



# Mark McGowan MLA

## Premier of Western Australia

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As we come to the end of 2021, I wanted to write to every public sector worker about our new public sector wages policy, announced today.

I also wanted to say thank you.

Thank you for your contribution to the state, and to the people of Western Australia.

Your hard work keeping the state safe and strong throughout the last two years of the pandemic made a real difference.

You've kept the lights on, fought fires, delivered frontline services at critical moments, and provided the effort behind the scenes in a range of roles to keep this state moving forward during a tumultuous time for the world.

You only have to look at how COVID-19 ravaged the economy on the east coast, and the effect that had on jobs and families, to realise what an immense job everyone has done here in the west.

You've shown flexibility, been redeployed where required, and been vaccinated to keep your colleagues and the public safe.

I've always said that we're all in this together. We entered the pandemic together, and the only way we'll emerge from it is together.

The public sector has done a lot of heavy lifting over the last five years. When my Government came to office in 2017, we made a lot of tough decisions in order to repair the Budget.

One of those decisions was the \$1,000 public sector wages policy, which was a critical measure in repairing the state's finances, given that wages are the largest expenditure item for government.

At the same time, we completely froze wages and allowances for politicians, judges and the Senior Executive Service.

But now, thanks to good financial management, and our better than expected economic performance throughout the COVID-19 pandemic, the state finances are in a much healthier position, and we can revisit the existing wages policy.

The new wages policy sets a precedent for WA: It is a result of comprehensive consultation with the workforce and the public sector unions that represent that workforce.

I want to particularly thank the public sector unions for the constructive approach they took throughout this process.

We have listened to your ideas, your stories, and we have put in place a policy that we believe delivers a fair and sustainable outcome for public sector workers.

The new wages policy provides public sector unions with a choice, by industrial agreement, of a two year setting that offers above-CPI wage increases of either:

- **OPTION 1: A 2.5% wage increase per annum and a one-off \$1000 sign-on payment in the first year**
- **OR**
- **OPTION 2: A 2.5% wage increase per annum, with an additional 0.25% per annum for negotiated workforce reform measures**

In addition, a new broader bargaining framework will be put in place, which will allow unions to negotiate on a range of issues important to members that were raised during consultations, such as measures to enhance fairness and equity in the workplace.

This new policy will benefit over 150,000 workers across the state and more than keep up with the cost of living. I'm proud of it, and proud of the continued efforts of every public sector worker to keep Western Australia safe and strong as we move towards 2022.

Yours sincerely,

A handwritten signature in black ink, reading "Mark McGowan" followed by a long horizontal flourish and a period.

Mark McGowan MLA  
Premier of Western Australia