



Public Sector Labour Relations

Shaping a contemporary public sector workforce

POLICY

Public Sector Wages Policy Statement 2018

1. This Statement applies to all new and replacement public sector industrial agreements from the date of issue and remains in force until replaced.
2. The Government of Western Australia requires that increases in industrial agreement wages and associated conditions for full time equivalent public sector employees be limited to \$1,000 per annum. The \$1,000 per annum limit will be pro rata for part time and casual employees.
3. Notwithstanding paragraph two, allowances prescribed within industrial agreements will be adjusted according to existing methodologies.
4. Negotiated outcomes may include no-cost, improved administrative arrangements and/or cost-neutral flexibilities.
5. Retrospective wage increases are not to be offered or included within industrial agreements. The provisions of a new or replacement industrial agreement will apply from the date of:
 - a. the expiry of the previous industrial agreement (if any); or
 - b. the in-principle agreement being reached for a new or replacement industrial agreement (providing it is subsequently registered);whichever is the latter.
6. Right of return for senior executives (or classifications deemed by the Government to be equivalent to senior executives) is not to form part of any new or replacement public sector industrial agreements.
7. New or replacement industrial agreements will not apply to employees who leave their employment prior to the agreement being registered with the Western Australian Industrial Relations Commission.
8. The cost of any arbitrated outcome in excess of this this Statement will need to be met from within agencies' approved salary expense budgets.
9. This Statement is to be read in conjunction with the Premier's Circular regarding Coordination and Governance of Public Sector Labour Relations.

Date of issue: 3 September 2018

Alex Lyon | **A/EXECUTIVE DIRECTOR**
PUBLIC SECTOR LABOUR RELATIONS