



## Public Sector Wages Policy Statement 2022

1. Except as provided by clause 2, this Statement:
  - a. rescinds and replaces the [Public Sector Wages Policy Statement 2019](#) with effect from 11 February 2022 (the effective date); and
  - b. applies to public sector industrial agreements registered on or after the effective date.
2. The Public Sector Wages Policy Statement 2019 continues in effect in relation to public sector industrial agreements replacing agreements that expired before 9 September 2021.
3. Subject to clause 4, the Government of Western Australia requires increases in industrial agreement wages for public sector employees to be limited to 2.5% per annum.
4. In addition to the 2.5% per annum wage limit, public sector unions negotiating on behalf of employees for an industrial agreement can nominate to receive either:
  - a. a one-off \$1,000 sign-on payment for full time equivalent employees on registration of the industrial agreement; or
  - b. an additional 0.25% per annum wage increase in return for industrially based reform measures leading to enhanced efficiency or improved quality of service delivery.
5. The \$1,000 sign-on payment will be pro rata for part time and casual employees.
6. The 0.25% per annum wage increase and \$1,000 sign-on payment are mutually exclusive. The nominated option will apply to all employees covered by the industrial agreement.
7. Subject to Government approval, negotiated outcomes may include conditions that support Government's workforce priorities.
8. The cost of negotiated and arbitrated outcomes must be met from the approved salary expense limit of affected departments and organisations.
9. The minimum term for industrial agreements registered after the effective date is two years.
10. This Statement is to be read in conjunction with [Premier's Circular 2021/03](#) (or its replacement) and the [Public Sector Bargaining Framework](#).

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