PROPOSED
NORTHERN TERRITORY PUBLIC SECTOR
2017 – 2021
ENTERPRISE AGREEMENT

EXPLANATORY NOTES

THIS DOCUMENT REFLECTS THE CHANGES IN THE PROPOSED AGREEMENT COMPARED WITH THE CURRENT AGREEMENT

Please note:

i. Reference to the ‘current Agreement’ means the NTPS 2013 – 2017 Enterprise Agreement (ID AE405518) and reference to the ‘new Agreement’ means the proposed NTPS 2017-2021 Enterprise Agreement.

ii. Technical changes made throughout the new Agreement adopting gender neutral language and plain English language where appropriate without affecting entitlements or conditions.

iii. The Agreement has been amended to improve readability and to remove the duplication of clauses and conditions particularly across the Schedules. These changes do not affect the current entitlements and conditions.

iv. This document is in order of clause numbers under the proposed new Agreement. Clause numbers vary from the current Agreement due to the alignment of common clauses in the Schedules and the removal of “omitted” clauses.

v. Where clauses have been referenced the clause and sub-clause numbers in the explanatory notes are referring to the new Agreement clauses. Under each clause number is an explanation of how the provision or entitlement has translated from the current Agreement to the proposed Agreement.
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PART 1 – APPLICATION AND OPERATION OF AGREEMENT

1. Title
The title has changed to reflect the NTPS 2017-2021 Enterprise Agreement.

2. National Employment Standards
Clause 2 now provides a provision stating the National Employment Standards (NES) prevails across the agreement. The NES sets the minimum entitlements under the Fair Work Act.

This clause was previously the table of contents clause (“Arrangements”), which has been moved to the front of the Enterprise Agreement.

3. Parties covered by this Agreement
The Communications, Electrical, Plumbing Union to Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union has been updated to reflect the correct name of the Union.

The Transport Workers’ Union to Transport Workers’ Union of Australia has been updated to reflect the correct name of the Union.

Any reference to the Senior Prison Officers Arbitral Tribunal Determination No. 4 has been removed as this group of employees will now be covered by Schedule 9.

4. Definitions
The definition of “Agreement” has been updated to reflect the title of the new Enterprise Agreement.

The definition of CEO has been updated to include a delegate of the CEO as well.

The definition for “Competency Based Assessment and Training” has been removed as this is no longer operative in the NTPS.

5. Period of Operation
The period of the new Enterprise Agreement has been updated to reflect the new nominal expiry date 10 August 2021.

6. Purpose and Operation of Schedules
The current Agreement had set out the pre-reform awards which were repealed when NTPS Enterprise Award 2016 was made. The new Agreement sets out operation of the schedules in relation to Parts 1 through to Part 5. It also contains a table which sets out which groups of employees are covered under each Schedule.

7. Variation of Public Sector Employment and Management By-laws and Determinations
There is no change to this clause and it is the same wording from the current clause 8.
8. **No Extra Claims**

There is no change to this clause and is the same wording from the current clause 11.

9. **Negotiations for Replacement Agreement**

There is no change to this clause and is the same wording from the current clause 12.

10. **Objectives of Agreement**

There is no change to this clause and is the same wording from the current clause 13.

11. **Productivity and Efficiency**

There is no change to this clause and is the same wording from the current clause 14.

12. **Dispute Settling Procedures**

The current agreement has been amended to make it clearer for employees that utilising s59 is in order to have the decision reviewed. The new Agreement also introduces a mechanism for employees to resolve disputes in relation to By-laws.

A savings clause has been included in the new Agreement which sets out how unresolved disputes at the commencement of the new Enterprise Agreement will continue to be dealt with and provides additional protections which enable the current provisions to be maintained while a dispute is being resolved.

**PART 2 – PROCEDURAL MATTERS**

13. **Union Rights**

The rights and obligations of delegates will be set out in the Agreement and will be underpinned by a set of key principles. Delegates will also only need to advise their manager that they are delegates rather than the CEO.

14. **Management of Change**

The clause ensures compliance with the Fair Work Act and also clearly sets out that consultation on major change will occur prior to a CEO making a final decision.

