

PRISON OFFICER ENTERPRISE AGREEMENT INFORMATION SHEET 3 (amended 26 September 2014)

We've listened to United Voice and delegate feedback and as a result, we've committed to a package of further improvements, detailed below, which will now be put to a vote.

If the offer is accepted in the employee ballot, your pay increase will be effective from the first full pay period after 9 August 2014.

So what does the offer mean for you?

- Commitment from Department to **not privatise correctional centres** during the life of the agreement.
- **Continuation of Alice Springs buses** with a commitment that any changes to existing arrangements would require the agreement of affected employees.
- **OIC night-shift parameters** jointly developed, specifying the minimum requirements for an officer to perform OIC night-shift in acknowledgement of members' concerns.

Salary

- **3 per cent, per annum** pay increase over 4 years.
- **Superannuation guarantee** increases paid in addition to 3% wage increase.

Work life balance and leave initiatives

- **Improvements** to the recreation leave roster arrangements removing the need to take leave in strict 7 day blocks commencing on a Thursday.
- **Flexibility** to take your recreation leave at half pay.
- **The ability** to purchase additional leave.

Additional incentives

- **Greater flexibility and support** for employees seeking to complete their Certificate IV in Correctional Practice.
- **Continuation of \$500 p.a.** gym membership reimbursement for Alice Springs correctional officers
- **Inclusion of a Union delegate clause** that mirrors the General Agreement clause

- **Continuation of remote and regional incentives** including:

- \$500 satellite internet and/or TV subsidy;
- Relocation allowance for employees either transferring to, or recruited for Katherine and Alice Springs; and
- 100% rental concessions for Tennant Creek employees.

Existing entitlements remain secure

- **Retain minimum period of higher duties.** Higher duties allowance will continue to be payable after four hours.
- **Retain more beneficial TOIL.** The existing, more beneficial TOIL provisions will continue unchanged.