



Public Service Association of SA

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13 November 2024

Tom Kidman
Director, Industrial Relations
Industrial Relations and Policy Branch
Attorney-General's Department

By email: Tom.Kidman@sa.gov.au

Dear Mr Kidman

Re: Enterprise Agreement Negotiations – South Australian Public Sector Enterprise Agreement: Salaried 2021: Response to “initial proposition”

The Public Service Association (PSA) confirms receipt of your ‘initial proposition’ for salary increases in a successor enterprise agreement to the South Australian Public Sector Enterprise Agreement: Salaried 2021 (Agreement).

Your ‘proposition’ of *“salary increases of up to 3% per annum”* (undefined) for 2025, 2026 and 2027 is a shameful insult to all public sector workers covered by this agreement. PSA members and their public sector colleagues are rightly outraged that the government would propose such a clear statement of disrespect for them and the work they undertake on behalf of all South Australians.

It is hard to fathom that you and those who instruct you could be so far out of touch with the reality of the salary increases required in this round of negotiations.

Over the past twelve months the PSA has made clear to those who instruct you, and to you directly, that the salary offers the government has been making to other public sector groups are well short of what our members need to address the cost of living pressures and the real wage losses they are experiencing following the unprecedented inflation experienced since the pandemic.

At the first meeting for negotiations held on 9 September 2024, I publicly put you and the government on notice that we expect a significant wage package in this enterprise agreement that restores the lost value of public sector wages and brings South Australia’s public sector wages back into line with other states and the private sector. That position remains unchanged.

PSA representatives have also made this point directly to you, both prior to the first official meeting and at each subsequent meeting since.

It should come as no surprise to you that **the PSA rejects your ‘proposition’** in its insulting entirety.

We invite you to return to negotiations with negotiating parameters that better reflect the reality of what is needed by our members and the greater Public Sector workforce and which shows them the respect they deserve.

Yours sincerely

A handwritten signature in black ink, appearing to read 'NBrown', with a long horizontal flourish extending to the right.

Natasha Brown
General Secretary