15. **Public Sector Consultative Council**

Minor change to the clause to make it clear that a party can request that the CEO establish a consultative committee as a forum for consultation.

16. **Commitment to Employee Assistance Program**

There is no change to this clause and it is the same wording from the current clause 21.

17. **Trainees and Apprentices**

The title of Trainees has been changed to Trainees and Apprentices to reflect reference to “apprenticeships” in the current clause.
18. Preventing Harassment and Bullying in the Workplace

There is no change to the application of this clause, this is the current clause 24.

PART 3 – GENERAL EMPLOYMENT CONDITIONS

Division 1 – Pay, Increments and Allowances

The title was changed from Pay, Hours of Work and Allowances to Pay, Increments and Allowances. Hours of work have been moved to the new Part 4 of the Agreement.

19. Rates of Pay

This clause has been updated to reflect 2.5% salary increases per annum and applicable increases throughout the term of the Enterprise Agreement. The junior rates of pay have been omitted as there are no longer different rates of pay for younger employees.

20. Supported Wage System

The wages have been updated in Schedule 12 to reflect the new pay increase.

21. Increments

This clause has been changed to reflect that it does not apply to Trainees and Apprentices, it also refers to the new Schedule 9 which is the Senior Correctional Officers.

This clause was consolidated across all of the Schedules for alignment and consistency. Increments from the current Schedule 1 and Schedule 4 are part of this clause – there has been no change to the application of increments.

22. Senior Classification Structure – Pay Progression Principles

There is no change to this clause and is the same wording from the current clause 28.

23. Electricity Subsidy for Employees in Remote Localities

This is the current clause 35 and there has been a minor change with a reference at the beginning of the clause explaining category of remoteness is determined by the Commissioner for Public Employment which is the current situation.

24. Higher Duties Allowance

This is the current clause 36 (and also from Schedule 1 and Schedule 4). There has been no change in the application of higher duties, however this has been consolidated across all of the Schedules for alignment and consistency.

25. Recovery of Overpayments

This is the current clause 39 and has been amended to change from “Recovery of Overpayment and Relocation Costs on Cessation of Employment” to “Recovery of Overpayments. This was changed as it is not permissible to recover relocation costs based on a term in the Agreement. The clause has also been
amended for overpayments to automatically be recovered on cessation rather than requiring CEO approval.

26. Superannuation
This is clause 40 in the current Agreement and there has been a minor change to update the legislation and improve readability.

27. Salary Sacrifice
This is clause 41 in the current Agreement and there has been a minor change to update the legislation and improve readability.

Division 2 – Employment Arrangements

28. Part-Time Employment
This clause is predominately in line with the current clause 42. The new clause has been amended to improve readability and identifies that part-time arrangements are less than full-time hours, with the hours and days to be worked to be agreed by the CEO and the employee, this provides a definition of a part-time employee which then covers the current clauses 42.6 – 42.8 which refer to minimum and maximum hours a part-time employee could work.

There is technical changes to the language and the addition of two sub clauses to provide that an agreement for conversion to part time employment may be for a fixed period or an ongoing basis and where part-time is for a fixed period, the period must be agreed in writing.

Removed the current clause 28.5 which refers to overtime worked by a part-time employee, this is now covered in the new Part 4.

The current clause 28.10 has been removed as this clause refers to increments which are now set out in clause 27.

29. Casual Employment
There is no change to this clause and is the same wording from the current clause 43.

30. Security of Employment
There is no change to this clause and is the same wording from the current clause 44.

31. Individual Flexible Working Arrangements
This is the clause 45 in the current Agreement and this has been updated to provide better clarity regarding this provision where changes to employment conditions that aren’t available under the enterprise agreement may be entered into if the employee being better off overall, however these arrangements require the approval of the Commissioner for Public Employment).

32. Variation to Working Arrangements for Groups of Employees
This is clause 46 in the current Agreement and has been updated to include – “hours of work, including rostered days off, restricted duties, flextime “or longer and/or more requirement unpaid breaks during
the day”. This allows Agencies to address operational needs and requests from employees to have a longer break in the middle of the day noting that work would still be within the span of hours.

