

CURRENT WAGE BARGAINING TRENDS AUSTRALIA WIDE AND IN LOCAL GOVERNMENT IN WESTERN AUSTRALIA

Recently reported information released by the Fair Work Commission shows that on latest trends to the end of July 2022, that the average annual increase contained in approved enterprise agreement was 3.0%.

The average for Union Agreements was 3.6% per annum whereas Non-Union agreements the average was 3.0% per annum. The balance of the agreements provided for either the National Wage Case percentage amount adjustment for minimum wages or CPI.

In Local Government in Western Australia the most recently filed agreements have offered and had accepted:

- 1. GOSNELLS: 2022- \$ 1500.00 SIGN ON FEE AND 3% and in 2023 3.0% OR THE ANNUAL PERTH CPI FIGURE FOR MARCH 2023 BUT CAPPED AT 4%**
- 2. BUNBURY: 2022 – 4.0 % and in 2023 4.0%**

The Cockburn City Council has just tabled an offer of 3.5% from July 1, 2022, and a further 3.5.% from 1 July 2023.

Fremantle City Council has implemented an over agreement increase of 3.5% to all staff effective from 1 July 2022.

Brookton, Subiaco, and Mosman Park Councils have all implemented increases based on the WA CPI March Annual percentage amount which is 7.6%.

Murray Shire increased by directive of the Chief Executive increases of 9% in May 2022 and a further 3% in July 2022.

It is clear that some councils are now starting to react and respond to market conditions, but many are either lagging or appear to be hoping that the **“Inflation Bear”** will disappear.

This approach will only serve to cause more loss of good, loyal, and experienced staff to other industries offering better pay.