



### DENTAL OFFICERS - BULLETIN 7/2014

#### Improved Offer for a New Dental Officers Enterprise Agreement

Yesterday I put a revised “without prejudice” offer to the Community and Public Sector Union (CPSU) for a new agreement to replace the Northern Territory Public Sector Dental Officers’ 2011-2014 Enterprise Agreement which nominally expired on 21 August 2014.

The revised offer was formulated in response to issues raised by the union during bargaining and includes significant improvements and concessions to my initial offer of 30 June 2014. The offer is made in a genuine attempt to settle the negotiations and finalise bargaining as soon as possible, to ensure you receive your next wage increase in a timely manner.

#### Key Improvements in the Offer

In addition to the 3% salary increases per annum over a 4 year term (an overall increase of 12.55% when compounded), and other proposals made under my initial offer, the following improvements and concessions have been made:

- Retention Allowance
  - Increase the allowance to \$10 000 per annum for dentists residing and working in the greater Darwin and Alice Springs region; and agree to retain these entitlements in the agreement.
  - Increase the allowance by 3% for existing dentists residing and working outside of these areas (and establish new provisions in a Determination).
- Professional Development Reimbursement Payment (PDRP)
  - Agency agrees to confirm eligibility to claim meals, taxis, or other incidentals directly related to PDRP activities.
  - Withdraw my proposal to align the provisions with the NTPS 2013-2017 Enterprise Agreement (agreement to retain existing provisions).
- Professional Registration
  - Recognise up to 12 hours per annum of on the job ‘clinical collaboration’ for professional registration purposes.
  - Confirm support provided for other professional development activities identified in Work Placement Plans.
- Remote Travel and Clinic Work

In addition to my offer to include new provisions addressing additional working hours and work loads, Oral Health Services NT will consider strategies to address remote working concerns including;

  - introducing booking systems;
  - community awareness campaigns;
  - allocating additional travel days if required; and
  - changes to work hours to suit communities (e.g. 9.30 am to 5.30 pm).

## **Details of the whole Offer**

The terms of this revised offer comprise a total package of improvements and changes to terms and conditions of employment, and have been developed in accordance with the [NTPS Wages Policy 2013-2016](#), and in consideration of matters raised by the unions during bargaining.

Detailed information about the offer can be found [here](#). I believe that after considering all factors, including the fiscal environment, and the negotiations with the unions, that this is a reasonable compromise and remains a fair offer.

Importantly, if in-principle agreement is reached in relation to this improved offer on or before 1 September 2014, salary increases may apply from 28 August 2014, subject to a successful ballot process and approval of the agreement by the Fair Work Commission.

## **Next Step**

The union will consider the improved offer and consult with members before formally responding. The next bargaining meeting with the union is scheduled for 1 September 2014.

## **More Information**

Regular Bulletins and Information Sheets on the bargaining process and proposals will be posted on the OCPE website under the [Enterprise Agreement Negotiation Updates page](#).

A handwritten signature in blue ink, appearing to read 'C. Allen', with a horizontal line extending to the right.

CRAIG ALLEN  
Commissioner for Public Employment

26 August 2014