



Government Sector Labour Relations

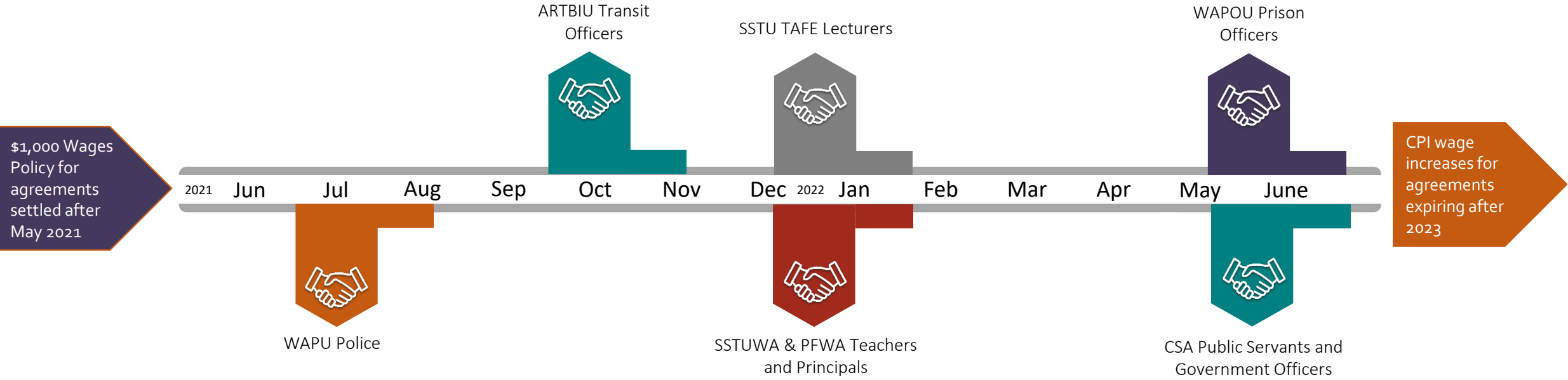
Direction Statement 2021-2024

Shaping a contemporary government sector workforce

The Big Picture

In 2017, the Government implemented a four-year \$1,000 Public Sector Wages Policy (Wages Policy) as one of several measures to contain public sector labour expenditure. In September 2020, Government approved a continuation of the \$1,000 Wages Policy for two years for agreements settled after May 2021, followed by a Consumer Price Index (CPI) wage increase for agreements expiring after May 2023. We anticipate significant labour relations pressures in bargaining and workforce management during 2021 and 2022, with notable industrial agreements set to expire for police officers, teachers and principals, TAFE Lecturers, transit officers, prison officers and public servants (see timeline below).

In March 2020, the Government declared a State of Emergency and Public Health State of Emergency in response to the pandemic caused by COVID-19. Since this time, GSLR has issued and updated a series of circulars in response to emerging pandemic-related workforce issues and was the first jurisdiction in Australia to implement COVID-19 leave. We anticipate government sector employers will continue to rely on GSLR advice and support in managing workforce issues arising from COVID-19.



