

Public Sector Policy

WA Labor understands the importance of planning for our State's future.

We are committed to providing real improvements to essential services and recognise that this cannot be achieved without an effective, functional and well-resourced public sector.

We recognise the need to respond to the changes in the WA economy and population by recruiting, retaining and supporting our public sector employees to give them the best skills and conditions to service the WA community.

A McGowan Labor Government will:

- Develop criteria to convert existing employees including contract and casual employees with more than two years' employment in a same or similar job to permanent and establish a process for this to continue in the future.
- Review the use of contract for service arrangements and support the direct employment of staff where it is appropriate to do so.
- Stop the privatisation of existing public sector services and where possible and economically beneficial to do so bring services back into the public sector.
- Negotiate cross-Government General Agreements which maintain penalty rates and commuted overtime allowances whilst maintaining the current wages policy.
- Support victims of domestic and family violence by introducing 10 days paid DFV leave, flexible work arrangements, safety plan agreements and access to counselling services.
- Implement an Aboriginal employment strategy with goals and milestones.
- Implement a proactive strategy to increase the recruitment of people with disabilities.
- Revamp the process for involuntary severances and ensure that they are only applied in very limited circumstances that are clearly defined.
- Recognise the role of public sector unions as the representatives of employees in the workplace.
- Support employees by giving them reasonable opportunities to have access to the relevant union during their induction and for union members to be able to meet and discuss issues of importance, and ensuring delegates receive adequate support in terms of time, facilities and skill development to carry out their roles effectively.
- Review the Industrial Relations act 1979 and examine the range of issues that public sector employees have access to the Western Australian Industrial Relations Commission for.
- Support best practice in industrial relations including by organisations contracted to deliver services on behalf of the WA Government.



A Fresh Approach for WA

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