



Labour Relations

8 September 2017

Ms Toni Walkington  
General Secretary  
Civil Service Association of WA Inc  
445 Hay Street  
PERTH WA 6847

**Without Prejudice**

Dear Ms Walkington

**REPLACEMENT GENERAL AGREEMENTS**

I write to provide the Civil Service Association of WA Inc (CSA) with a revised and final offer for the replacement of General Agreements listed at **Attachment A**.

This offer is made in the following terms:

1. A term of two years commencing on 13 June 2017 and expiring on 12 June 2019.
2. Salary increases as follows:
  - a. the annual salaries will be increased by \$1000 effective on and from 13 June 2017; and
  - b. the annual salaries will be increased by \$1000 effective on and from 13 June 2018.

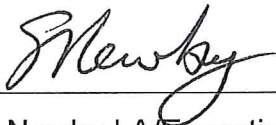
The above salary increases will be pro rata for part time and casual employees. A salary schedule reflecting the above increases is provided at **Attachment B**.

3. The above salary increases will not be provided to employees who leave their employment with a respondent employer prior to the replacement industrial agreement being formally registered in the Western Australian Industrial Relations Commission (WAIRC).
4. Proposed amendments to the General Agreements are at **Attachment C**.

5. Agreement to the amendments at **Attachment C** will take effect on and from the date the Agreement is registered in the WAIRC and will apply to the General Agreements where applicable.
6. Any technical construction issues that arise in the drafting of the Agreement may be agreed by the parties providing they are cost neutral.
7. Allowances to be adjusted in accordance with existing methodologies.
8. In-principle agreement to this offer for all General Agreements, including any agency specific matters, must be provided in writing by close of business 22 September 2017. If this occurs the effective date of the first salary increase will be 13 June 2017.
9. Finalisation of drafting and subsequent registration in the WAIRC is to occur as soon as possible after in-principle agreement is reached.

If you require any further information, please contact Ms Sandy Newby, A/Executive Director on 6552 9488.

Yours sincerely



---

Sandy Newby | A/Executive Director  
Labour Relations