65	\$465.65	\$473.05
2.1	\$458.95	\$478.95	\$486.35
2.2	\$462.65	\$482.65	\$490.05
2.3	\$486.20	\$506.20	\$513.60
2.4	\$499.75	\$519.75	\$527.15
2.5	\$505.35	\$525.35	\$532.75
2.6	\$528.95	\$548.95	\$556.35
3.1	\$548.85	\$568.85	\$576.25
3.2	\$570.80	\$590.80	\$598.20
4.1	\$592.85	\$612.85	\$620.25
4.2	\$614.75	\$634.75	\$642.15
5.1	\$636.65	\$656.65	\$664.05
5.2	\$658.65	\$678.65	\$686.05
5.3	\$679.65	\$699.65	\$707.05
5.4	\$702.45	\$722.45	\$724.45
6.1	\$732.65	\$752.65	\$754.65
6.2	\$749.35	\$769.35	\$771.35

**Botanic Gardens and Parks Authority Award 2003**

15. Wages

	<b>Award Weekly Rate</b>	<b>Weekly Rate Payable</b>	<b>Weekly Rate Payable</b>
	<b>Until 7 July 2006</b>	<b>From 7 July 2006</b>	<b>From 1 December 2006</b>
<b>Classification (Level)</b>	<b>\$ per week</b>	<b>\$ per week</b>	<b>\$ per week</b>
1A	487.48	\$507.48	\$514.88
1B	505.62	\$525.62	\$533.02
2.1	526.51	\$546.51	\$553.91
2.2	546.52	\$566.52	\$573.92
2.3	560.55	\$580.55	\$587.95
3.1	578.20	\$598.20	\$605.60
3.2	597.62	\$617.62	\$625.02
3.3	618.12	\$638.12	\$645.52
4.1	638.62	\$658.62	\$666.02

**Cemetery Boards - Western Australia Award 2000**

**22. WAGES**

22.1 The minimum rates of wages payable to adult employees covered by the award shall be the wages prescribed hereunder:

	<b>Award Weekly Rate</b>	<b>Weekly Rate Payable</b>	<b>Weekly Rate Payable</b>
	<b>Until 7 July 2006</b>	<b>From 7 July 2006</b>	<b>From 1 December 2006</b>
<b>Classification (Level)</b>	<b>\$ per week</b>	<b>\$ per week</b>	<b>\$ per week</b>
1.0	\$535.90	\$555.90	\$563.30
2.1	\$544.30	\$564.30	\$571.70
2.2	\$556.80	\$576.80	\$584.20
2.3	\$569.30	\$589.30	\$596.70
3.1	\$588.00	\$608.00	\$615.40
3.2	\$613.00	\$633.00	\$640.40
3.3	\$631.90	\$651.90	\$659.30



**Health and Disability Services - Support Workers - Western Australian Government - Award 2001**

14. CLASSIFICATION AND WAGE RATES

14.1 Employees covered by this award shall be paid the minimum weekly rate of wage set out below:

	<b>Award Weekly Rate</b>	<b>Weekly Rate Payable</b>	<b>Weekly Rate Payable</b>
	<b>Until 7 July 2006</b>	<b>From 7 July 2006</b>	<b>From 1 December 2006</b>
<b>Classification (Level)</b>	<b>\$ per week</b>	<b>\$ per week</b>	<b>\$ per week</b>
Level 1	\$527.90	\$547.90	\$555.30
Level 2	\$540.47	\$560.47	\$567.87
Level 3	\$553.05	\$573.05	\$580.45
Level 4	\$565.62	\$585.62	\$593.02
Level 5	\$578.20	\$598.20	\$605.60
Level 6	\$599.16	\$619.16	\$626.56
Level 7	\$620.12	\$640.12	\$647.52
Level 8	\$641.08	\$661.08	\$668.48
Level 9	\$662.04	\$682.04	\$689.44

