

### NTPS GENERAL BULLETIN 4/2013

#### Offer for a NTPS General Enterprise Agreement

The purpose of this Bulletin is to outline a summary of the terms of my 'without prejudice' offer which was made on 15 May 2013 for a new enterprise agreement to replace the NTPS 2010-2013 Enterprise Agreement.

The terms of this offer comprise a total and interlinked package of improvements and changes to terms and conditions of employment. The offer has been developed in accordance with the [Wages Policy 2013-2016](#) and takes into account the unions' claims.

#### The offer at a glance

- an agreement that will provide employees with stability for the next 4 years;
- salary increases of 3 per cent per annum, subject to achievement of efficiency measures and approval by Fair Work Commission;
- work-related and expense related allowances adjusted consistent with current agreement provisions;
- the superannuation guarantee increases (as required by Commonwealth legislation) will be paid for the term of the agreement in addition to the annual 3 per cent increases rather than being included as part of the annual wage increases;
- continuation of remote and regional incentives;
- introduction of a notice of roster change [seven days] for shift workers covered by Schedule 2 of the current agreement;
- introduce NTPS wide initiatives and efficiencies:
  - extend current span of hours
  - amend personal leave provisions
  - replace Extended Leave Scheme with new arrangements that allow for leave requests;
  - renewed focus on performance management;
  - review of current redeployment and redundancy provisions;
  - removal of clauses that contain matters of policy or procedure or, restrict the government's capacity to allocate financial, capital or human resources according to its policy priorities; and
- improve the application of the new agreement through clarification and/or streamlining existing provisions.

The full detail of the offer can be viewed in [Information Sheet No. 1/2013](#).

I believe that in the circumstances, this is a fair package that provides an appropriate balance of maintaining wages and introducing efficiencies for the NTPS. I look forward to reaching a timely agreement so the new agreement can be implemented and encourage employees to consider the offer favourably.

**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.

**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](http://www.enterpriseagreements.nt.gov.au/general_feedback). All feedback will be treated confidentially.

I look forward to your favourable consideration of the offer.

A handwritten signature in blue ink that reads "Ken Simpson". The signature is written in a cursive, slightly slanted style.

KEN SIMPSON  
Commissioner for Public Employment

15 May 2013