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## ATTORNEY GENERAL; MINISTER FOR COMMERCE

Our Ref: 44-20988

Enquiries: Agency Labour Relations Adviser

CIRCULAR TO DEPARTMENTS AND AUTHORITIES NO. 2 OF 2016

### **PUBLIC SECTOR WAGES POLICY STATEMENT 2016**

Cabinet has endorsed the *Public Sector Wages Policy Statement 2016* (the Statement).

The Statement is to be read in conjunction with *Premier's Circular 2013/03 – Coordination and Governance of Public Sector Labour Relations*, and applies to all public sector industrial agreements that expire after 1 June 2016.

A copy of the Statement is attached and can also be found online at the Department of Commerce Labour Relations Division's website.

Please contact your Labour Relations Adviser if you have any queries regarding the Statement.

A handwritten signature in blue ink, appearing to read 'Michael Mischin'.

Hon. Michael Mischin MLC  
**ATTORNEY GENERAL; MINISTER FOR COMMERCE**

25 FEB 2016

Government of Western Australia

## Public Sector Wages Policy Statement 2016

1. This Wages Policy Statement applies to all industrial agreements expiring on or after 1 June 2016 and remains in force until replaced.
2. This Wages Policy Statement is to be read in conjunction with the Premier's Circular 2013/03 – Coordination and Governance of Public Sector Labour Relations.
3. The Government of Western Australia requires that increases in wages and associated conditions for all industrial agreements be limited to 1.5% per annum.
4. Negotiated outcomes may include improved administrative arrangements and/or cost-neutral flexibilities.
5. Retrospective wage increases are not to be offered or included within industrial agreements.
6. The provisions of a new 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.
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 above 1.5% per annum will be met from within agencies' existing approved salaries budgets.