



NTPS FIRE-FIGHTERS' INFORMATION SHEET 3

As advised in NTPS Firefighters' Bulletin 12, the Commissioner has proposed a package of improvements to his previous 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

- Nominal expiry date of 7 November 2017, resulting in an anticipated 3 year, 3 month agreement (instead of 4 years initially proposed), with four increases payable over this period, as follows:
 - Initial salary increase of 3% to apply from the first full pay period following in principle agreement;
 - Second salary increase of 3% to apply from the first full pay period following 7 November 2014 (rather than having to wait a full 12 month period between the first and second increase, which would ordinarily be the case);
 - Subsequent increases to apply from the first full pay period following 7 November 2015 and 2016.

2. Training and career path provisions

In addition to maintaining a training and career path clause in the Agreement:

- Retention of a career path document as an attachment to the Agreement (noting that the location of this document had been the key outstanding matter preventing agreement on this issue).
- Commitment not to alter the new progression flowchart policy document (developed in conjunction with United Voice during negotiations) during the life of the Agreement, without United Voice's agreement.

3. Transfer provisions (clause 35 and 51)

In addition to retention of minimum notice periods in the NTFRS Transfer Policy (as already agreed under the previous offer):

- Inclusion of a provision in the Transfer Policy specifying a maximum two year transfer period for compulsory transfers between centres, unless the employee agrees to a longer period.
- A written commitment (through letter or MOU), not to vary these minimum notice or two year outer limit transfer period policy provisions during the life of the Agreement, unless agreed by United Voice.
- A written commitment (through letter or MOU) to focus on local recruitment and to advertise geographically based positions (in place of the historical practice of committing in offer letters to transfer employees out of Alice Springs, for example, following an initial 2 year term), thus placing downward pressure on the likelihood of compulsory transfers between centres becoming necessary.

4. Track and regional station claims

To assist in attraction and retention, and to address claims that employees perceive placements in track stations and Alice Springs to be career limiting, NTFRS is open to amending job descriptions for Station Officer and above positions, so that periods of duty across regions and commands is stated as a “desirable” criterion, if United Voice supports this as a component of the improvement package.

5. Withdrawal of employer claims

Withdrawal of the following components of my previous offer:

- review of recreation leave roster arrangements - rather than pursuing amendments to the recreation leave roster (such as block leave or an extended leave cycle), NTFRS will implement operational changes to promote greater flexibility in managing the existing roster, as developed with United Voice and delegates during negotiations, as part of the proposed package (including six monthly, rather than annual population of the roster);
- cash up recreation leave; and
- inclusion of the term ‘incident’ throughout the Agreement, in place of certain existing references to “fire” and/or “emergency”.

A SUMMARY OF TOTAL KEY ELEMENTS OF PROPOSED REVISED OFFER

The Commissioner has sought an indication from United Voice as to whether it would support a revised offer which:

- incorporates the above listed improvements to his previous offer;
- provides for a clause within the Agreement which gives the CEO the discretion to decide whether or not to fill a vacancy through overtime, in situations where rest relief penalties are invoked; and
- retains all other elements and improvements of his previous offer, including:
 - retention of a minimum staffing clause in the Agreement, which states that minimum staffing numbers may only be varied following consultation with United Voice and employees;
 - clarification of relevant provisions of the Agreement to ensure that the existing Fire Investigator Allowance be paid during periods of leave, in the same manner as certain other allowances;
 - introduction of a Community Fire Safety Command Allowance, up to a maximum amount of \$7,256;
 - introduction of a Senior Duty Officer Allowance of \$2,500 for District Officers rostered to perform the role of Senior Duty Officer;
 - withdrawal of initial proposed changes to security of employment provisions;
 - withdrawal of initial proposed reductions in redundancy notice periods;
 - payment of Commonwealth Superannuation Guarantee increases (to 11% by 1 July 2017) in addition to the 3% wage increases, rather than these superannuation increases being included as part of the annual wage increase on offer, as has been the case in some other jurisdictions;
 - continuation of remote and regional initiatives through the extension of existing determinations;

- inclusion of a union delegate clause in the Agreement, which recognises the role of delegates and allows paid time off for training and representing members;
- no change to the current adjustment of allowances under the Agreement;
- inclusion of Berrimah and Humpty Doo fire and rescue stations in the minimum staffing of appliances clause;
- development of a procedure to provide greater detail surrounding the timing and nature of refreshments provided for under clause 19 of the Agreement; and
- acceptance of a number of United Voice's drafting related claims.

SUMMARY

The above proposal represents the most generous pay outcome that will be available to employees, given Government's wages policy and budgetary position. At the same time the offer ensures transfer provisions of critical importance to employees are preserved. I encourage employees to genuinely consider the proposed improvements within this bargaining context.