**Health Employees (Dental Health Services) Award 2003**

**13. CLASSIFICATIONS AND WAGE RATES**

13.1 The weekly rates of wage payable to employees covered by this award are expressed hereunder.

13.1.1 Technicians:

	<b>Award Weekly Rate</b>	<b>Weekly Rate Payable</b>	<b>Weekly Rate Payable</b>
	<b>Until 7 July 2006</b>	<b>From 7 July 2006</b>	<b>From 1 December 2006</b>
<b>Classification (Level)</b>	<b>\$ per week</b>	<b>\$ per week</b>	<b>\$ per week</b>
Dental Technician			
1	\$645.40	\$665.40	\$672.80
2	\$659.90	\$679.90	\$687.30
3	\$675.00	\$695.00	\$702.40
4	\$690.70	\$710.70	\$718.10
Adv Level One			
1	\$717.90	\$737.90	\$739.90
2			
3			
4			
Adv Level Two			
1	\$742.40	\$762.40	\$764.40
2			
3			
4			

**Health Workers Community and Child Health Services Award 2000**

**12. WAGES**

12.1 The weekly rate of wage payable to employees covered by this award shall include the base rate plus the arbitrated safety net adjustment expressed hereunder.

	<b>Award Weekly Rate</b>	<b>Weekly Rate Payable</b>	<b>Weekly Rate Payable</b>
	<b>Until 7 July 2006</b>	<b>From 7 July 2006</b>	<b>From 1 December 2006</b>
<b>Classification (Level)</b>	<b>\$ per week</b>	<b>\$ per week</b>	<b>\$ per week</b>
<b>Aboriginal</b>			
1.1	\$557.30	\$577.30	\$584.70
1.2	\$568.80	\$588.80	\$596.20
1.3	\$583.40	\$603.40	\$610.80
2.1	\$598.06	\$618.06	\$625.46
2.2	\$608.42	\$628.42	\$635.82
2.3	\$618.77	\$638.77	\$646.17
2.4	\$627.04	\$647.04	\$654.44
2.5	\$637.00	\$657.00	\$664.40
2.6	\$624.50	\$644.50	\$651.90
3.1	\$671.90	\$691.90	\$699.30
3.2	\$701.70	\$721.70	\$723.70
3.3	\$724.50	\$744.50	\$746.50
4.1	\$762.84	\$782.84	\$784.84
4.2	\$789.59	\$809.59	\$811.59
4.3	\$818.35	\$838.35	\$840.35
4.4	\$854.69	\$874.69	\$876.69
5.1	\$864.27	\$884.27	\$886.27
5.2	\$893.03	\$913.03	\$915.03
5.3	\$921.78	\$941.78	\$943.78
5.4	\$960.12	\$980.12	\$982.12
<b>Ethnic</b>			
1.1	\$557.30	\$577.30	\$584.70
1.2	\$568.80	\$588.80	\$596.20
1.3	\$584.40	\$604.40	\$611.80
1.4	\$597.11	\$617.11	\$624.51
2.1	\$616.27	\$636.27	\$643.67

**Municipal Employees (Rottnest Island) Award 2002**

15. WAGES

15.1 The minimum weekly rate of wages payable to employees covered by this award will be as follows:

	<b>Award Weekly Rate</b>	<b>Weekly Rate Payable</b>	<b>Weekly Rate Payable</b>
	<b>Until 7 July 2006</b>	<b>From 7 July 2006</b>	<b>From 1 December 2006</b>
<b>Classification (Level)</b>	<b>\$ per week</b>	<b>\$ per week</b>	<b>\$ per week</b>
Induction Level	\$424.70	\$444.70	\$452.10
1.1	\$453.50	\$473.50	\$480.90
1.2	\$464.35	\$484.35	\$491.75
2.1	\$485.20	\$505.20	\$512.60
2.2	\$499.80	\$519.80	\$527.20
2.3	\$518.50	\$538.50	\$545.90
3.1	\$537.20	\$557.20	\$564.60
3.2	\$528.10	\$548.10	\$555.50
3.3	\$579.10	\$599.10	\$606.50
4.0	\$599.95	\$619.95	\$627.35

**Nurses (ANF- WA Public Sector) Award 2002.**

10.2.2 Registered mothercraft nurse

	<b>Award Weekly Rate</b>	<b>Weekly Rate Payable</b>	<b>Weekly Rate Payable</b>
	<b>Until 7 July 2006</b>	<b>From 7 July 2006</b>	<b>From 1 December 2006</b>
<b>Classification (Level)</b>	<b>\$ per week</b>	<b>\$ per week</b>	<b>\$ per week</b>
Registered Mothercraft Nurse			
1st yr	\$555.20	\$575.20	\$582.60
2nd yr	\$562.80	\$582.80	\$590.20
3rd yr	\$573.80	\$593.80	\$601.20
4th yr	\$587.20	\$607.20	\$614.60
5th yr and after	\$598.40	\$618.40	\$625.80

