

NTPS GENERAL BULLETIN 16/2013

This bulletin only applies to those employees covered by the NTPS 2010 – 2013 Enterprise Agreement

UPDATE ON BARGAINING

As you know the bargaining representatives (unions) have rejected my revised offer put to them on 24 July 2013 and did not offer any compromises in order to progress bargaining. You will also be aware most unions have now commenced balloting members to see whether they will participate in industrial action.

CORRECTING THE ERRORS

In support of their ballot, the CPSU has again put out written information that is misleading and I need to correct this misinformation.

PAY INCREASE AND CPI

The 3% per annum salary increase exceeds the average Darwin CPI over the agreement period:

	2013/14	2014/15	2015/16	2016/17	Average
Forecast^ CPI %	3.6	2.7	2.5	2.8	2.9
Pay increase % p.a.	3.0	3.0	3.0	3.0	3.0

^The CPI forecast above is from the Department of Treasury and Finance's Deloitte Access Economics June Quarter 2013 economic brief.

Compounded, the pay increase totals 12.55% over the period of the proposed agreement.

The CPSU quotes the Darwin CPI figure for June 2013 of 3.9%. This refers to the previous 12 months whereas the salary increase within the offer considers predicted CPI over the term of the proposed agreement.

The offer, in addition to the pay increases, provides for the increases to the Superannuation Guarantee (SG). Contrast this with what is happening with some other public sector employers where the SG increases are counted in the salary increases. The effect of the NTPS offer means that an extra 2% will go to eligible NTPS employees not already receiving the minimum SG amount through membership of a defined benefit scheme over the agreement period.

INCREMENTS

Performance management principles are stipulated in Employment Instruction 4. The increments clause continues to provide protections by stipulating that if an issue arises an employee can seek a review of the matter under section 59 of the *Public Sector Employment and Management Act*.

REDUNDANCY

The offer includes a commitment of no forced redundancies and no job losses arising directly from the implementation of the agreement. This is a commitment that has been given in previous agreements.

This is in stark contrast to many other public services across Australia where there have been large numbers of job cuts to meet the additional cost of the pay rises.

The National Employment Standard (under the *Fair Work Act 2009*) redundancy notice periods have never been an addition to the NTPS redundancy notice periods. They are a statutory minimum and would only have applied to the NTPS if our periods were less: which isn't the case. Yes the NTPS notice periods are being reduced as an efficiency measure but they overall exceed the national standard. In addition, the current offer provides that a person must be offered and declined a voluntary redundancy (which has enhanced pay out provisions) before being declared surplus.

TRANSFERS OF BUSINESS

Services have always been able to be outsourced. The offer provides that where there is a transfer of business and an employee is offered and accepts a job with the new employer to perform the same or substantially similar work, and the service with the NTPS is recognised by the new employer, the employee is not considered to have been made redundant from the NTPS. The reason for this is because the employee has the same or similar job and the NTPS service has transferred meaning that if they were to become redundant with the new employer in the future redundancy pay would be calculated on the total period of service with the NTPS and the new employer.

WHERE TO FROM HERE

Further discussions with the unions will be scheduled with the aim of reaching agreement.

FEEDBACK

Should you wish to express a view on the offer or make a suggestion you can provide your feedback to me directly at www.enterpriseagreements.nt.gov.au/general_feedback. All feedback will be treated confidentially.

MORE INFORMATION

To keep you informed the OCPE has a webpage dedicated to enterprise agreement negotiations under the [Enterprise Agreement Negotiation Updates page](#).

The website will be updated regularly with the latest information on negotiations, including bulletins, information sheets and other material.



KEN SIMPSON
Commissioner for Public Employment

23 August 2013

