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## ATTORNEY GENERAL; MINISTER FOR COMMERCE

Our Ref: 44- 07261

Enquiries: Agency Labour Relations Adviser

CIRCULAR TO DEPARTMENTS AND AUTHORITIES NO. 8 OF 2013

### **PUBLIC SECTOR WAGES POLICY STATEMENT 2014**

Cabinet has endorsed the *Public Sector Wages Policy Statement 2014* (the Statement).

The Statement is to be read in conjunction with the Premier's Circular regarding the Coordination and Governance Framework for Public Sector Labour Relations and applies to all public sector industrial agreements that expire after 1 November 2013.

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 that reads "Michael Mischin".

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

Government of Western Australia

## Public Sector Wages Policy Statement 2014

1. This Wages Policy Statement applies to all industrial agreements expiring after 1 November 2013 and remains in force until replaced.
2. This Wages Policy Statement is to be read in conjunction with the Premier's Circular regarding the 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 capped at the projected growth in the Perth Consumer Price Index, as published from time to time by the Department of Treasury.
4. Negotiated outcomes must achieve improved administrative arrangements and/or flexibilities where practicable.
5. Retrospective wage increases are not to be offered or included within industrial agreements. 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.
6. 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.