

### NTPS GENERAL BULLETIN 8/2013

#### Revised Offer for NTPS General Enterprise Agreement

Today, after careful consideration of employee feedback, and negotiations with the relevant unions to date, I have issued a revised “without prejudice” offer to replace the existing Northern Territory Public Sector 2010-2013 Enterprise Agreement.

The revised offer includes several significant improvements and concessions to my initial offer of 15 May 2013, and is made in a genuine attempt to settle the negotiations and finalise bargaining prior to the current agreement’s expiry date (9 August 2013) to ensure employees receive the next wage increase in a timely manner.

#### Key improvements of the revised offer

- **Retraction of the proposal to extend the span of ordinary hours to include Saturday mornings (6am – 1pm)**  
While this efficiency measure was expected to have minimal impact on a few agencies I propose to withdraw this proposal. There will be no change to the ordinary span of hours Monday to Friday 6am to 6pm.
- **Retraction of the proposal to require a medical certificate after 2 consecutive days (within the 5 day limit allowed each year)**  
I propose to retain the current provisions that require a medical certificate after 3 consecutive days of personal leave, within the 5 day limit allowed each year.
- **Retain and amend clauses 13.3 and 44 that deal with involuntary redundancies and job losses**  
I am prepared to retain these clauses subject to revising the words to reflect the employer’s long-standing understanding of the current provisions.
- **Abolish junior rates of pay in the general agreement**  
Currently the agreement provides for the payment of reduced rates for employees aged under 21 years old; I agree to abolish these rates to assist in addressing recruitment and work equity issues.
- **Review the Flexible Working Hours (Flextime) policy in agreement with the unions**  
I propose to work with unions to review the current Flexible Working Hours (Flextime) policy. The new agreement will reference the policy under the Work Life Balance clause and the current policy will remain in place until the finalisation of the review.

In addition to these key matters I am prepared to make a number of other concessions and improvements to conditions which have been discussed during bargaining, many of which are in response to issues arising from the unions’ claims. Full details of these improvements and the revised offer can be viewed in [Information Sheet No. 5/2013](#).

Importantly, the revised offer will continue to provide salary increases of 3 per cent per annum, subject to the remaining efficiencies relating to the redeployment and redundancy provisions, access to personal leave during unpaid parental leave and improving the readability of the agreement being achieved. I believe that after considering all factors, including the fiscal environment, unions and your feedback, that this is a reasonable compromise and remains a fair offer.

### **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.

### **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  
24 July 2013