Our Environment as at June 2021

148,532
employees

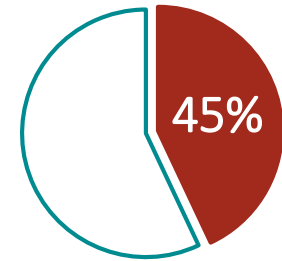


The public sector is WA's largest employer

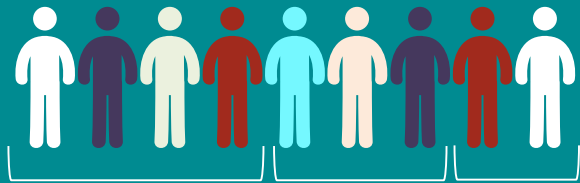


\$13 million

General government salaries expenditure



Labour as a proportion of total government expenditure



Diverse range of occupations and roles

106



public sector employers

22



public sector unions

55

awards



54

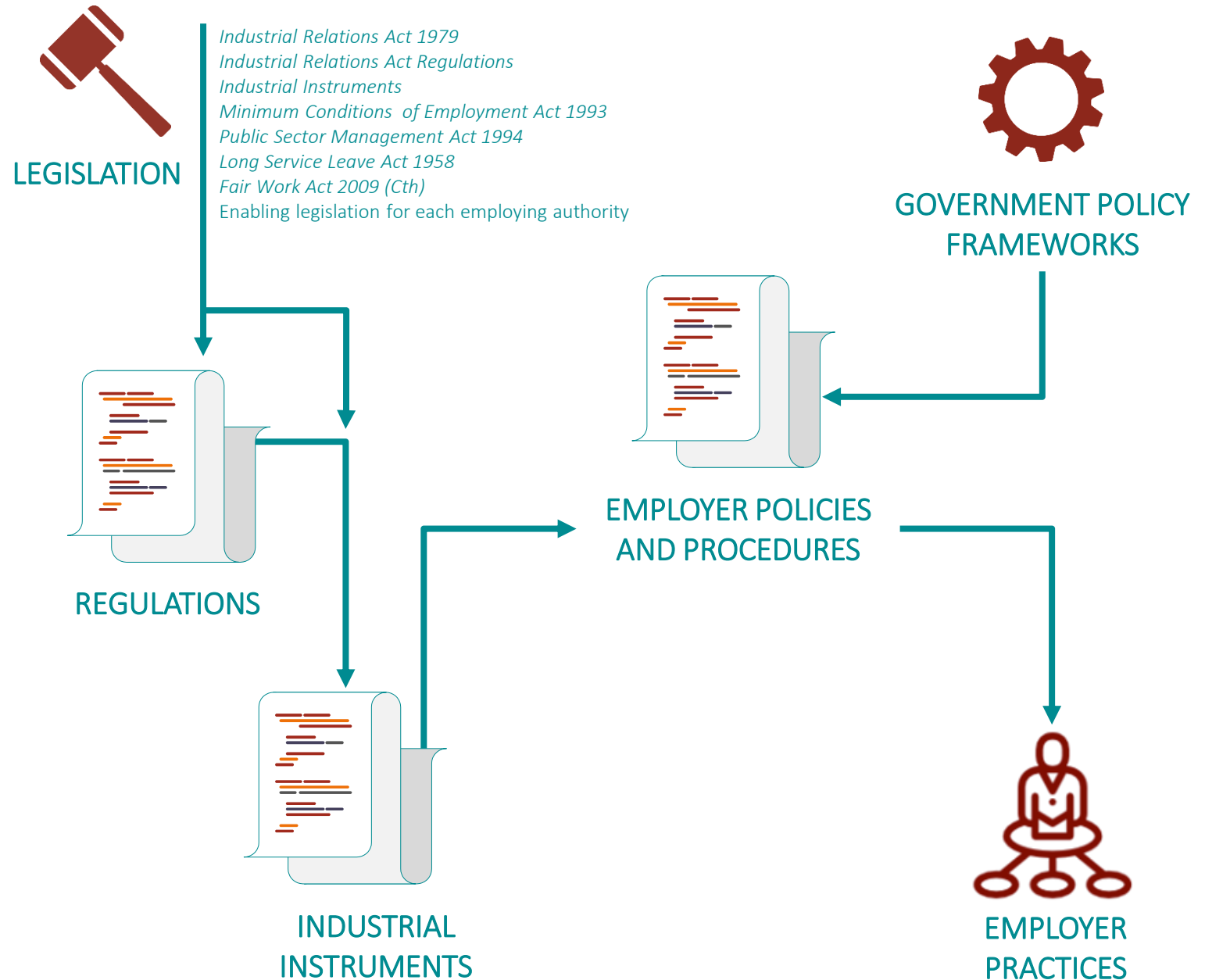
active industrial agreements

The Framework

The public sector industrial relations framework is a complex mixture of laws, regulations, industrial instruments, PSC Commissioner's Instructions, Premier's Circulars, Treasurer's Instructions and GSLR policies and circulars.

Consistent with *Premier's Circular 2017/03 – Government Labour Relations Management Framework*, the Minister for Industrial Relations and the Executive Director GSLR are responsible for the coordination, governance and consistent management of public sector labour relations.

GSLR is responsible for overseeing negotiations for industrial agreements – with a specific focus on securing outcomes within the parameters of Public Sector Wages Policy, providing strategic advice on cross sector matters and developing and issuing policy statements, instructions, and circulars to public sector bodies.



Our Purpose

Our purpose is closely aligned to the desired outcome of shaping a contemporary public sector workforce for Western Australia.

It provides a clear focus for our future and forms the basis for our 2021-22 Action Plan.



PURPOSE ONE

RESHAPE THE PUBLIC SECTOR LABOUR RELATIONS FRAMEWORK

- Action the government 's workforce priorities
- Anticipate and respond to whole-of-sector workforce issues
- Reshape whole-of-sector workforce policy settings
- Influence regulatory reform
- Improve workforce practices



PURPOSE TWO

ENABLE THE EFFECTIVE MANAGEMENT OF LABOUR RELATIONS ACROSS THE PUBLIC SECTOR

- Represent the government as employer
- Anticipate and respond to potential risk
- Engage public sector employers through consultation, tailored advice and representation
- Build public sector industrial relations capability
- Lead and coordinate negotiation of industrial instruments

What we want to be known for

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

