

# Government Wages Policy

At the State Budget 2020, the government announced another restrictive four-year wages policy affecting all public sector employees:

- 2021 | \$1,000 per year pro rata
- 2022 | \$1,000 per year pro rata
- 2023 | Consumer Price Index
- 2024 | Consumer Price Index

Wages policies are not new in Western Australia, although many agree such policies limit genuine bargaining outcomes for workers.

Policy	Setting
Public Sector Wages Policy 2009	Government offers contained within projected growth in the Perth Consumer Price Index (CPI) and WA Wages Price Index (WPI)(subject to consideration of notional and/or efficiencies realised in negotiations).
Public Sector Wages Policy 2014	Government wage offers limited to projected CPI only.
Public Sector Wages Policy 2016	Government wage offers limited to 1.5% only
Public Sector Wages Policy 2017	Increases in wages and associated conditions limited to \$1,000 per annum per fully time employee.

*After years of restricted wages and increasing workloads, workers across the public sector are ready to fight for something better.*

## Workplace delegates respond

On 5 November 2020, your CPSUCSA delegates met to determine the union’s strategic approach to break wages policy.

At this meeting, delegates identified two key challenges in achieving a fairer pay rise.

### 1) The social and economic impacts of COVID-19

The COVID-19 pandemic has created significant economic and social disruption including high rates of unemployment, low public expectation of wages growth and uncertainty in common economic indicators.

These changes limit the capacity of government and unions to determine a fair wage rise. It will take months

for the impact of COVID-19 to be fully understood and further time for social and economic conditions to return to normal.

### 2) The public sector bargaining cycle

Over the course of successive agreements, the bargaining timeframes for Your Union Agreement have become isolated from those of other public sector unions.

In the past two cycles this has resulted in CPSU/CSA members entering bargaining almost a full calendar year before the expiry of the next closest agreement. This timing weakens our bargaining position.





## Locking in our wins

The offer to extend Your Union Agreement by 12 months was received on 2 February 2021.

It locks in the wages outcome recommended by your CPSUCSA delegates and consolidates the position of the union on a range of issues:

- Key public sector reviews will continue, including the review into a discounted public transport scheme.
- Allowances will be updated in line with existing methods.
- A new clause to amalgamate satellite agreements with our main Your Union Agreement (*Public Sector CSA Agreement 2019*).
- Redrafted parental leave provisions.
- Flow on of applicable terms to satellite agreements.

Most importantly, following years of work by your union to increase secure employment in the public sector, this offer delivers new mechanisms to improve job security for fixed-term contract and casual employees.

## A permanent pathway to secure work

In 2018, the CPSUCSA established the ‘Pathway to Permanency’ campaign, securing a review of fixed-term and casual employees throughout the public sector. This work has since delivered life changing permanent employment to thousands of workers.

However, this review will come to an end.

The offer we have obtained from government includes a new ongoing permanency review and conversion process, that would to be embedded into your Agreement.

**This provides an opportunity to secure a lasting ‘Pathway to Permanency’ for public sector workers.**

## The offer on the table

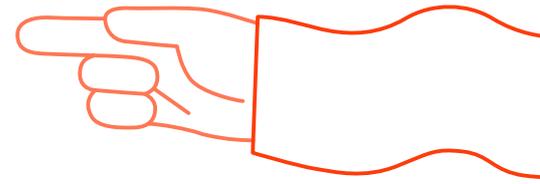
\$1,000 pay increase 2021 (from 13 June 2021)	Offer secures a 12-month term and a \$1,000 per annum salary increase for full time employees, pro rata for part time and casual employees, from 13 June 2021.
A new timeline for bargaining	Offer aligns our bargaining with other major public sector unions including: The State School Teachers’ Union of W.A.; The Rail, Tram and Bus Industry Union (WA); United Workers Union; WA Prison Officers’ Union and the Health Services Union WA.
Good, safe public sector jobs	The offer continues reviews of temporary labour hire, contracting out and Common Use Arrangements (CUAs) to identify functions that can be returned to public hands sector and safeguard the direct and accountable delivery of government services.
A permanent pathway to secure work	The offer we have obtained from government includes a new ongoing permanency review and conversion process for fixed term contract and casual employees, to be embedded into your Agreement subject to drafting.
Public transport discounts	Offer continues the ongoing review of public transport discounts for public sector workers.
Updated allowances	Offer confirms your allowances will be updated in line with existing provisions in your agreement.
Improving consistency across the sector	The offer includes formal acknowledgement of a key ongoing project to consolidate agreements improve consistency of entitlements across the sector without trade-offs.
Parental leave provisions	The offer continues a project consolidate existing parental leave clauses to simplify and clarify the entitlement.
Flow on of applicable terms to 8 satellite agreements	The offer secures these improvements in applicable conditions for Youth Custodial Officers, Family Support Officers, Social Trainers, School Support Officers, Jury Officers, Electorate and Research Employees, Insurance Commission of WA Government Officers, and Residential College Supervisors.
No trade-offs	Offer secures these terms with no trade-offs of existing entitlements!



# A new strategy on wages

At the conclusion of November's mass meeting, more than 90% of delegates in attendance supported a motion to seek a 12-month extension to the current Agreement with a \$1,000 per annum pro rata pay rise. Public sector unions, including the CPSUCSA, are united in their resolve to break the government's wages policy.

Our leadership has secured a government offer which will deliver this strategic realignment of our bargaining timeline and allow us to join with other major unions to fight for fairer wages in 2022.



## The power of 2022

