

NTPS FIRE-FIGHTERS' BULLETIN 3/2013

Revised Offer for NTPS Fire and Rescue Services Enterprise Agreement

Today I have issued a revised “without prejudice” offer to replace the existing Northern Territory Public Sector Fire and Rescue Service 2011 – 2013 Enterprise Agreement. The revised offer was made after several months of negotiations and addresses a number of matters raised by the union to date.

The revised offer includes improvements and concessions to my initial offer of 28 August 2013, and is made in a genuine attempt to finalise bargaining without delay. The revised offer remains open for acceptance until 20 November 2013. In principle agreement on or before this date will result in employees receiving their first annual wage increase under the agreement effective from the first pay period to commence on or after 7 November 2013.

Key improvements under the revised offer

- **Clause 51 (Transfer between shifts and centres)**
Minimum notice periods provided for under the existing enterprise agreement being retained as policy, rather than being removed altogether.
- **Clause 55 (Minimum staffing levels of appliances)**
Retention of a minimum staffing clause in the agreement, on the condition that the clause is updated to clarify that staffing numbers may be reviewed, as necessary, in consultation with the union and employees.
- **Review of leave roster arrangements**
Following on from the constructive discussions that have already taken place by the working party on this matter, inclusion of a review of leave roster arrangements clause in the new agreement which:
 - provides an outer limit of nine months for the parties to finalise the matter; and
 - sets out key issues and principles which relate to, and need to be factored into, review outcomes.
- **Clause 26 (Special Allowances) ***
 - **Fire Investigation Allowance**
Include a definition of “counts as salary for all purposes” within the agreement. This is in direct response to the union’s claim regarding the Fire Investigation Allowance and will ensure that the allowance is paid during periods of paid leave in the same manner as certain other allowances under this clause.

- **Community Fire Safety Command Allowance**
Introduction of an allowance for employees assigned to the Community Fire Safety Command who undertake building compliance inspections and provide fire safety advice. This is a tiered allowance which is linked to, and increases in accordance with, attainment of specified qualifications.

- **Senior Duty Officer Allowance**
Introduction of an annual Senior Duty Officer Allowance of \$2500 for District Officers performing the role of Senior Duty Officer, in recognition of the specified additional responsibilities and duties that they assume in that role.

* the costs associated with these allowances are funded from within existing NTFRS resources and offset by efficiencies.

- **Clause 67 (No involuntary redundancies and security of employment)**
Withdrawal of the additional wording to clause 67 that was proposed under my initial offer, with the result that the existing clause will remain unchanged.

- **Redundancy Notice Periods**
Withdrawal of the claim to reduce notice periods, with the result that existing notice periods of 26 weeks or 52 weeks for employees over 45 years or with 20 years of service or more are retained.

In addition to these key matters, as a result of bargaining meetings to date, an agreed position has now been reached in relation to a number of union drafting related claims.

Full details of these improvements and the revised offer can be viewed in [Information Sheet No. 2/2013](#).



KEN SIMPSON
Commissioner for Public Employment

6 November 2013