

# Government Bargaining Position: 2018 - 2020

## Introduction:

The primary purpose of the outcomes from Agreement negotiations is to ensure better services and value to the community.

The bargaining position has been established to achieve outcomes for all Agreements for State Service Employees and Officers that:

- o Maintain industrial, fiscal and economic stability;
- o Maintain fair and reasonable terms and conditions of employment reflecting community standards and Wages Policies in other jurisdictions;
- o Eliminate barriers to and support for efficiencies, effectiveness and workforce reform;
- o Do not result in reductions to services or government priorities; and
- o Provide equal remuneration for men and women doing work of equal and comparable value.

## Negotiating Parameters:

The components of the Government negotiating position are:

• Salary and existing Salary-Related Allowances	:	Increases of up-to 2% per annum of total remuneration representing prospective annual increases.
• Non-Salary Components	:	Flexibility to negotiate increases to non-salary related components by identification and offset against efficiencies and productivities.
• Existing Expense – Related Allowances	:	Increase by established mechanisms in Award.
• Employment Arrangements	:	Prepared to introduce changes to policies and guidelines involving employment arrangement, including recruitment and appointment career progression (but not limited to).
• Period of Agreements	:	Three (3) years to five (5) years