10.2.3 Other Registered Nurses

	<b>Award Weekly Rate</b>	<b>Weekly Rate Payable</b>	<b>Weekly Rate Payable</b>
	<b>Until 7 July 2006</b>	<b>From 7 July 2006</b>	<b>From 1 December 2006</b>
<b>Classification (Level)</b>	<b>\$ per week</b>	<b>\$ per week</b>	<b>\$ per week</b>
Other Registered Nurses			
1.1	\$630.60	\$650.60	\$658.00
1.2	\$654.10	\$674.10	\$681.50
1.3	\$677.70	\$697.70	\$705.10
1.4	\$701.30	\$721.30	\$723.30
1.5	\$724.90	\$744.90	\$746.90
1.6	\$748.50	\$768.50	\$770.50
1.7	\$772.00	\$792.00	\$794.00
1.8	\$793.60	\$813.60	\$815.60
2.1	\$817.20	\$837.20	\$839.20
2.2	\$830.90	\$850.90	\$852.90
2.3	\$846.60	\$866.60	\$868.60
2.4	\$862.30	\$882.30	\$884.30

10.2.4 Registered Nurses working for all employers other than those in Schedule 3

	<b>Award Weekly Rate</b>	<b>Weekly Rate Payable</b>	<b>Weekly Rate Payable</b>
	<b>Until 7 July 2006</b>	<b>From 7 July 2006</b>	<b>From 1 December 2006</b>
<b>Classification (Level)</b>	<b>\$ per week</b>	<b>\$ per week</b>	<b>\$ per week</b>
RNs excl sch 3			
3.1	\$891.80	\$911.80	\$913.80
3.2	\$909.50	\$929.50	\$931.50
3.3	\$927.20	\$947.20	\$949.20
3.4	\$944.90	\$964.90	\$966.90
4.1	\$1,039.20	\$1,059.20	\$1,061.20
4.2	\$1,108.00	\$1,128.00	\$1,130.00
4.3	\$1,176.70	\$1,196.70	\$1,198.70
5.1	\$1,039.20	\$1,059.20	\$1,061.20
5.2	\$1,098.10	\$1,118.10	\$1,120.10
5.3	\$1,176.70	\$1,196.70	\$1,198.70
5.4	\$1,255.30	\$1,275.30	\$1,277.30

10.2.5 Senior Registered Nurses working for the employers in Schedule 3

	<b>Award Salary</b>	<b>Annual Salary Payable</b>	<b>Award Salary</b>
	<b>Until 7 July 2006</b>	<b>From 7 July 2006</b>	<b>From 1 December 2006</b>
<b>Classification (Level)</b>	<b>\$ per annum</b>	<b>\$ per annum</b>	<b>\$ per annum</b>
SRNs			
1	\$63,282	\$64,325	\$64,430
2	\$65,238	\$66,281	\$66,386
3	\$67,195	\$68,238	\$68,343
4	\$69,368	\$70,411	\$70,516
5	\$71,542	\$72,585	\$72,690
6	\$75,890	\$76,933	\$77,038
7	\$80,780	\$81,823	\$81,928
8	\$85,670	\$86,713	\$86,818
9	\$90,561	\$91,604	\$91,709
10	\$95,451	\$96,494	\$96,599

