

### DARWIN PORT CORPORATION - MARINE PILOTS BULLETIN 2/2014

#### Offer for a New Agreement

Yesterday I put a "without prejudice" offer to the Australian Maritime Officers' Union (AMOU) for a new Darwin Port Corporation Marine Pilots' 2014 – 2018 Enterprise Agreement.

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 AMOU during bargaining.

#### Details of the Offer

Detailed information about the offer can be found at [Information Sheet No 1/2014](#). The main features include:

- an agreement that will provide employees with stability in terms and conditions over the next four years;
- salary increases of three per cent per annum, subject to achievement of efficiency measures and approval by the Fair Work Commission;
- superannuation guarantee increases (as required by Commonwealth legislation) will be paid to eligible employees for the term of the agreement in addition to the annual 3 per cent increases, rather than being included as part of the annual salary increases; and
- a proposal to discuss a new Marine Pilot classification structure and progression model that will allow a more dynamic approach for Marine Pilots operating in a multi berth Port, providing for qualifications to be obtained in shorter timeframes with enhanced career paths.

The main efficiency measures include:

- Master Class 1 qualifications requirements to be removed to assist in recruitment and attraction of Marine Pilots; and
- Time Off In Lieu (TOIL) provisions to be based on an 'hour for hour basis', similar to other TOIL provisions in the agreement and the NTPS.

I believe that in the circumstances this is a fair package that provides an appropriate balance of the maintenance of competitive salaries and the introduction of modest efficiency measures for the Northern Territory Public Sector. I encourage employees to consider the offer favourably.

#### 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](#). Information on bargaining in general can be obtained at [www.fairwork.gov.au](http://www.fairwork.gov.au) or for more detailed information on the roles of bargaining representatives visit [Fair Work Commission's Bargaining & Workplace Determinations](#) webpage. You can also contact the Fair Work Commission Infoline on 1300 799 675.



CRAIG ALLEN  
Commissioner for Public Employment  
30 April 2014