



Government Sector Labour Relations

Direction Statement 2023-25

Shaping a contemporary workforce

December 2023

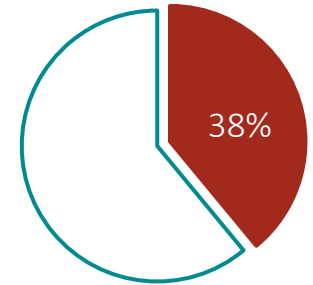
Key Statistics

164,657
employees

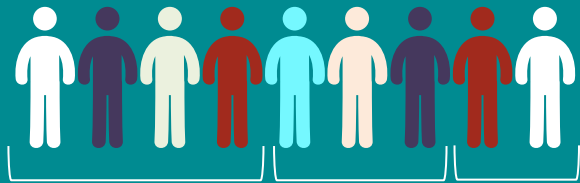


The public sector is WA's largest employer


\$15.9 billion
General government salaries expenditure



Salaries as a proportion of total government expenditure



Diverse range of occupations and roles

106
public sector employers



22
public sector unions



55
awards



54
active industrial agreements

Our Role

We are responsible for coordinating labour relations matters across Government.

Our role is prescribed in [Premier's Circular 2023/03](#) and other instruments.

We are helping to shape a workforce that delivers for the WA community.



FOCUS ONE

Reforming the labour relations framework

- Implement the Government 's workforce priorities.
- Anticipate and respond to whole-of-sector workforce issues.
- Refresh whole-of-sector workforce policy settings.
- Modernise outdated or obsolete employment conditions.
- Influence regulatory reform.



FOCUS TWO

Supporting the effective management of workforce issues

- Lead and coordinate industrial agreement negotiations.
- Anticipate and respond to industrial risks on behalf of Government.
- Engage employers through consultation, advice and representation.
- Improve workplace practices.
- Build sector industrial relations capability.

Our Approach

Our demonstrated behaviours of being collaborative, transparent, adaptive and evidence-based underpin everything we do within GSLR and across the sector.

Our full list of activities – under the themes of reform, bargaining and agency support – is detailed in the 2023-24 GSLR Action Plan.



Our Behaviours



COLLABORATIVE

We build, develop and maintain trust in our relationships.

We value diverse approaches and different points of view.

We work with others to build capability, share experiences, and find better ways of doing things.



TRANSPARENT

We work with an open agenda.

We share our expertise, knowledge and information.

We explain our positions and decisions clearly and candidly.



ADAPTIVE

We anticipate and respond to change, modifying our approaches according to need.

We are forward focused, open-minded and progressive.

We navigate through challenging and complex situations.



EVIDENCE-BASED

We gather a broad range of information and perspectives to inform our positions and decisions.

We ensure our evidence is of a high quality, reliable and relevant.

We are prepared to change our views when new evidence emerges.

Our Environment

- The State Government announced a new principles-based [Wages Policy](#) in December 2023. Forty-four industrial agreements covering approximately 163,000 employees have either expired or are due to expire in 2024.
- Labour supply remains constrained – particularly in regional WA and for specific occupations – resulting in challenges to service delivery.
- Several award and industrial agreement provisions require review to ensure they are fit for purpose and work for employers and employees.
- There has been an increasing number of operational disputes relating to the interpretation of industrial entitlements and consultation and notification of change requirements.
- The WA State Election will be held on 8 March 2025.

Want to know more?

- [Premier's Policy Circular \(www.wa.gov.au\)](http://www.wa.gov.au) – Government Labour Relations Management Framework
- WA Government [Labour Relations Policies](#)
- GSLR [Circulars](#) to departments and organisations
- 2023-24 GSLR Action Plan
- Contact a GSLR [portfolio adviser](#) (for employers only)
- [Email](#) GSLR