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COMMISSIONER'S BULLETIN

NTPS Wages Policy 2013 – 2016 Released

The Northern Territory Public Sector Wages Policy 2013 – 2016 (the policy) has been released. The policy establishes the Northern Territory Government's bargaining framework for enterprise agreements in the Northern Territory Public Sector.

The objectives of the policy are:

- To ensure costs are kept within the government's fiscal parameters;
- To deliver increased efficiency, effectiveness, savings, service outcomes and workplace reform across agencies ('efficiency measures'); and
- To provide a fair and responsible wages outcome for public servants taking into account government's financial position.

The bargaining principles include:

1. Agreement outcomes:
 - i. will have a total overall cost of up to three per cent per annum (total overall cost means the cost of salary and allowance increases, salary restructuring, changes to conditions etc) dependent on the efficiency measures achieved;
 - ii. are not to contain restrictive work practices;
 - iii. are not to include provisions restricting the government's capacity to allocate financial, capital or human resources according to its policy priorities;
 - iv. are not to contain provisions that restrict the powers and functions of the CPE and CEOs under the *Public Sector Employment and Management Act* and the *Police Administration Act* (eg. the use of involuntary redundancies);
 - v. are not to contain matters of policy or procedure;
 - vi. are to retain a common core of NTPS conditions of employment (eg. leave, superannuation, hours of work, remote locality provisions) across the service (as varied from time to time through bargaining efficiency measures); and
 - vii. are to emphasise flexibility in employment arrangements that benefit both the employer and, within the limits of these principles, the employee.

2. Efficiency measures will be assessed against:
 - i. the degree to which concessions have been made around working arrangements by employees and their representatives;
 - ii. opportunities for immediate and/or future reform; and
 - iii. quantitative and qualitative measures.

More Information

The policy can be found at http://www.ocpe.nt.gov.au/working_in_the_ntps/ntps_wages_policy

For information about enterprise agreement negotiations go to [Enterprise Agreement Negotiation Updates page](#).



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