

### NTPS FIRE-FIGHTERS' INFORMATION SHEET 5

As advised in NTPS Firefighters' Bulletin 17, the Commissioner has proposed a revised offer in an attempt to secure in principle agreement for a new fire-fighters' enterprise agreement.

### PROPOSED IMPROVEMENTS TO PREVIOUS OFFER

#### 1. Wage outcome / term of agreement

In light of the timeframes surrounding this negotiation, I am prepared to have the term of the agreement so that it operates from seven days after approval by the Fair Work Commission (as per section 54 of the Fair Work Act) to 7 November 2018. Depending on the exact date of approval, it is anticipated that as a result, the agreement will operate for three and a half years.

In addition, this revised offer includes five pay increases over this period as follows:

- Initial salary increase of 3% to apply from the date of in principle agreement.
- Second salary increase of 3% to apply from the first pay period from the date the agreement is approved by the Fair Work Commission.
- Third salary increase to apply from the first full pay period following 7 November 2015
- Subsequent increases to apply from the first full pay period following 7 November 2016 and 2017.

#### 2. Changes to the Minimum Staffing Clause 55

In light of firefighters concerns in relation to Berrimah Station and in consultation with the Chief Fire Officer I have agreed to increase the minimum staffing to 22 and one Watch Commander to account for the firefighters at Berrimah Station. I will however seek to include a sub-clause which enables the minimum staffing levels to be decreased on a shift by shift basis in accordance with the General Order Overtime issued by the Chief Fire Officer.

Although the General Order in relation to Overtime has been implemented through consultation with employees satisfying clause 55.2 of the current Agreement, I intend to make it absolutely clear that the General Order will continue to apply. Only when operationally necessary, staffing levels may be reduced by the Chief Fire Officer on a shift to shift basis in line with the General Order Overtime.

### 3. Drafting Related Issues

#### Inclusion of Station Officer relativity changes

In 2013 as an outcome of a review the relativity of Station Officers was amended to 120% and implemented through my Determination. This change will be implemented as part of the Enterprise Agreement.

It would be sensible to consider as part of drafting removing classifications and relativities for positions which no longer exist and are applied to present incumbents only.

#### Outstation Relief - Travelling Distances

The table of travel distances for Outstation Relief will need to be updated during drafting to include the distances to/from Berrimah Station.

#### Fair Work Act Changes

There are changes to the Enterprise Agreement which are required by the *Fair Work Act*. If these changes are not included then the Fair Work Commission may not approve the Enterprise Agreement and will read the relevant clauses as if the changes had been made.

I note that one of the changes required by the *Fair Work Act* relates to the inclusion of a clause in relation to changes to rostering. Although required by the *Fair Work Act* I understand that the Chief Fire Officer has committed to not amending the hours of duty for day workers or the hours of duty for shift workers over the life of the Agreement.

#### Other Drafting Changes

This offer delivers a wage increase with no changes to employee's terms and conditions. I will seek to clarify other issues during drafting relating to general clauses across the NTPS and where there is agreement from the union, improve the wording.

### **SUMMARY**

This revised offer is made taking into account the wages policy bargaining parameters which I must adhere to, the Government's current fiscal position, the prevailing economic conditions and most significantly, takes into account feedback from fire fighters.