



Government of **Western Australia**  
Department of **Mines, Industry Regulation and Safety**

Government Sector Labour Relations

# Direction Statement 2023-25

Shaping a contemporary workforce

April 2023

## Key Statistics

160,923  
employees

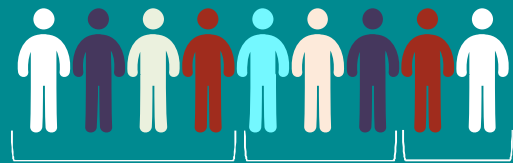
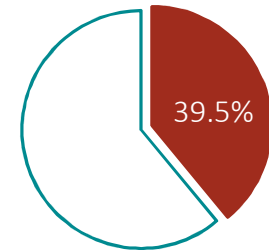


The public sector is WA's  
largest employer

\$  
\$15.3 billion  
General government  
salaries expenditure



39.5%  
Salaries as a proportion of  
total government expenditure



Diverse range of  
occupations and roles

106  
public sector employers



22  
public sector unions



55  
awards

54  
active industrial agreements



## Our Role

We are responsible for coordinating labour relations matters across Government.

Our role is prescribed in [Premier's Circular 2021/03](#) and other instruments.

We are helping to shape a workforce that delivers for the WA community.



### FOCUS ONE

#### Reforming the labour relations framework

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- Implement the Government's workforce priorities.
- Anticipate and respond to whole-of-sector workforce issues.
- Refresh whole-of-sector workforce policy settings.
- Modernise outdated or obsolete employment conditions.
- Influence regulatory reform.



### FOCUS TWO

#### Supporting the effective management of workforce issues

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- Lead and coordinate industrial agreement negotiations.
- Anticipate and respond to industrial risks on behalf of Government.
- Engage employers through consultation, advice and representation.
- Improve workplace practices.
- Build sector industrial relations capability.

## Our Approach

Our demonstrated behaviours of being collaborative, transparent, adaptive and evidence-based underpin everything we do within GSLR and across the sector.

Our full list of activities – under the themes of reform, bargaining and agency support – is detailed in the 2023-24 GSLR Action Plan.



# Our Behaviours



## COLLABORATIVE

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We build, develop and maintain trust in our relationships.

We value diverse approaches and different points of view.

We work with others to build capability, share experiences, and find better ways of doing things.



## TRANSPARENT

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We work with an open agenda.

We share our expertise, knowledge and information.

We explain our positions and decisions clearly and candidly.



## ADAPTIVE

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We anticipate and respond to change, modifying our approaches according to need.

We are forward focused, open-minded and progressive.

We navigate through challenging and complex situations.



## EVIDENCE-BASED

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We gather a broad range of information and perspectives to inform our positions and decisions.

We ensure our evidence is of a high quality, reliable and relevant.

We are prepared to change our views when new evidence emerges.

## Our Environment

- The State Government announced a new [Wages Policy](#) in October 2022 providing increases of \$60 per week or 3.0% per annum (whichever is greater). Since that time, 28 replacement industrial agreements have been settled covering approximately 128,000 employees (or 81.1% of the public sector). The Policy will be reviewed in 2023-24.
- The COVID-19 State of Emergency and Public Health State of Emergency ended on 4 November 2022. Public sector agencies are returning to normal employment arrangements.
- Labour supply remains constrained – particularly in regional WA and for specific occupations – resulting in challenges to service delivery. Commissioner’s Instruction 38 was issued in September 2022 to provide for temporary regional attraction and retention incentives.
- Several award and industrial agreement provisions require review to ensure they are fit for purpose and work for employers and employees.
- There has been an increasing number of operational disputes relating to the interpretation of industrial entitlements and consultation and notification of change requirements.
- The WA State Election will be held on 8 March 2025.

Want to know more?

- [Premier's Circular 2021/03](#) – Government Labour Relations Management Framework
- WA Government [Labour Relations Policies](#)
- GSLR [Circulars](#) to departments and organisations
- 2023-24 GSLR Action Plan
- Contact a GSLR [portfolio adviser](#) (for employers only)
- [Email](#) GSLR