



Your ref : HO.036.16  
Our ref : F-AA-38479  
Enquiries : Tamara Sweeney

Mr Dan Hill  
Secretary  
Health Services Union of Western Australia

By email: [dhill@hsuwa.com.au](mailto:dhill@hsuwa.com.au)

Without Prejudice

Dear Mr Hill

**NEGOTIATIONS FOR REPLACEMENT OF THE WA HEALTH – HSUWA – PACTS – INDUSTRIAL AGREEMENT 2014**

I confirm receipt of your letter dated 11 April 2016.

I write to confirm the terms of an offer for the replacement of the WA Health – HSUWA – PACTS – Industrial Agreement 2014.

In accordance with Public Sector Wages Policy Statement 2016 (**Wages Policy 2016**), published 25 February 2016 (copy **attached**), the terms of the offer are as follows:

1. A term of three years commencing on 1 July 2016 and expiring 30 June 2019.
2. Salary increases of:
  - (a) 1.5% on and from 1 July 2016;
  - (b) 1.5% on and from 1 July 2017; and
  - (c) 1.5% on and from 1 July 2018,as set out in **Attachment A**.
3. Any technical construction issues that arise in the drafting of the Agreement as may be agreed by the parties.
4. In-principle agreement to this offer must be provided by the HSU in writing to me by 30 June 2016. If this occurs the effective date of the first salary increase will be preserved at 1 July 2016.
5. Registration of the replacement Agreement in the Western Australian Industrial Relations Commission (**Commission**) as soon as possible after in-principle agreement is reached.

The salary increases will not be provided to employees who leave their employment prior to the Agreement being registered in the Commission.

Any log of claims submitted by the HSU will be considered within the parameters of Wages Policy 2016.

Should you require any further information or wish to meet and discuss, please do not hesitate to contact me.

Yours sincerely



Kelly Worlock  
**A/DIRECTOR**

19 April 2016

## ATTACHMENT A

### Salaries – General Division

Classification	Existing Rate	On and from 1 July 2016	On and from 1 July 2017	On and from 1 July 2018
		1.5%	1.5%	1.5%
Under 17 yrs	\$25,161	\$25,538	\$25,921	\$26,310
G-17 yrs	\$29,379	\$29,820	\$30,267	\$30,721
G-18 yrs	\$34,294	\$34,808	\$35,331	\$35,860
G-19 yrs	\$39,692	\$40,287	\$40,892	\$41,505
G-20 yrs	\$44,576	\$45,245	\$45,923	\$46,612
G-1/2.1	\$48,969	\$49,704	\$50,449	\$51,206
G-1/2.2	\$51,619	\$52,393	\$53,179	\$53,977
G-1/2.3	\$53,013	\$53,808	\$54,615	\$55,435
G-1/2.4	\$54,448	\$55,265	\$56,094	\$56,935
G-1/2.5	\$55,846	\$56,684	\$57,534	\$58,397
G-1/2.6	\$57,416	\$58,277	\$59,151	\$60,039
G-1/2.7	\$58,503	\$59,381	\$60,271	\$61,175
G-1/2.8	\$60,102	\$61,004	\$61,919	\$62,847
G-2.1	\$55,846	\$56,684	\$57,534	\$58,397
G-2.2	\$57,416	\$58,277	\$59,151	\$60,039
G-2.3	\$58,503	\$59,381	\$60,271	\$61,175
G-2.4	\$60,102	\$61,004	\$61,919	\$62,847
G-3.1	\$61,874	\$62,802	\$63,744	\$64,700
G-3.2	\$63,491	\$64,443	\$65,410	\$66,391
G-3.3	\$65,205	\$66,183	\$67,176	\$68,183
G-3.4	\$67,862	\$68,880	\$69,913	\$70,962
G-4.1	\$70,633	\$71,692	\$72,768	\$73,859
G-4.2	\$72,711	\$73,802	\$74,909	\$76,032
G-4.3	\$75,738	\$76,874	\$78,027	\$79,198
G-5.1	\$77,314	\$78,474	\$79,651	\$80,846
G-5.2	\$79,477	\$80,669	\$81,879	\$83,107
G-5.3	\$81,704	\$82,930	\$84,174	\$85,436
G-5.4	\$83,995	\$85,255	\$86,534	\$87,832
G-6.1	\$88,411	\$89,737	\$91,083	\$92,449
G-6.2	\$91,685	\$93,060	\$94,456	\$95,873
G-6.3	\$96,345	\$97,790	\$99,257	\$100,746
G-7.1	\$98,837	\$100,320	\$101,824	\$103,352
G-7.2	\$101,991	\$103,521	\$105,074	\$106,650
G-7.3	\$105,261	\$106,840	\$108,443	\$110,069
G-8.1	\$110,042	\$111,693	\$113,368	\$115,069
G-8.2	\$113,958	\$115,667	\$117,402	\$119,163
G-9.1	\$120,302	\$122,107	\$123,938	\$125,797
G-9.2	\$124,437	\$126,304	\$128,198	\$130,121
G-10.1	\$128,972	\$130,907	\$132,870	\$134,863
G-10.2	\$136,497	\$138,544	\$140,623	\$142,732
G-11.1	\$142,324	\$144,459	\$146,626	\$148,825
G-11.2	\$148,255	\$150,479	\$152,736	\$155,027
G-12	\$156,921	\$159,275	\$161,664	\$164,089
G-13	\$162,434	\$164,871	\$167,344	\$169,854
G-14	\$168,719	\$171,250	\$173,819	\$176,426