**Nurses (WA Mental Health Services) Award 2003.**

10. RATES OF PAY - REGISTERED NURSES

10.2 Wages

10.2.1 The following will be the weekly rate of wages payable to Registered Nurses:

	<b>Award Weekly Rate</b>	<b>Weekly Rate Payable</b>	<b>Weekly Rate Payable</b>
	<b>Until 7 July 2006</b>	<b>From 7 July 2006</b>	<b>From 1 December 2006</b>
<b>Classification (Level)</b>	<b>\$ per week</b>	<b>\$ per week</b>	<b>\$ per week</b>
RN			
Level 1:1	\$630.60	\$650.60	\$658.00
Level 1:2	\$654.10	\$674.10	\$681.50
Level 1:3	\$677.70	\$697.70	\$705.10
Level 1:4	\$701.30	\$721.30	\$723.30
Level 1:5	\$724.90	\$744.90	\$746.90
Level 1:6	\$748.50	\$768.50	\$770.50
Level 1:7	\$772.00	\$792.00	\$794.00
Level 1:8	\$793.60	\$813.60	\$815.60
Level 2:1	\$817.20	\$837.20	\$839.20
Level 2:2	\$830.90	\$850.90	\$852.90
Level 2:3	\$846.60	\$866.60	\$868.60
Level 2:4	\$862.30	\$882.30	\$884.30
Level 3:1	\$891.80	\$911.80	\$913.80
Level 3:2	\$909.50	\$929.50	\$931.50
Level 3:3	\$927.20	\$947.20	\$949.20
Level 3:4	\$944.90	\$964.90	\$966.90

**Nurses (WA Mental Health Services) Award 2003.**

**11. RATES OF PAY - ENROLLED MENTAL HEALTH NURSES**

**11.2 Wages**

11.2.1 The following will be the weekly rates of wages payable to employees covered by this award:

	<b>Award Weekly Rate</b>	<b>Weekly Rate Payable</b>	<b>Weekly Rate Payable</b>
	<b>Until 7 July 2006</b>	<b>From 7 July 2006</b>	<b>From 1 December 2006</b>
<b>Classification (Level)</b>	<b>\$ per week</b>	<b>\$ per week</b>	<b>\$ per week</b>
EMHN			
Pay point 1	\$590.20	\$610.20	\$617.60
Pay point 2	\$599.60	\$619.60	\$627.00
Pay point 3	\$609.10	\$629.10	\$636.50
Pay point 4	\$618.50	\$638.50	\$645.90
Pay point 5	\$625.90	\$645.90	\$653.30



**PUBLIC TRANSPORT (RAILWAYS) SALARIED OFFICERS AWARD OF WESTERN AUSTRALIA 2003**

12.4 Salary Rates

The annual properly fixed minimum rates of pay for employees under this award shall be as follows:

	<b>Award Rate</b>	<b>Rate Payable</b>	<b>Rate Payable</b>
	<b>Until 7 July 2006</b>	<b>From 7 July 2006</b>	<b>From 1 December 2006</b>
<b>Classification (Level)</b>	<b>\$ per annum</b>	<b>\$ per annum</b>	<b>\$ per annum</b>
Level 1			
Under 17 years	\$11,777	\$12,820	\$13,206
17 years	\$14,132	\$15,175	\$15,561
18 years	\$16,487	\$17,530	\$17,916
19 years	\$18,842	\$19,885	\$20,271
20 years	\$21,197	\$22,240	\$22,626
Adult Service	\$23,553	\$24,596	\$24,982
Level 2	\$30,163	\$31,206	\$31,592
Level 3	\$34,601	\$35,644	\$36,030
Level 4	\$38,835	\$39,878	\$39,983
Level 5	\$43,092	\$44,135	\$44,240
Level 6	\$50,078	\$51,121	\$51,226
Level 7	\$58,080	\$59,123	\$59,228
Level 8	\$65,652	\$66,695	\$66,800
Level 9	\$75,074	\$76,117	\$76,222

12.5 Notwithstanding the provisions of clause 12.4, employees included in classifications set out in this subclause at the time this award was made shall be paid the properly fixed minimum annual rate plus the residual amount per annum. This residual amount shall be progressively reduced by the amount of any Safety Net Adjustment. When the Residual Amount is eliminated, the Properly Fixed Minimum Annual Rate will apply without addition.

	<b>Award Rate</b>	<b>Residual Amount</b>	<b>Rate Payable</b>	<b>Residual Amount</b>	<b>Rate Payable</b>	<b>Residual Amount</b>
	<b>Until 7 July 2006</b>	<b>Until 7 July 2006</b>	<b>From 7 July 2006</b>	<b>From 7 July 2006</b>	<b>From 1 December 2006</b>	<b>From 1 December 2006</b>
<b>Classification (Level)</b>	<b>\$ per annum</b>	<b>\$ per annum</b>	<b>\$ per annum</b>	<b>\$ per annum</b>	<b>\$ per annum</b>	<b>\$ per annum</b>
Level 1						
Under 17 yrs	\$11,777	\$0	\$12,820	\$0	\$13,206	\$0
17 years	\$14,132	\$0	\$15,175	\$0	\$15,561	\$0
18 years	\$16,487	\$0	\$17,530	\$0	\$17,916	\$0
19 years	\$18,842	\$0	\$19,885	\$0	\$20,271	\$0
20 years	\$21,197	\$0	\$22,240	\$0	\$22,626	\$0
1st year Adult Service	\$23,553	\$0	\$24,596	\$0	\$24,982	\$0
2nd year Adult Service	\$23,553	\$0	\$24,596	\$0	\$24,982	\$0

