

Ref: 2014/23

### **NTPS NURSES AND MIDWIVES' ENTERPRISE BARGAINING BULLETIN 2/2014**

#### **Offer to Settle Enterprise Bargaining Negotiations**

On Thursday, 29 May 2014, after four bargaining meetings with the Northern Territory Branch of the Australian Nursing and Midwifery Federation, I put a 'without prejudice' offer to settle the negotiations to the union.

The terms of this offer comprise a total and interlinked package of improvements and changes to terms and conditions of employment, dependent on the achievement of proposed efficiencies. It was developed in consideration of the [Northern Territory Public Sector Wages Policy 2013–2016](#) and the union's log of claims, which was presented on 8 April 2014.

The key features of my offer include:

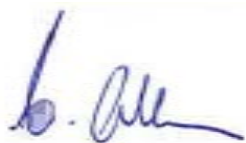
- a 4 year agreement;
- an initial salary increase of 3% to be paid effective from the beginning of the first pay period commencing on or after the parties reach final agreement on all matters, or on the first pay period commencing on or after 9 August 2014, whichever is the later;
- salary increases of 3% per annum for the following three years after the initial salary increase to be paid at 12 monthly intervals;
- adjustment of work-related and expense-related allowances, consistent with the current enterprise agreement provisions;
- payment of the Superannuation Guarantee Charge in addition to the annual 3% salary increases; and
- provision of access to recreation leave on half pay, subject to operational requirements.

The offer also includes some modest efficiencies that I would like to achieve in the proposed enterprise agreement. These include:

- alignment of overtime provisions for part-time nurses with those that apply for other NTPS employees;
- conversion of the existing professional development allowance from an automatic payment to a reimbursement model from August 2015;
- removal of access to personal leave during the first 52 weeks of unpaid parental leave;
- replacement of the extended personal leave scheme with a new provision of leave without pay for an extended period;

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 believe the bargaining process is an opportunity to strengthen the NTPS and the union relationship with employees. I look forward to your favourable consideration of this offer so that we can reach agreement in a timely manner.

More detailed information about the offer can be found in the [Nurses and Midwives Enterprise Bargaining Information Sheet Number 1](#).

A handwritten signature in blue ink, appearing to read 'C. Allen'.

CRAIG ALLEN

3 June 2014