33. Workloads

There is no change to this clause and is the same wording from the current clause 47.

34. Work Life Balance

This is clause 48 in the current agreement and has been amended to improve readability. The initiatives are set out under one clause separately from the initiatives which are underpinned by a specific clause elsewhere in the Agreement.

The reference to the Advanced Notice of Leave Without Pay have been removed as it is unnecessary as employees are not limited by the notice required for leave without pay (ie don’t need to give four years notice).

35. Flextime Scheme for non-shift workers

This is a new clause that provides clear guidelines regarding Flextime for non-shift workers.

36. Request for Flexible Work Arrangements in Accordance with NES

This clause is set out at 48.4 in the current Agreement and is now a separate clause in the new Agreement which reflects National Employment Standards options under the Fair Work Act and also applies to long term casuals.

Division 3 – Leave

37. Parental Leave

This is clause 49 in the current Agreement and has been broadened with the application of paid parental leave provisions to include surrogacy situations and to expand the leave available to partners. This will provide employees who meet the relevant criteria with the current generous levels of paid parental leave of up to 18 weeks, and up to a total of three years off for parental leave purposes.

This new provision will provide partners with additional leave where they take on the primary carer responsibilities. This leave would be available where the initial primary caregiver returns to work and the partner would be able to access paid partner as primary caregiver leave. For employees with more than five years of service this will be up to 18 weeks from the birth of the child, and 14 weeks for employees with one to five years of service. Partners may still access partner leave (up to 2 weeks paid) prior to accessing this new partner as primary caregiver leave. However only one parent of the family unit can nominate as primary caregiver at a time. The maximum period of paid leave for a partner will be 18 weeks.

In the new Agreement employees on parental leave will have their superannuation paid for the first 12 months of parental leave. Employees will continue to be able to request leave without pay or flexible working arrangements up until the child reaches school age.

38. Compassionate Leave

This is clause 50 in the current Agreement and there has been some technical changes to update the definitions in line with the FW Act and to simplify provisions and reduce duplication.
39. Personal Leave
This is clause 51 in the current Agreement and there has been some technical changes to update the definitions and provide clearer provisions for casual employees.

40. Domestic and Family Violence
This is a new clause to provide an entitlement to leave for employees experiencing Domestic and Family Violence.

41. Cultural and Ceremonial Leave
This is a new clause to provide an employee up to five days unpaid cultural leave for cultural or ceremonial obligations.

42. Recreation Leave
There is no change to this clause and is the same wording from clause 52 in the current Agreement.

43. Christmas Closedown
This is clause 53 in the current Agreement. There is a minor change to amend provisions to accommodate situations where Christmas/New Year goes over a working week with the ability for work units to consider additional days before Christmas Day and after New Year’s Day.

44. Recreation Leave Loading
This is clause 54 in the current Agreement. There is a minor change to clause 44.2(a) regarding the requirement to utilise one week of recreation leave to be entitled to recreation leave loading does not apply to shiftworkers.

45. Long Service Leave
There is no change to this clause and is the same wording from clause 55 in the current Agreement.

Division 4 – Other

46. Training and Development
There is no change to this clause and is the same wording from clause 56 in the current Agreement.

47. Performance Planning and Review
Performance Planning and Review is a new clause to capture the key principles for employee planning and development which includes the ability for employees to request a plan be developed.

48. Professional Issues
This is clause 58 in the current Agreement and a minor change to update the language and update the amounts received under Professional Development Allowance.
49. Technical 1/Technical 2 progression scheme
There is no change to this clause and is the same wording from clause 59 in the current Agreement.

50. Redeployment and Redundancy
There is no change to this clause and is the same wording from clause 60 in the current Agreement.

PART 4 – HOURS OF WORK

This is a new part that aligns the Schedules to make it a more readable document.

51. Application
This is a new part with three Divisions. Division 1 sets out the general provisions in relation to hours of work, overtime and specific duty. Division 2 sets out the specific provisions that relate to day workers and Division 3 sets out the specific provisions in relation to Shiftworkers. Each Division contains reference to the Schedules for provisions and rates for specific industry groups.