	Award Rate	Residual Amount	Rate Payable	Residual Amount	Rate Payable	Residual Amount
	Until 7 July 2006	Until 7 July 2006	From 7 July 2006	From 7 July 2006	From 1 December 2006	From 1 December 2006
Classification (Level)	\$ per annum	\$ per annum	\$ per annum	\$ per annum	\$ per annum	\$ per annum
3rd year Adult Service	\$23,553	\$0	\$24,596	\$0	\$24,982	\$0
4th year Adult Service	\$23,553	\$84	\$24,596	\$0	\$24,982	\$0
5th year Adult Service	\$23,553	\$776	\$24,596	\$0	\$24,982	\$0
6th year Adult Service	\$23,553	\$1,466	\$24,596	\$423	\$24,982	\$37
7th year Adult Service	\$23,553	\$2,261	\$24,596	\$1,218	\$24,982	\$832
8th year Adult Service	\$23,553	\$2,811	\$24,596	\$1,768	\$24,982	\$1,382
9th year Adult Service	\$23,553	\$3,623	\$24,596	\$2,580	\$24,982	\$2,194
Level 2						
1st increment	\$30,163	\$0	\$31,206	\$0	\$31,592	\$0
2nd increment	\$30,163	\$0	\$31,206	\$0	\$31,592	\$0
3rd increment	\$30,163	\$0	\$31,206	\$0	\$31,592	\$0
4th increment	\$30,163	\$345	\$31,206	\$0	\$31,592	\$0
5th increment	\$30,163	\$1,211	\$31,206	\$168	\$31,592	\$0
Level 3						
1st increment	\$34,601	\$0	\$35,644	\$0	\$36,030	\$0
2nd increment	\$34,601	\$0	\$35,644	\$0	\$36,030	\$0
3rd increment	\$34,601	\$0	\$35,644	\$0	\$36,030	\$0
4th increment	\$34,601	\$832	\$35,644	\$0	\$36,030	\$0
Level 4						
1st increment	\$38,835	\$0	\$39,878	\$0	\$39,983	\$0
2nd increment	\$38,835	\$0	\$39,878	\$0	\$39,983	\$0
3rd increment	\$38,835	\$0	\$39,878	\$0	\$39,983	\$0
Level 5						
1st increment	\$43,092	\$0	\$44,135	\$0	\$44,240	\$0
2nd increment	\$43,092	\$0	\$44,135	\$0	\$44,240	\$0
3rd increment	\$43,092	\$806	\$44,135	\$0	\$44,240	\$0
4th increment	\$43,092	\$2,330	\$44,135	\$1,287	\$44,240	\$1,182
Level 6						
1st increment	\$50,078	\$0	\$51,121	\$0	\$51,226	\$0
2nd increment	\$50,078	\$0	\$51,121	\$0	\$51,226	\$0
3rd increment	\$50,078	\$1,188	\$51,121	\$145	\$51,226	\$40
4th increment	\$50,078	\$3,030	\$51,121	\$1,987	\$51,226	\$1,882
Level 7						
1st increment	\$58,080	\$0	\$59,123	\$0	\$59,228	\$0
2nd increment	\$58,080	\$0	\$59,123	\$0	\$59,228	\$0
3rd increment	\$58,080	\$1,932	\$59,123	\$889	\$59,228	\$784
Level 8						

