

NTPS GENERAL BULLETIN 17/2013

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

NEW OFFER

Following careful consideration of the bargaining representatives' (unions') views and the feedback from employees during the recent survey, I have today made a new offer to the bargaining representatives in an effort to reach agreement.

The new offer contains the following key elements:

- 3% per annum pay increase over a 4 year agreement
- the first pay increase to apply from 29 August 2013
- the Superannuation Guarantee increases in addition to the 3% per annum pay increase (not offset against the pay increase)
- a continued commitment to no forced redundancies and no job losses arising directly from the implementation of the new agreement
- a continued commitment to offer voluntary redundancies (that includes a generous severance payment) prior to declaring an employee formally redundant and invoking notice periods
- notice periods for employees who are formally declared redundant of 20 weeks or 40 weeks (40 weeks is for employees over the age of 45 years or with 20 years or more of service) up from my last offer of 4 or 6 months (17 weeks or 26 weeks)
- no change to the current increments clause (ie clause 27 in the 2010-13 Agreement) except to update the provision that if a grievance arises it will be heard by way of section 59 of the *Public Sector Employment and Management Act* (the PSEM Act)
- inclusion of Determination No. 4 of the Prisons Arbitral Tribunal covering Senior Prison Officers as a schedule to the new agreement
- placement of provisions dealing with filling vacancies as a result of substantial change in an Employment Instruction under the PSEM Act
- re-writing the redeployment and redundancy entitlement provisions into plain language and placing the redeployment and redundancy procedures in an Employment Instruction under the PSEM Act
- for an employee on unpaid parental leave which does not count as service, removal of access to personal leave which is then consistent with the treatment of other leave which does not count as service
- replacing the extended leave scheme with an advanced notice of leave without pay scheme that ensures a similar entitlement.

As I have said in previous correspondence, the offer on the table is a fair one when considering all of the circumstances. These circumstances include the tight fiscal environment being experienced by the NT Government, the prevailing CPI forecasts and the moderate efficiencies sought. This offer contrasts with other public sector bargaining outcomes which have seen pay increases at or below 2.5%, superannuation increases being absorbed into pay increases, and significant jobs cuts.

Details of the offer and other important information can be found at:

- [Information Sheet 6 of 2013: Revised Offer 26 August 2013](#)
- [Information Sheet 7 of 2013: Frequently Asked Questions on the revised Offer 26 August 2013](#)
- [Information Sheet 8 of 2013: CPI and the Wage Offer](#)
- [Information Sheet 9 of 2013: Frequently Asked Questions on the Redeployment and Redundancy Provisions](#)

WHERE TO FROM HERE

A meeting has been scheduled for 28 August 2013 with the bargaining representatives to progress the offer. I will keep you informed.

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

26 August 2013