Division 1 General

52. Hours of work
The current Agreement Hours of work clause refers to the Schedules. The new clause lists the hours of work for employees covered by each Schedule. These hours of work clauses have been taken out of clause 31 and from the Schedules and placed in this new Part.

53. Minimum Rest (Meal Break) Period
This clause aligns clause 31 of the current Agreement with the current Schedules. There is a reference to some Schedules in the new Agreement that have specific rest breaks.

54. Averaging Hours
This clause aligns clause 32 of the current Agreement with the current Schedules. The new clause makes it clear that hours worked are within the span of hours with the ability to roster a regular day off. (Note individual averaging can be provided for in the Work Life Balance Division). This has been moved from Part 3 to the new Part 4.

55. Additional Hours and Overtime
This clause aligns clause 29 of the current Agreement with the Schedules with an improvement to the payment for overtime for part-time employees.

Part-time employees will be paid any overtime after reaching their agreed part-time hours where directed to work. This improvement will ensure that part-time employees are compensated when they are directed to work longer hours. However the agreed hours for a part-time employee will be subject to review and may be increased to align with any regular additional hours a part-time employee is working. If a part-time employee agrees to work additional hours then they will be paid at single time until they have worked the hours of a full-time equivalent.
The following clauses have been moved to this section:

- Reasonable request to work overtime
- Eligibility for overtime
- Calculation of Overtime Payment
- Part-time Overtime
- Minimum Payments (Separate Overtime)
- Meal Allowance
- Time Off in Lieu of Overtime Payment

56. Emergency Duty

This clause was in Schedule 1 in the current Agreement and there is no change to the application of the clause.

57. Restriction Duty

This clause was in Schedule 1 in the current Agreement. In the new Agreement there is a reference to the Schedules which have additional conditions in relation to Restrictive Duty.

58. Saturday Duty

This clause is alignment of the Schedules in the current Agreement relating to Saturday Duty.

59. Sunday Duty

This clause is alignment of the Schedules in the current Agreement relating to Sunday Duty.

60. Public Holiday Duty

This clause is alignment of the Schedules in the current Agreement relating to Public Holiday Duty.

61. Rest Relief

This clause in the new Agreement provides a reference to the specific Schedules for when an employee who works so much overtime between the termination of their ordinary duty on one day and the commencement of their ordinary duty on the next day.

Division 2 – Day Workers (non-shift workers)

62. Definitions

This introduces a definition for a day worker which aligns with the Modern Award.

63. Span of Hours

The Span of Hours has been improved in the new Agreement as it is limited to Monday to Friday between 6:00am and 6:00pm but maintains the option for a broader span for Schedule 2 and Schedule 8.

64. Overtime

This clause is from Schedule 1 in the current Agreement and defines what is overtime and sets out the rates for overtime from the Schedules in the current Agreement.
Overtime rates for Monday to Saturday under Schedule 2 in the new Agreement have been improved to time and a half for the first three hours and double time thereafter.

**Division 3 – Shiftworkers**

65. **Application**

This gives a definition of a shiftworker which aligns with the Modern Award.

66. **Hours and cycle of shifts**

This clause is alignment of hours and cycle of shifts across the Schedules in the current Agreement with no change to its application.

67. **Rosters**

This is a new clause regarding the development of roster patterns and they should be developed in accordance with fatigue management principles, and in consultation with relevant employees.

68. **Shiftworker Penalty Rates**

This clause aligns the penalty rates for Shiftworkers from across the Schedules in the current Agreement where the wording is similar and refers to each Schedule in the new Agreement where there is a variation for the applicable penalty rates. There is no change in the application from the current Agreement.

69. **Public Holidays (shiftwork)**

This clause aligns the impact of public holidays on shiftworkers and there is no change to the current Agreement.

70. **Overtime (shiftwork)**

This clause is from Schedule 1 in the current Agreement defining what is overtime and the rates of when overtime is to be paid for the different Schedules.