	<b>Award Rate</b>	<b>Residual Amount</b>	<b>Rate Payable</b>	<b>Residual Amount</b>	<b>Rate Payable</b>	<b>Residual Amount</b>
	<b>Until 7 July 2006</b>	<b>Until 7 July 2006</b>	<b>From 7 July 2006</b>	<b>From 7 July 2006</b>	<b>From 1 December 2006</b>	<b>From 1 December 2006</b>
<b>Classification (Level)</b>	<b>\$ per annum</b>	<b>\$ per annum</b>	<b>\$ per annum</b>	<b>\$ per annum</b>	<b>\$ per annum</b>	<b>\$ per annum</b>
1st increment	\$65,652	\$0	\$66,695	\$0	\$66,800	\$0
2nd increment	\$65,652	\$291	\$66,695	\$0	\$66,800	\$0
3rd increment	\$65,652	\$3,360	\$66,695	\$2,317	\$66,800	\$2,212
Level 9						
1st increment	\$75,074	\$0	\$76,117	\$0	\$76,222	\$0
2nd increment	\$75,074	\$361	\$76,117	\$0	\$76,222	\$0
3rd increment	\$75,074	\$3,314	\$76,117	\$2,271	\$76,222	\$2,166

**STATE PRINT INTERIM AWARD 2000**

10. WAGES

10.1 The minimum rates of pay under this award are set out as follows.

	<b>Award Weekly Rate</b>	<b>Weekly Rate Payable</b>	<b>Weekly Rate Payable</b>
	<b>Until 7 July 2006</b>	<b>From 7 July 2006</b>	<b>From 1 December 2006</b>
<b>Classification (Level)</b>	<b>\$ per week</b>	<b>\$ per week</b>	<b>\$ per week</b>
Printing Worker			
Level 1	\$549.30	\$569.30	\$576.70
Level 2	\$577.90	\$597.90	\$605.30
Level 3a	\$601.40	\$621.40	\$628.80
Level 3b	\$621.80	\$641.80	\$649.20
Printing Tradesperson			
Level 4	\$635.80	\$655.80	\$663.20
Level 5	\$659.75	\$679.75	\$687.15
Level 6	\$683.20	\$703.20	\$710.60
Level 7	\$707.70	\$727.70	\$729.70
Printing Officer			
Level 8	\$731.20	\$751.20	\$753.20
Level 9	\$754.70	\$774.70	\$776.70
Level 10	\$778.20	\$798.20	\$800.20
Level 11	\$800.70	\$820.70	\$822.70

**Western Australian Fire Service Award 1996**

11.2.1 The base rate per week for shiftwork staff will be as follows:

	Award Weekly Rate	Weekly Rate Payable	Weekly Rate Payable
	Until 7 July 2006	From 7 July 2006	From 1 December 2006
Classification (Level)	\$ per week	\$ per week	\$ per week
Trainee Firefighter	\$536.20	\$556.20	\$563.60
3rd Class Firefighter	\$573.00	\$593.00	\$600.40
2nd Class Firefighter	\$584.20	\$604.20	\$611.60
1st Class Firefighter - Level 1	\$607.20	\$627.20	\$634.60
- Level 2	\$621.00	\$641.00	\$648.40
- Level 3	\$665.00	\$685.00	\$692.40
Senior Firefighter	\$688.00	\$708.00	\$715.40
Station Officer - Level 1	\$757.00	\$777.00	\$779.00
- Level 2	\$780.00	\$800.00	\$802.00
District Officer	\$891.44	\$911.44	\$913.44
Superintendent	\$945.87	\$965.87	\$967.87

11.2.2 The total weekly rate for employees specified in clause 11.2.1 will be calculated by the sum of the base rate and 39.8% of that base rate of pay in lieu of all loadings and penalties accumulated as a consequence of working shift work as detailed in subclauses 12.2 and 12.3 of clause 12 Hours of Work.

11.2.3 The rate of pay per week for fire safety assistants will be:

	Award Weekly Rate	Weekly Rate Payable	Weekly Rate Payable
	Until 7 July 2006	From 7 July 2006	From 1 December 2006
Classification (Level)	\$ per week	\$ per week	\$ per week
<b>Fire safety assistants</b>			
Grade 1	\$620.96	\$640.96	\$648.36
Grade 2	\$666.63	\$686.63	\$694.03
Grade 3	\$738.98	\$758.98	\$760.98
Grade 4	\$769.48	\$789.48	\$791.48
<b>Fire safety assistants (O'Connor Workshop)</b>			
Grade 1	\$620.96	\$640.96	\$648.36
Grade 2	\$666.63	\$686.63	\$694.03

