



Principal Labour Relations Adviser - Level 7 (00016643)

Group:	<i>Labour Relations</i>	Location:	<i>East Perth - 1 Adelaide Terrace</i>
Division/Directorate:	<i>Government Sector Labour Relations</i>	Supervises:	<i>0</i>
Branch:	<i>Government Sector Labour Relations</i>	Reports to:	<i>Director Government Sector Labour Relations</i>
Section:	<i>NA</i>		

Operational Context

Government Sector Labour Relations (GSLR) is part of the Department's Labour Relations Group. It is responsible for coordinating employment matters across the public sector, focused on shaping a workforce that delivers for the WA community.

Role Overview

You represent the Minister for Industrial Relations and the Executive Director Public Sector Labour Relations in the development, implementation and ongoing monitoring of labour relations strategies, policies and workplace practices - placing particular emphasis on framework and reform, bargaining, and employer support.

Building Leadership Impact as a Leader of Others

We believe that all our people are leaders and expect and encourage them to demonstrate leadership in their roles. Leadership in this position is about delivering high-quality work as a specialist in their domain of expertise, balanced with a focus on training, motivating and enabling others.

Role Responsibilities

The following outlines the key responsibilities and duties related to this position:

- Identify, monitor, and analyse complex labour relations issues and developments that have a significant impact on public sector and/or government outcomes.
 - Provide advice to Government and other stakeholders on the application and impact of legislation, industrial instruments, policies, and operational practices.
 - Lead team projects and encourage, mentor and coach team members. Lead project teams.
 - Develop strategic policy options and recommendations to facilitate the achievement of complex government workforce objectives.
 - Develop and implement strategies to address public sector labour relations issues.
 - Facilitate the prevention and resolution of complex disputes that significantly impact the public sector and/or government objectives.
 - Represent the Government and public sector employers in tribunals and other forums.
 - Lead the development of public sector industrial instruments via document preparation, consultation, representation, negotiations, and advocacy.
 - Consult and liaise with stakeholders in various forums.
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Corporate Responsibilities

The following outlines departmental responsibilities:

- Provides effective leadership within corporate policies and procedures, acts with integrity and ensures staff demonstrate ethical behaviours aligned with the Department Code of Conduct.
- Takes reasonable care to protect your own safety and health at work, and that of others by co-operating with the safety and health policies and procedures of the department and complying with all applicable work health and safety laws.

- Contributes to or responsible for the achievement of corporate objectives through effective management by ensuring that stakeholders are dealt with in a professional and timely manner.
 - Builds productive working relationships with community stakeholders to ensure effective community engagement, provide opportunities to input on policy and to facilitate agreement of mutually beneficial solutions.
 - Performs other roles/tasks as directed.
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Role Specific Requirements

The following outlines what experience and qualifications are required to undertake this role:

- Experience in identifying, researching and analysing complex problems to develop effective practical solutions.
- Knowledge of the labour relations framework with substantial experience in its practical application, or substantial experience in applying legal or policy frameworks in a public sector context to achieve practical results.

Expected Leadership Behaviours

While it is expected that the occupant will demonstrate all leadership behaviours of a [Leader of Others - Knowledge](#), the following outlines those that are required to undertake this role:

- **Lead Collectively** - You seek to build and maintain effective working relationships with others, and are mindful of the partnerships that support your efforts to deliver value for your team and work area.
 - **Think Through Complexity** - You are confident in making decisions, seeking guidance from others as necessary.
 - **Dynamically Sense The Environment** - Your approach is to seek a shared understanding among your team and peers and your own leaders.
 - **Deliver on High Leverage Areas** - You demonstrate resilience and expertise to achieve results for your work area.
 - **Build Capability** - You lead development and focus on processes and activities in your team and domain of expertise.
 - **Embody The Spirit of Public Service** - You display and embody the spirit of public service in all your decision making, interactions and professional activities.
 - **Lead Adaptively** - You lead others through changes with strength and understanding, and support those who are challenged by change.
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This position reports to:

Director Government Sector Labour Relations
Position No: MIS17129 Classification: L9

Positions reporting to this Role:

This position has no direct reports

Position Conditions:

The following outlines pre-employment assessments and ongoing conditions and requirements:

- Nationally Coordinated Criminal History Check
- C or C-A Drivers Licence or capability for independent travel

Approved Date

27-JAN-2026