## Salaries – Professional Division & Other Specified Callings

Classification	Existing Rate	On and from 1 July 2016	On and from 1 July 2017	On and from 1 July 2018
		<b>1.5%</b>	<b>1.5%</b>	<b>1.5%</b>
P-1.1	\$68,629	\$69,658	\$70,703	\$71,764
P-1.2	\$72,711	\$73,802	\$74,909	\$76,032
P-1.3	\$77,314	\$78,474	\$79,651	\$80,846
P-1.4	\$81,704	\$82,930	\$84,174	\$85,436
P-1.5	\$88,411	\$89,737	\$91,083	\$92,449
P-1.6	\$96,345	\$97,790	\$99,257	\$100,746
P-2.1	\$98,837	\$100,320	\$101,824	\$103,352
P-2.2	\$101,991	\$103,521	\$105,074	\$106,650
P-2.3	\$105,261	\$106,840	\$108,443	\$110,069
P-3.1	\$110,042	\$111,693	\$113,368	\$115,069
P-3.2	\$113,958	\$115,667	\$117,402	\$119,163
P-4.1	\$120,302	\$122,107	\$123,938	\$125,797
P-4.2	\$124,437	\$126,304	\$128,198	\$130,121
P-5.1	\$128,972	\$130,907	\$132,870	\$134,863
P-5.2	\$136,497	\$138,544	\$140,623	\$142,732
P-6.1	\$142,324	\$144,459	\$146,626	\$148,825
P-6.2	\$148,255	\$150,479	\$152,736	\$155,027
P-7	\$156,921	\$159,275	\$161,664	\$164,089
P-8	\$162,434	\$164,871	\$167,344	\$169,854
P-9	\$168,719	\$171,250	\$173,819	\$176,426

## Salaries – Senior Officer Division

Classification	Existing Rate	On and from 1 July 2016	On and from 1 July 2017	On and from 1 July 2018
		<b>1.5%</b>	<b>1.5%</b>	<b>1.5%</b>
Class 1	\$178,225	\$180,898	\$183,612	\$186,366
Class 2	\$187,732	\$190,548	\$193,406	\$196,307
Class 3	\$197,234	\$200,193	\$203,195	\$206,243
Class 4	\$206,736	\$209,837	\$212,985	\$216,179



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## ATTORNEY GENERAL; MINISTER FOR COMMERCE

Our Ref: 44-20988

Enquiries: Agency Labour Relations Adviser

CIRCULAR TO DEPARTMENTS AND AUTHORITIES NO. 2 OF 2016

### **PUBLIC SECTOR WAGES POLICY STATEMENT 2016**

Cabinet has endorsed the *Public Sector Wages Policy Statement 2016* (the Statement).

The Statement is to be read in conjunction with *Premier's Circular 2013/03 – Coordination and Governance of Public Sector Labour Relations*, and applies to all public sector industrial agreements that expire after 1 June 2016.

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

Please contact your Labour Relations Adviser if you have any queries regarding the Statement.

A handwritten signature in blue ink, appearing to read 'Michael Mischin'.

Hon. Michael Mischin MLC  
**ATTORNEY GENERAL; MINISTER FOR COMMERCE**

25 FEB 2016

Government of Western Australia

## Public Sector Wages Policy Statement 2016

1. This Wages Policy Statement applies to all industrial agreements expiring on or after 1 June 2016 and remains in force until replaced.
2. This Wages Policy Statement is to be read in conjunction with the Premier's Circular 2013/03 – Coordination and Governance of Public Sector Labour Relations.
3. The Government of Western Australia requires that increases in wages and associated conditions for all industrial agreements be limited to 1.5% per annum.
4. Negotiated outcomes may include improved administrative arrangements and/or cost-neutral flexibilities.
5. Retrospective wage increases are not to be offered or included within industrial agreements.
6. The provisions of a new 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.
7. 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.
8. The cost of any arbitrated outcome above 1.5% per annum will be met from within agencies' existing approved salaries budgets.