

PRISON OFFICERS WORKPLACE AGREEMENT BULLETIN 3/2008

CIRCULATION OF AGREEMENT FOR BALLOT

On 1 July 2008, I advised that in-principle agreement had been reached with the Liquor, Hospitality and Miscellaneous Union/ NT Prison Officers Association (LHMU/ NTPOA) on the new Prison Officers Workplace Agreement.

The drafting of the proposed Agreement has now been finalised and a ballot process enabling employees to vote on its terms will soon begin. The purpose of this bulletin is to provide employees with information about the terms and conditions of the Agreement, and to outline the ballot process.

A formal ballot under the *Workplace Relations Act* will be conducted, in which all employees covered by the existing Prison Officer (NTPS) 2008 – 2011 Union Collective Agreement are eligible to vote.

The ballot process

On **9 July 2008**, employees will be provided with a copy of the proposed Agreement, along with an Information Statement from the Federal Government's Workplace Authority detailing the workplace agreement making process under the *Workplace Relations Act*.

These documents can be accessed on our webpage at:
<http://www.workplaceagreements.nt.gov.au/prisonofficers/>.

Hard copies will be made available to employees who do not have access to email facilities. Copies will also be placed in the muster rooms at both Darwin Correctional Centre (DCC) and Alice Springs Correctional Centre (ASCC) for employees to access.

- On or around **10 July 2008**, the Promotion Appeal Board (PAB) will mail out ballot papers and a pre-paid return envelope to the Superintendent's in DCC and ASCC. The Superintendent's will individually hand out the ballot papers and pre-paid return envelope to all employees entitled to vote in the ballot. Employees on leave will be advised as to how to access the Agreement.
- The envelope you receive in the mail will be clearly marked with the PAB address. Simply follow the instructions on the ballot paper, ensuring it is returned in the pre-paid envelope, preferably by internal mail, in time to reach the PAB by **first mail, Wednesday 23 July 2008**. Late ballot papers will not be counted.

(Please note: If you have not received a ballot paper by 15 July 2008, please ring this Office on 8999 4136.)

- On **23 July 2008**, the PAB will count the ballot papers returned and declare the result. Representatives from the LHMU, NT Correctional Services and our Office will attend the count of the ballot as scrutineers.

The Agreement will be approved if the majority of employees who cast a vote, vote YES to approve the Agreement. It is important that we have as many employees vote as possible so that we have a clear result one way or the other.

What will happen if the majority vote YES?

- The Agreement will be lodged with the Workplace Authority and will come into operation on the seventh day after the date of issue of the notice by the Workplace Authority.
- The Department of Corporate and Information Services (DCIS) will be instructed to implement new payments and increases due under the Agreement (including back pay of salaries).
- It is anticipated that all back-payments will occur on payday 21 August 2008.

What will happen if the majority vote No?

The negotiations will need to commence again.

Key Features of new Workplace Agreement

The key elements of the Agreement are:

- 4 year agreement back-paid to August 2007. Salary increases are:
 - 4% effective from the first pay period to commence on or after 9 August 2007,
 - 4% effective from the first pay period to commence on or after 9 August 2008,
 - 4% effective from the first pay period to commence on or after 9 August 2009, and
 - 3% effective from the first pay period to commence on or after 9 August 2010 (or whatever the general NTPS receive under the successor to the NTPS 2008-2010 Union Collective Agreement, whichever is the greater);
- Agreement to expire in August 2011,
- Introduction of a new staffing model as attached and dated 19 June 2008;
- Review of hours of duty in Alice Springs;
- Introduction of a work responsibility allowance for Senior Prison Officers;
- Introduction of IOMS (not case management);
- Introduction of a cyclic roster;
- Time in lieu increased from 40 hours to 80 hours and option to cash-in time in lieu at any stage;
- In consultation with the Union, pursue different types of employment arrangements including Auxiliaries;
- Introduction of an extended leave scheme;
- Enhanced flexibility in taking long service leave – minimum of 7 days;
- 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;
- Examination of selection processes and course content of the Senior Prison Officer Promotional Course;

- Evaluation of adequacy of the current training provisions;
- Evaluation of adequacy of the current rosters to enable greater flexibility in rostering arrangements;
- Review recruitment and retention issues in Alice Springs Correctional Centre;
- The inclusion of redeployment and redundancy provisions in the agreement in compliance with the prohibited content provisions of the *Workplace Relations Act*;
- The preservation, where legally possible, in a deed of agreement, award and agreement conditions which are currently considered prohibited content under WorkChoices; and
- Other than proposed in the new agreement, retention of all other existing conditions.

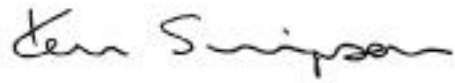
Where can I get more information?

Documents related to the offer can be found at:

<http://www.workplaceagreements.nt.gov.au/prisonofficers/>.

I believe that the proposed Agreement is fair and reasonable, and strikes the right balance between the unions' claims, employee expectations, economic and market factors.

I strongly encourage you to participate in the upcoming ballot.



KEN SIMPSON
Commissioner for Public Employment

9 July 2008

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