

DARWIN PORT CORPORATION - BULLETIN 7/2014

Improved Offer for a new DPC Enterprise Agreement

On 4 June 2014 I put a revised “without prejudice” offer to the Australian Maritime Officers’ Union (AMOU), the Maritime Union of Australia (MUA), and the Australian Manufacturing Workers’ Union (AMWU), to replace the existing Darwin Port Corporation (Northern Territory Public Sector 2010-2014) Enterprise Agreement.

The revised offer includes significant improvements and concessions to my initial offer of 30 April 2014, and is made in a genuine attempt to settle the negotiations and finalise bargaining prior to the current agreement’s expiry date (30 June 2014), to ensure employees receive the next wage increase in a timely manner.

Key Improvements in the Offer

In addition to the overall 12 per cent salary increase (i.e. 3 per cent per annum over a 4 year term), and other proposals made under my initial offer, the following improvements have been made after consideration of issues raised by the unions:

- Retention of the Use of Contractors clause, but amended to reflect the intended operation of the provisions;
- First Aid allowances to paid for the period of an employee’s current certificate;
- No change to the Individual Flexible Working Arrangements clause; and
- Retention of major clauses, subject to necessary changes.

Retention of the Use of Contractors Clause

I now propose to retain the clause subject to amending it to clarify the intended operation of the provisions.

Continuation of First Aid Allowance

I now propose that all employees currently holding a first aid certificate continue to receive the allowance for the period of their current certificate, provided they be listed as a first aid officer for their respective work group.

DPC will establish a first aid officer policy in consultation with employees which will identify an appropriate number of designated officers across the respective DPC work groups, who will otherwise be eligible for the allowance. Minimal staff will be impacted by this policy.

No change to Individual Flexible Working Arrangements

The unions had raised concerns with a proposed change to the Individual Flexible Working Arrangements (IFWAs) clause which would have allowed employees to request an IFWA outside of the span of hours. I am now prepared to leave the clause unchanged.

Details of the whole Offer

The terms of this 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 improved offer can be found at [Information Sheet No 2/2014](#). 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 before 30 June 2014, then salary increases may apply from 1 July 2014, subject to a successful ballot process and approval of the agreement by the Fair Work Commission.

Next Step

The unions will consider the improved offer and consult with members before formally responding. Drafting of a new agreement will continue through weekly bargaining meetings which have been scheduled up until the end of June 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](#).



CRAIG ALLEN

Commissioner for Public Employment
5 June 2014