



NTPS FIRE-FIGHTERS' INFORMATION SHEET 7

As advised in NTPS Firefighters' Bulletin 33, the Commissioner has provided the union with a revised offer in an attempt to resolve negotiations 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 2017. Depending on the exact date of approval, it is anticipated that as a result, the agreement will operate for less than one year.

I have previously issued a Determination providing for a 3% salary increase from 12 March 2015. I did this in conjunction with the former Chief Fire Officer and the CEO as we were concerned about firefighters' salaries remaining in the market. I intend to revoke this Determination with the salary already paid off-setting the salary increases detailed below. The net effect will be that firefighters will only receive the salary increases in this offer as if the Determination had never been issued.

This revised offer includes pay increases as follows:

- First salary increase of 3% effective from the first full pay period after 7 November 2013;
- Second salary increase of 3% effective from the first full pay period after 7 November 2014;
- Third salary increase of 3% effective from the first full pay period after 7 November 2015
- Fourth salary increase of 3% effective from the first full pay period after 7 November 2016.

2. Changes to the Minimum Staffing Clause 55

As in previous offers in light of firefighters' concerns in relation to Berrimah Station and in consultation with the former Chief Fire Officer we agreed to increase the minimum staffing to 22 and one Watch Commander to account for the firefighters at Berrimah Station.

The General Order in relation to Overtime was implemented in January 2015 through consultation with employees satisfying clause 55.2 of the current Agreement. It is intended that the General Order will continue to apply.

3. Community Safety Allowance

In recognition of concerns in relation to a Community Fire Safety allowance the Director of the Fire and Rescue Service will give a commitment to review the training, qualifications and ongoing development of Firefighters/Officers attached to the Community Fire Safety Command prior to the expiry of the proposed new Agreement.

4. Drafting Related Issues

After reaching in-principle support on 5 August 2015 the following drafting related amendments were agreed with the union and as part of my offer I propose that those amendments be included.

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. I agree that this change will be amended 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.

Other Drafting Changes

This offer delivers a wage increase with no changes to employees' 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.