

PRISON OFFICER ENTERPRISE AGREEMENT BULLETIN 2/2014

Offer for a Prison Officer Enterprise Agreement

The purpose of this Bulletin is to outline a summary of the terms of my 'without prejudice' offer which was made on 20 May 2014 for a new enterprise agreement to replace the *Prison Officer (NTPS) 2011 - 2014 Enterprise Agreement* (the current 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 log of claims from United Voice (the Union), the current budgetary environment locally and nationally, forecasted CPI over the relevant period, competitiveness of current salaries, and improvements made to conditions in previous bargaining.

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;
- 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 existing remote and regional initiatives through extension of relevant determinations;
- acceptance of a number of union claims, in whole or part, including:
 - review of recreation leave roster arrangements to provide greater flexibility;
 - additional work life balance initiatives through insertion of a clause mirroring the general NTPS agreement clause;
 - provision for delegate rights through insertion of a clause mirroring the general NTPS agreement clause;
 - no variation to the wording of the job security provision at clause 58.1 of the current Agreement;
 - continuation of determination 1104 of 2011 applying to employees who perform restrictive duty at the Barkly Work Camp;
- introduction of the moderate efficiencies including:
 - higher duties and time off in lieu arrangements that are more consistent with the standard NTPS conditions;
 - review of Schedule 2 – Redeployment and Redundancy Provisions to bring them in line with general NTPS agreement provisions;
 - removal of access to personal leave while on unpaid parental leave; and

- update of the agreement as necessary to improve clarity; ensure compliance with the *Fair Work Act*; remove provisions that duplicate PSEMA or are already covered by specific legislation; remove redundant clauses; remove policy or procedural provisions; and ensure consistency of common core entitlements across the NTPS.

The full detail of the offer can be viewed in [Information Sheet No. 1/2014](#).

I believe that in the circumstances, this is a fair package that provides an appropriate balance of maintaining wages and introducing efficiencies for the Department of Correctional Services. 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. All feedback will be treated confidentially.

I look forward to your favourable consideration of the offer.



CRAIG ALLEN
Commissioner for Public Employment

20 May 2014