

INFORMATION UPDATE



4 November 2024

PSA ENTERPRISE AGREEMENT UPDATE | GOVERNMENT'S "INITIAL PROPOSITION"

The Public Service Association (PSA) received the government's so-called "initial proposition" for a new enterprise agreement this afternoon.

There are two elements to their "proposition":

1. Salary increases of "up to 3% per annum", with the first increase in August 2025.
2. Unspecified changes to the agreement.

It is clear from this "proposition" that the government is not serious about these negotiations.

This is a disrespectful and insulting "proposition" – even as a starting point for the government's agenda.

The PSA has previously made it abundantly clear to government – including directly to MPs from the Premier and Treasurer down, as well as to government representatives in negotiations – that wages are the highest priority for PSA members during this round of negotiations.

The suggestion of a wage increase "up to 3% per annum" clearly would not address the serious cost of living pressures facing PSA members, nor deal with attraction and retention issues or current labour market realities. The "proposition" to delay the first pay increase until August of next year is also insulting.

The PSA has consistently told the government that any new agreement must deal with issues identified by PSA members, including: cost of living, attraction and retention, current labour market realities, equity with other workers, workloads, job security, recognition of skills and experience, vacancy management, shift penalties, rostering issues, leave, maintenance and recognition of professional qualifications, classification and progression.

The suggestion from the government that they want to make "changes" to the agreement can only signal one thing: they intend to try to reduce your conditions. This government appears to be picking up from where the last one left off.

This "initial proposition" confirms what we have long known – achieving an agreement that meets members' needs will take the commitment and action of all of us working together.

If you haven't already, talk to your PSA Worksite Representative or Organiser now about what actions you and your colleagues can be taking in your workplace to tell the government you are serious about achieving a respectful agreement.

The PSA will respond to the government's "initial proposition" and will continue to pursue the matters that are important to members in these negotiations. We welcome members' views on this "initial proposition". Please contact your PSA Organiser or the PSA office at youragreement@psaofsa.asn.au.

Authorised by Natasha Brown, General Secretary, Public Service Association of South
Australia Inc, 122 Pirie St, Adelaide 5000

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Public Service Association of SA

