



NTPS FIRE-FIGHTERS' INFORMATION SHEET 6

Many fire-fighters have provided feedback and asked questions about the recent ballot which have been summarised below:

1. Can non-union fire-fighters be part of negotiations?

- Non-union firefighters will still have the opportunity to participate in the negotiations and can participate in a formal ballot.
- Non-union firefighters will also be covered by any new agreement which is agreed to by the majority of employees who vote in a ballot process.
- Non-union firefighters can nominate a bargaining agent (eg a fellow firefighter) to represent them at negotiations. The process for doing this is outlined in [Bulletin 1](#).

2. Can a separate Agreement be negotiated for non-union fire-fighters?

No, a separate agreement can't be negotiated with non-union firefighters. One agreement is required to cover all employees of the same classifications or work type. Similarly we would also always have one agreement for Teachers or Nurses.

3. There appeared to be lobbying (coercing) to overturn the in-principle agreement during the ballot

NTPS have consistently communicated about acceptable behaviour in the workplace. The Commissioner for Public Employment and the NTPS Chief Fire Officer will not tolerate inappropriate behaviour in the workplace. Any fire-fighter who has experienced or witnessed this type of behaviour must report it to PFES Human Resources, the Office of the Commissioner for Public Employment, and/or the union. All reports will be treated confidentially.

4. Why are politicians getting more than us with a 4% increase?

The Remuneration Tribunal has made a recommendation that politicians pay should increase by 4%. As there was no increase in 2014 it is effectively over two years which equates to 2% per year. This is less than the Commissioner's offer to fire-fighters of three, 3% increases in the first year (ie 9%) which equates to 3% per year.

5. What are the next steps

The Commissioner will be writing to the union requesting why in principle agreement was reached with the majority of their members but then not supported in the formal ballot.

Thank you to those who have taken the time to provide feedback. Fire-fighters can continue to provide confidential feedback at: <http://www.enterpriseagreements.nt.gov.au/feedback/>.

Key Contacts

- PFES Human Resources – Leanne Hulm 8942 3261
- OCPE - Jason Finlay 8999 4295