

## Department of Premier and Cabinet

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State Secretary HACSU  
General Secretary CPSU  
President AEU

### **Without Prejudice**

#### **Public Sector Union Wages Agreement (PSUWA) Negotiations**

Thank you for a positive meeting earlier today with the new Lead Negotiator, Glenn Keating and team, to set a new intensive negotiation approach over the next 6 weeks, including replacement/new clause drafting, targeting resolution of a three year agreement by 31 March 2026.

I note my correspondence of last Friday 13 February, and wish to confirm additional information on the basis of today's discussion.

I reiterate that as Head of the State Service, I want to see all State Service employees receive a salary increase as soon as possible.

I confirm that the Government is willing to explore a similar 'packaged approach' as the three year agreement that Government recently achieved with the Police Association of Tasmania, including proposed offsets, but would need to work together to develop these elements for final costing and approval. I note that to achieve a three year agreement as we achieved with the Police Association of Tasmania, a package of employment improvements, including baseline wage increases, adjustment to allowances and offsets, were developed, costed and ultimately agreed by Government with the Association.

Noting this, and on the basis of all parties committing in good faith to participate in intense negotiations to reach a three year agreement on or before 31 March 2026, the employer commits to:

- Develop and consider options including structural adjustment to increments (for example, at the bottom and/or top of bands, or one-off increase or incentive - a full proposal will need to be formulated by the parties in negotiation meetings, assessed and costed as part of a whole agreement package);
- Examine the operationalisation of the previous Christmas closedown agreement condition and whether this has caused an unintended lack of equity for a particular employee group;
- Identify individual condition items per agency (in addition to already worked through standard conditions) for inclusion in a whole of agreement package;
- Develop and consider options for offsets, which may be agency specific or whole of agreement, depending on the proposed whole of agreement package.

This commitment is made on the basis that unions agree to the suspension of escalation of industrial action, including any escalated industrial action which commenced today.

As a result of these goodwill gestures by all parties, and on the basis that bargaining for the three-year agreement is concluded on or before Tuesday 31 March 2026, the employer commits to the first salary increase being effective from the first full pay period on or after 1 December 2025.

Confirmation of the above would be appreciated.

Yours sincerely



Kathrine Morgan-Wicks PSM  
**Head of the State Service**

16 February 2026

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