

NTFRS WORKPLACE AGREEMENT BULLETIN 5/2008

Enhanced offer

Following extensive negotiations with the Liquor, Hospitality and Miscellaneous Union (LHMU), an enhanced offer was made on 27 June 2008. A meeting with the LHMU was held on 30 June 2008 to discuss the enhanced offer and clarification of components of my offer.

The key elements of the offer are:

- 4 year agreement back paid to November 2007, with salary increases of 4%, 4%, 4% + 3% (or whatever the general NTPS receive).
- Agreement to expire on 7th November 2011.
- An outstation relief allowance of \$30 per occasion in specified circumstances.
- Urban Search and Rescue Technician Category 2 Qualification Allowance of \$1.50 per hour.
- Changes to the notice period for compulsory transfers within centres from day to shift work or vice versa to meet foreseen organisational requirements – notification of not less than one calendar month prior to the transfer.
- Formalising the professional development program for District Officers.
- Increasing the number of consecutive shifts from one to two shifts that may be taken in one calendar year without the requirement to produce a medical certificate.
- The recruitment of lateral entry officers and firefighters to be based on the merit principle.
- The inclusion within the agreement specifying that NTFRS, subject to Government endorsement, agree to participate in the proposed national longitudinal study to be commissioned by AFAC using Monash University.
- The process for filling vacancies between Darwin and Alice Springs to be on a voluntary basis or through lateral entry and that forced transfers will be used when other avenues have been exhausted. Final agreement to this proposal will be predicated on the revised Lateral Entry Policy agreed to by both parties.
- A commitment by NTFRS that all endeavours will be made to ensure that non-operational travel occurs during “sociable hours” for members who are required to travel interstate.
- Parties’ agreeing to the development of the career path provisions for rank levels above Station Officer.
- The introduction of paid paternity / partner’s leave of five days on the birth or adoption of a child by the employee’s spouse or partner.
- The inclusion within the agreement of new clauses specifying conditions for parental leave, personal / carer’s leave and recreation leave – including cash-up provisions.
- Introduction of a Training and Development Instructors allowance for non-certificate IV trainers of \$1.00 per hour.
- Enhanced flexibility in taking long service leave – minimum of seven days.
- No reductions to existing staffing levels as set out in the current Agreement.
- The preservation, where legally possible, through a *Deed of Agreement*, of Award and Agreement conditions which are “prohibited content” by the current provisions of the *Workplace Relations Act*; and
- Other than proposed in the new Agreement, retention of all other existing conditions.

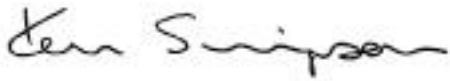
In consideration of this offer, the LHMU will be meeting with its members on Thursday, 10 July 2008 and have advised that they will be in a position to respond to the enhanced offer by close of business 11 July 2008.

Where can I get more information

Details of the offer can be found at:

http://www.workplaceagreements.nt.gov.au/nt_fire_and_rescue_service/

Further information on the negotiations can be obtained by telephoning my Office on 8999 4282 or the NT Fire Rescue Service on 8946 4124. You may also wish to contact the LHMU on 8924 4706.



KEN SIMPSON
Commissioner for Public Employment
7 July 2008