



Government of **Western Australia**  
Department of **the Premier and Cabinet**  
Office of the Director General

Our Ref: D1801966

Your Ref: 00451517

Mr Mark Ritter SC  
Ministerial Review of the State Industrial Relations System  
Level 4, Gordon Stephenson House  
140 William Street  
PERTH WA 6000

Dear Mr Ritter

**MINISTERIAL REVIEW OF THE STATE INDUSTRIAL RELATIONS SYSTEM –  
RELEASE OF INTERIM REPORT**

Thank you for your letter of 20 March 2018 advising of the release of the Interim Report of the Ministerial Review of the State Industrial Relations System (the Review).

I have noted the recommendations in the Interim Report in relation to the public sector and the significant extent to which these would, if implemented, involve fundamental changes to the current arrangements for managing the workforce.

As the Review may already be aware, the Government has committed to an ambitious reform of the public sector and given its in-principle agreement to the independent findings of the Service Priority Review, Special Inquiry into Government Programs and Projects and the Public Sector Efficiency Working Group. These reviews highlighted key reform principles to build the capability of the workforce by streamlining practices, removing barriers to flexibility and developing new approaches to support staff mobility across agencies. These reports also identified a need to develop a whole of government talent management strategy to ensure the public sector attracts and retains a capable, high-performing workforce that delivers on government and community priorities.

A considerable effort is underway, led by the four central agencies, to develop a public sector reform program which addresses the more than 350 recommendations contained in these reviews. This will be a multi-year undertaking which will, of course, cover a broad range of issues in addition to workforce management. It is anticipated that Cabinet will consider the implementation plan for this reform program by mid-2018.

In addition, the Government has initiated an independent review of the Public Sector Commission, including any changes that may be required to the *Public Sector Management Act 1994* to support longer term public sector reform. This review is expected to be completed by July 2018.

While reporting timelines might not align, I would encourage the Review of the State Industrial Relations System to consider the relevant recommendations made in the recent independent reviews. Any Government consideration of public sector related recommendations from the Review will necessarily be shaped also by the broader public sector reform program and the report of the Review of the Public Sector Commission.

If required, please contact Sarah Hooper, Assistant Director, Public Sector Reform Unit ([Sarah.Hooper@dpc.wa.gov.au](mailto:Sarah.Hooper@dpc.wa.gov.au)) for further details of the public sector reform program and the independent review of the Public Sector Commission.

Yours sincerely

A handwritten signature in black ink, appearing to read 'DF', with a stylized flourish extending to the right.

Darren Foster  
**DIRECTOR GENERAL**