



**Hon Bill Johnston MLA**  
**Minister for Mines and Petroleum; Commerce and Industrial Relations;**  
**Electoral Affairs; Asian Engagement**

---

Our Ref: 71-01617

CIRCULAR TO DEPARTMENTS AND AUTHORITIES NO. 4 OF 2017

**PUBLIC SECTOR WAGES POLICY STATEMENT 2017**

The *Public Sector Wages Policy Statement 2017* (the Statement) 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 Statement applies to all new and replacement public sector industrial agreements from 12 May 2017.

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

The Statement is to be read in conjunction with the Premier's Circular regarding Coordination and Governance of Public Sector Labour Relations. Please contact your Labour Relations Adviser if you have any queries regarding the Statement.

A handwritten signature in blue ink, appearing to read 'Bill Johnston'.

**Hon Bill Johnston MLA**  
**Minister for Mines and Petroleum; Commerce and Industrial Relations;**  
**Electoral Affairs; Asian Engagement**

Att. 11 MAY 2017

## Public Sector Wages Policy Statement 2017

1. This Statement applies to all new and replacement public sector industrial agreements from 12 May 2017 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. 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.
7. The cost of any arbitrated outcome in excess of this Statement will need to be met from within agencies' approved salary expense budgets.
8. This Statement is to be read in conjunction with the Premier's Circular regarding Coordination and Governance of Public Sector Labour Relations.