



NTPS FIRE-FIGHTERS' BULLETIN 12

In a significant bargaining development, at a meeting of 2 April 2014 the parties progressed outstanding matters to a small number of critical claims requiring resolution in order to achieve in principle agreement.

Further Concessions

I have since advised United Voice of my willingness to table a revised offer containing the following major concessions:

- **2 pay increases of 3% in 2014** - the first 3% from in principle agreement, the second 3% from November 2014 (with subsequent 3% increases applying from November 2015 and 2016);
- **reduced Agreement term** - the agreement to commence from the date of Fair Work Commission approval to 7 November 2017 (if the Agreement is approved by the end of July, this would mean a 3 year and 3 month term, instead of a 4 year term);
- **outer limit 2 year period for compulsory transfers between centres** to be included in the Transfer Policy (in addition to the minimum notice periods already agreed), with a commitment to not vary these provisions during the life of the Agreement without the agreement of United Voice; and
- **retention of training and career path document** as an attachment to the Agreement.
- **implementation of operational changes to the existing recreation leave roster** to provide greater flexibility, including population of the roster on a 6 monthly basis.

More detailed information on the proposed revised offer is contained in the attached [Information Sheet 3](#) and it is important that employees read this for a full understanding of the proposal.

This proposal represents the most generous pay outcome that will be available to employees under this negotiation, whilst at the same time ensuring that transfer related provisions of critical importance to employees are preserved. Under the proposal, the 2 year outer limit and minimum notice provisions cannot be amended without United Voice's agreement; offering high level protection for employees whilst at the same time according with wages policy requirements that prohibit restrictive clauses from being included in Agreements.

I encourage employees to genuinely consider the proposed improvements within this bargaining context. United Voice will be canvassing members this week and based on member views, will advise me by 19 May of whether it supports the proposal or not. On receipt of that advice I will determine whether to formalise the proposal through a formal revised offer to employees.

Any queries can be directed to my Office via the Enterprise Bargaining Feedback form located on the OCPE website: <http://www.enterpriseagreements.nt.gov.au/feedback/>

Commissioner for Public Employment
13 May 2014