

### NTPS GENERAL BULLETIN 9/2013

#### Know your options

Unfortunately it has come to my attention that the Community and Public Sector Union (CPSU), in its latest communication to members, did not provide members with sufficient information to make an informed decision about my revised offer. For a full explanation of my revised offer go to: [Information Sheet No. 5/2013](#).

This Bulletin provides employees with the additional information the CPSU should have made known to assist employees in determining whether or not the revised offer should be supported.

#### The pay rise and CPI

The current proposed 3% per annum salary offer and funding the Superannuation Guarantee (SG) increases over and above the salary offer exceeds the average forecast Darwin CPI over the forward estimates period. This includes taking into account the cost of electricity, water and carbon tax charges.

#### Why have efficiency measures

The negotiations for this agreement are occurring in a much tighter fiscal environment than was the case when negotiating previous agreements. As such, it is more important than ever that the public service contributes to the bottom line through providing some efficiencies in return for a pay rise.

This principle of employees contributing to the business of the employer through efficiencies in exchange for pay rises is at the heart of enterprise bargaining and is the reason the salary increases and decision to fund the SG on top of the pay rise is tied to the moderate efficiency measures being achieved.

#### Changes to the Redundancy Notice Periods

Despite my advice to the unions (bargaining representatives) on a number of occasions that their claim the notice of redundancy periods are being 'reduced twice' is incorrect, they continue to misinform members. The fact is that the efficiency measure proposed is to reduce the period of notice from 6 months to 4 months (and for those employees with 20 years' service or over the age of 45 years from 12 months to 6 months). There is a technical matter that these notice periods also count for any notice applicable under the *Fair Work Act 2009* (FWA), but this applies even now to the current 6 and 12 month periods. There is no double reduction.

#### Industrial Action

Employees have the right to take industrial action under the FWA and I understand that the CPSU is canvassing this. However, the CPSU did not mention that if industrial action is taken I am obliged under the law of the FWA to deduct wages for the period of the industrial action.

## **What happens if the revised offer is not accepted by the unions (bargaining representatives)**

As noted earlier, the proposed salary increase and separate SG funding is subject to the achievement of some moderate efficiency measures. If the parties cannot reach agreement by the expiry date of 9 August 2013, I will need to reconsider the offer including whether there are other ways to achieve the efficiencies to keep the total cost of a new agreement to 3% per annum as required under the government's wages policy.

In addition, the earliest the next pay rise will be paid will be from the beginning of the first pay period after the date the parties reach agreement on all matters.

I believe that after considering all the factors, this is a fair offer and one capable of acceptance.

### **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.

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

KEN SIMPSON  
Commissioner for Public Employment  
2 August 2013