



NTPS FIRE-FIGHTERS' BULLETIN 8

WAGE DEDUCTIONS FOR UNION MEMBERS PARTICIPATING IN PROPOSED PARTIAL WORK BAN – QUESTION 6 (AirsNT)

Background

On 4 February 2014 I provided notice to employees that, in accordance section 471 of the *Fair Work Act* (FW Act), I would deduct \$124 from the wages of any employee who engaged in the partial work ban “*No entry of data recorded at incident into AirsNT for Automatic Fire Alarms occurring during the industrial action period*” (the ban).

United Voice (the Union) subsequently applied to the Fair Work Commission (FWC) challenging the amount of the wage deduction. This matter was heard by FWC on Wednesday 12 February 2014, with an order issued on 17 February 2014 varying the proportion by which wages will be reduced to 15% of the payment that would otherwise be due for each shift worked.

Current Situation

In accordance with the order from the FWC, the amount to be deducted from employees who engage in the ban will be 15% of the payment that would otherwise be due for each rostered shift worked, as specified in the Notice of Wage Deductions ([attachment 1](#)). The actual monetary amount deducted in accordance with the Notice on any given shift will vary depending on fire-fighter rank and shift length. However, the estimated upper limit is approximately \$93 per shift, noting that overtime shifts will attract deductions of a greater monetary amount.

Given the nature of this ban, participation 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.

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 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, appearing to read "Ken Simpson".

KEN SIMPSON
Commissioner for Public Employment

18 February 2014