

DEPARTMENT OF CONSUMER AND EMPLOYMENT PROTECTION  
LABOUR RELATIONS DIVISION



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CIRCULAR TO DEPARTMENTS AND AUTHORITIES NO 36 OF 2001

**PARITY AND WAGES POLICY 2001/2003 – ADMINISTRATIVE PAYMENT – ENROLLED NURSES AND NURSING ASSISTANTS (GOVERNMENT) AWARD**

This Circular replaces Circular to Departments and Authorities No 9 of 2001 issued on 30 July 2001, which did not include rates of pay for nursing assistants.

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 (EBAs).

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 Enrolled Nurses and Nursing Assistants (Government) Award or by EBAs 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.

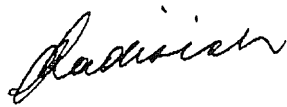
Circulars for employees covered by other awards affected by disparity will be issued separately.

Employees on Workplace Agreements (WPAs) whose pay rates fall below the rate in **Attachment A** are free to convert to agency EBAs, and must elect in writing to do so before 5 October 2001 to access the 1 July 2001 effective date. Where employees convert after 5 October 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 28 September 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 WPAs, or for any other information that may be required.

A handwritten signature in black ink, appearing to read "Radisich", written in a cursive style.

**JEFF RADISICH**  
**EXECUTIVE DIRECTOR**

13 September 2001

## ENROLLED NURSES AND NURSING ASSISTANTS (GOVERNMENT) AWARD

Classification	1 July 2001
Level 1.1	521.80
1.2	527.80
1.3	540.80
Level 2.1	532.30
2.2	538.40
2.3	551.40
Level 3.1	566.50
Nursing Assistants (at 19 years of age and over)	
1st year of employment	472.10
2nd year of employment	484.60
3rd year of employment and thereafter	497.20

**PARITY AND WAGES POLICY 2001/2003 – ADMINISTRATIVE PAYMENT  
ENROLLED NURSES AND NURSING ASSISTANTS (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: \_\_\_\_\_