



### NTPS FIRE-FIGHTERS' BULLETIN 6

#### WAGE DEDUCTIONS FOR UNION MEMBERS PARTICIPATING IN PROPOSED PARTIAL WORK BAN – QUESTION 6

##### Background

On 24 January 2014 I received notification from United Voice (the Union) indicating that members would commence ongoing industrial action in the form of the following partial work ban from 31 January 2014:

*“No entry of data recorded at incident into AirsNT for Automatic Fire Alarms occurring during the industrial action period.”*

Given the nature of this partial work ban, participation in the ban is limited to Station Officers and Leading Fire-fighters who are Union members and who are able to perform the role of Officer in Charge.

##### Current Situation

The *Fair Work Act* allows employers to deduct wages from employees who participate in partial work bans. Factors for consideration in determining the amount to be deducted include the usual time spent in performing the work during a day, along with what is fair and reasonable in all of the circumstances, including costs or losses incurred by an employer as a result of the partial work ban.

As you are aware, entries into AirsNT relating to false fire alarms generate significant revenue for the Northern Territory Government (NTG) through the invoicing of site owners on a cost recovery basis. A failure to enter data into AirsNT due to the proposed partial work ban will have a significant financial impact on the NTG, along with a broader public impact. With this in mind, I have determined that employees who choose to engage in the partial work ban will have \$124 deducted from their wages for each rostered shift that they engage in the partial work ban, as specified in the Notice of Wage Deductions ([attachment 1](#)).

All Station Officers and Leading Fire-fighters are required to complete a Form ([attachment 2](#)) indicating whether they intend to participate in the ban or not. This will ensure that only those employees who participate are deducted wages. Please complete and return the form to [karen.ruzsicska@nt.gov.au](mailto:karen.ruzsicska@nt.gov.au) by the end of your next rostered shift.

Should your position regarding participation subsequently change from that indicated when you initially complete and return the Form, you are required to submit a revised Form without delay to ensure appropriate payment of wages.

Failure to return a Form will be taken to mean that you will be participating in the partial work ban and your wages will be deducted accordingly.

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

A handwritten signature in blue ink that reads "Ken Simpson". The signature is written in a cursive style with a large initial 'K' and 'S'.

KEN SIMPSON  
Commissioner for Public Employment

4 February 2014