



Government Sector Labour Relations

Shaping a contemporary government sector workforce

Public Sector Wages Policy Statement 2023

1. This Statement applies to all Western Australian public sector industrial agreements, except as provided in clause 3.
2. This Statement also applies to any industrial agreement covering the WA Police Force.
3. The Public Sector Wages Policy Statement 2022 continues to apply to industrial agreements that expired before 1 October 2023.
4. The Government of Western Australia recognises the role of registered trade unions and is committed to the primacy of collective bargaining in setting public sector wages and conditions.
5. Bargaining forms part of the Government's broader objective of ensuring a capable and effective public sector workforce continues to deliver outcomes for the WA community.
6. Government negotiators will adhere to good faith bargaining principles in the negotiation of industrial agreements.
7. In considering and making offers during bargaining, the Government will place a specific emphasis on:
 - a. delivering wage increases and conditions that are reasonable in the context of each negotiation and financially sustainable;
 - b. supporting the longer term attraction and retention of skilled public sector workers;
 - c. initiatives supporting the commitment to direct and permanent employment as the preferred mode of employment;
 - d. improving the operations and performance of public sector organisations; and
 - e. employment conditions that Government considers should be universal across the WA public sector.
8. Government will support the term of a replacement industrial agreement being up to three years.
9. Public sector employers must adhere to all requirements under the [Premier's Circular 2023/03 - Government Labour Relations Management Framework](#) (or its replacement).

A handwritten signature in blue ink, appearing to read 'Alex Lyon'.

Alex Lyon | Executive Director
Government Sector Labour Relations

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