



JACANA ENERGY - BULLETIN 3/2015

Improved Offer for a new Jacana Energy Enterprise Agreement

Today I put an improved “without prejudice” offer to the employee nominated bargaining representative for a new Jacana Energy Enterprise Agreement.

The improved offer includes significant improvements and concessions to my initial offer of 17 March 2014 which have been formulated in response to the issues and progress made in bargaining, and is made in a genuine attempt to settle the negotiations.

Key Improvements in the Offer

In addition to maintaining key employment conditions of service such as leave and allowances, the following improvements have been made after consideration of issues raised by the bargaining representative during negotiations:

- A two year term of agreement;
- An increase in recreation leave accrual from five to six weeks per annum, offset with a 2.05% per annum salary increase.
- Salary increases brought forward six weeks to be payable from 1 July 2015 and 1 July 2016; and
- A new Jacana Energy Individual Performance & Personal Development process which will provide for individual and corporate bonus payments.

Two Year Agreement

My improved offer provides for a two year period for the term of the agreement. This will provide stability in terms and conditions during a period which should see the Corporation fully established, and then provide for the workforce at that time to consider their future conditions of service.

Increase Recreation Leave to Six Weeks per annum

An additional week of recreation leave will accrue by providing for:

- an additional 2.5 days leave per annum from 1 July 2015 (bringing the total to five and half weeks per annum in the first year of the agreement); and
- a further additional 2.5 days per annum commencing from 1 July 2016 (bringing the total to six weeks in the second year of the agreement).

The additional accrual of recreation leave entitlement will be offset with salary increases of 2.05% per annum.

Salary Increases from 1 July 2015 and 1 July 2016

My initial offer provided for salary increases to be effective from 13 August 2015, and at 12 month intervals after that.

Under my improved offer you would receive salary increases from 1 July 2015 and 1 July 2016. This would mean you could receive your salary increases approximately six weeks sooner than when compared to my initial offer.

Individual Performance & Personal Development Plan

A new Jacana Energy Individual Performance & Personal Development Plan will be introduced to replace MyPlan which will provide you with the opportunity to achieve an individual bonus (of up to \$1 000), and a salary increment or top of designation bonus. Employees will also be eligible to receive an annual corporate bonus of \$500.

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 during bargaining.

Detailed information about the improved offer can be found at [Information Sheet No 2/2015](#). I believe that after considering all factors, including the fiscal environment, and the negotiations, 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 Tuesday 8 June 2015, then salary increases may apply from 1 July 2015, subject to a successful ballot process and approval of the agreement by the Fair Work Commission.

Next Step

Your bargaining representative will consider the improved before formally responding. Drafting of a new agreement will continue over the coming weeks.

Feedback

Should you wish to express a view on the offer you can provide your feedback to me directly at www.enterpriseagreements.nt.gov.au/general_feedback. All feedback will be treated confidentially.



CRAIG ALLEN

29 May 2015