

WHAT ARE THE CHANGES TO YOUR AGREEMENT?

PROPOSED NORTHERN TERRITORY PUBLIC SECTOR FIRE AND RESCUE SERVICE 2015 – 2018 ENTERPRISE AGREEMENT

EXPLANATORY NOTES

**THIS DOCUMENT REFLECTS THE CHANGES AGREED WITH THE UNION
FOR A NEW AGREEMENT**

Please note:

- i. Reference to the 'current Agreement' means the Northern Territory Public Sector Fire and Rescue Service 2011 – 2013 Enterprise Agreement and reference to the 'new Agreement' means the proposed Northern Territory Public Sector Fire and Rescue Service 2015-2018 Enterprise Agreement.
- ii. Unless otherwise stated, reference to clause and sub-clause numbers in the explanatory notes are referring to the current Agreement clauses.
- iii. Unless otherwise stated clauses have not changed from the current agreement to the new agreement.

UPDATED TERMINOLOGY THROUGHOUT THE AGREEMENT

Throughout the agreement the following terms have been updated:

- Permanent employee has been updated to ongoing employee in line with amendments to the *Public Sector Employment and Management Act*.
- Temporary or contract employee has been updated to fixed period employee in line with amendments to the *Public Sector Employment and Management Act*.
- Defacto Spouse has been updated to Defacto partner in line with the definitions set out under the Fair Work Act.

PART 1 – APPLICATION AND OPERATION OF AGREEMENT

1. Title

Changed title: Northern Territory Public Sector Fire and Rescue Service 2015-2018 Enterprise Agreement

2. Arrangement

Table of contents and page numbering has been updated.

5. Definitions

Updated “Fair Work Australia (FWA)” with “Fair Work Commission” (FWC) (sub-clause 5(n)) and removed PIO – present incumbents only (sub-clause 5(v)). PIO refers to the old ranks of Divisional Commander and the old Senior Station Officer which are referred to in clauses 13.3, 32.2 and 48. However there are no longer any present incumbents left who hold those ranks.

6. Period of Operation

Updated to reflect the nominal expiry date of the new Agreement: 6 November 2018. Updated the reference to the Fair Work Australia with the FWC. Updated to state that the current agreement will expire on commencement of the new agreement.

12. Dispute Settling Procedures

Updated “Fair Work Australia (FWA)” with “Fair Work Commission (FWC)”. Have also made it clear that the process for settling disputes also applies to disputes in relation to the National Employment Standards.

PART 2 – SALARIES, ALLOWANCES, and RANK STRUCTURES

13. Rates of Pay

Updated to reflect the salary increases that will be effective for the duration of the agreement. Amended the relativities to increase the Station Officer to 120% and removed the redundant Divisional Commander and Senior Station Officer which only applied to present incumbents. There are no longer any present incumbents in these ranks.

14. Outstation Relief Allowance

Updated to include the travel distances to and from Berrimah Fire Station.

31. Salary Sacrifice

No substantive change. Have removed the reference to the taxation of contributions that exceed the cap as the Superannuation legislation has changed.

32. Resignation of Rank

Updated to remove the references to the old Divisional Commander and old Senior Station Officer ranks which only continued to apply to the present incumbents (there are no remaining present incumbents).

PART 4 – LEAVE

41. Personal Leave

No substantive change but updated the terminology for the entitlement to personal leave to align with the NES Fair Work Act personal leave provisions.

42. Parental Leave

Incorporates amendments to FW Act and National Employment Standards (NES) which enhance existing parental leave entitlements. Changes which reflect the FW Act amendments relate to enhancing entitlements for casuals with regards to transfer to a safe job, partner/concurrent leave, adoption leave, 'Keeping in Touch Days', and reasonable business grounds parameters if the employer refuses requests for extension of parental leave or returning to work on a part-time basis. An employee is also able to return to work within 6 weeks after giving birth provided they have a medical certificate stating they are fit for work.

The provision that provides an employee on the first 52 weeks of unpaid parental leave access to personal leave has been removed because there is no access to personal leave during any periods of unpaid leave that do not count as service. However employees will have access to their accrued recreation leave and long service leave entitlements anytime during unpaid parental leave, an improvement on the current provision which restricts access to such leave to the first 24 months from time of birth or date of placement of the child (adoption).

43. Compassionate Leave

In line with the NES provisions a new sub-clause (cl 43.6) has been added that outlines that an employee must provide the CEO with notice of taking leave as soon as practicable which may on some occasions be after the leave has started.

PART 5 – RECRUITMENT, PROMOTION AND LATERAL ENTRY

48. Training, Development, and Career Path for Station Officers, Senior Station Officer (PIO), Senior Station Officers and District Officers (PIO)

References to the old Senior Station Officer (PIO) and District Commander (PIO) ranks have been removed as there are no longer staff employed in these old ranks.

PART 7 – GENERAL CONDITIONS

49. Minimum Staffing Levels of Appliances

Increased the minimum staffing levels of appliances to include Berrimah Fire Station.

57. Work Life Balance

Includes the new NES provisions (cl 57.9) which provides for specific groups of employees to be able to request changes to their work arrangements which can only be refused on reasonable business grounds.

PART 9 – FUTURE DIRECTIONS AND ONGOING CONSULTATION

65. MODERN ENTERPRISE AWARD

This clause has been omitted as the application for the modern award was made and the employer and unions attended the Fair Work Commission hearing in May 2016.

69. REVIEW OF CLASSIFICATIONS

This clause has been deleted as classification review was completed under the previous agreement.

ATTACHMENT E – SALARIES AND ALLOWANCES

Salary and allowance tables have been updated to outline the increases to salary and allowances over the period of the new agreement.

Information on the New Agreement

If you would like further information on the agreement, please contact NTPFES Human Resources on telephone **08 8985 8996**. Alternatively you can email your query online www.enterpriseagreements.nt.gov.au/general_feedback . Also visit our website at <http://www.enterpriseagreements.nt.gov.au/ntfrs/> for more information.