The overtime rates in the new Agreement for Schedule 2 have been improved to overtime worked Monday to Friday will be paid at time and a half for the first three hours and double time thereafter, and overtime worked on a Saturday will be at double time.

This clause also sets out that when part-time employees are directed to perform overtime above their agreed hours they will be paid overtime. It also specifies a review mechanism if a part-time employee is continually working extra hours in addition to their agreed hours.

71. **Recreation leave and Shiftwork Payments**

The clause in the new Agreement sets out when penalties are paid when an employee proceeds on recreation leave.

There is an improvement in that an employee can take one day recreation leave and receive shift penalties.
72. **Personal leave**

The new clause provides that an employee may access personal leave without providing documentary evidence up to a maximum of the employees weekly hours or five shifts, whichever is the greater.

**PART 5 –**

**DIVISION 1 – GENERAL CONDITIONS**

73. **Grievance and Dispute Resolution Training**

This clause has been aligned across all the Schedules from the current Agreement and there has been no change to the conditions.

74. **Public Holiday**

Public Holidays have been aligned across the Schedules where it sets out the actual public holidays, this clause now refers to the *Public Holidays Act (NT)* rather than listing the individual public holidays.

75. **Leave to Attend Industrial Proceedings**

This clause has been aligned across all the Schedules from the current Agreement and there has been no change to the conditions.

**DIVISION 2 – ALLOWANCES**

76. **Accident Allowance**

This clause is from Schedule 1 in the current Agreement and there has been no change to the conditions.

77. **Excess Travel Time**

This clause is from Schedule 1 in the current Agreement and there has been no change to the conditions.

**DIVISION 3 – EMPLOYEE ENTITLEMENTS REFERENCED TO BY-LAWS**

78. **Emergency Leave**

This clause has been moved from Schedule 4 and Schedule 5 in the current Agreement and placed in Part 5, Division 3 as it applies to all employees.

79. **Release for Jury Leave**

This clause has been moved from Schedule 4 and Schedule 5 in the current Agreement and placed in Part 5, Division 3 as it applies to all employees.

80. **Release to Attend as a Witness**

This clause has been moved from Schedule 4 and Schedule 5 in the current Agreement and placed in Part 5, Division 3 as it applies to all employees.
81. **Loss or Damage to Clothing or Personal Effects**

This clause has been moved from Schedule 3, Schedule 4, Schedule 5 and Schedule 7 in the current Agreement and placed in Part 5, Division 3 as it applies to all employees.

82. **Allowance for Travelling on Duty**

This clause has been moved from the Schedules and has been expanded to include the By-law for living away from home allowance when travel is in excess of 21 days to the same destination.

83. **Preserved Entitlements for long-term Employment**

This clause is an alignment across the Schedules to outline preserved entitlements for employees who commenced prior to 1987 and Compulsory Transferees. The clause also sets out that the Northern Territory Allowance will be available to employees who were in receipt of the allowance prior to the commencement of the Agreement.
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<td><strong>SCHEDULE 1 - WORK LIFE BALANCE INITIATIVES</strong></td>
<td>This has been relocated from the current Agreement under Schedule 13. The current Schedule 1 no longer exists, all the conditions have been captured under Parts 1 – 5 of the new Agreement. Grievance and Dispute Resolution Training – Refer clause 73 Engagement of Employees – no longer relevant Increments – Refer clause 21 Higher Duties – Refer clause 24 Accident Allowance – Refer clause 76 Meal Allowance – Refer clause 55.8 Northern Territory Allowance – Refer clause 83.1 Leave airfare allowance – Refer clause 83.2 Kilometre allowance – Refer clause 83.2 Leave travelling time allowance – Refer clause 83.2 Excess travelling time – Refer clause 77 Hours of Work – Refer clause 52 Overtime – Refer clause 55 Emergency Duty – Refer clause 56 Restriction Duty – Refer clause 57 Shift Work – Refer clause 65 - 72 Leave to Attend Industrial Proceedings – Refer clause 75 Public Holidays – Refer clause 74 Go to the referenced clauses above to see explanation.</td>
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<tr>
<td><strong>SCHEDULE 2 – THE COMMUNITY AND PUBLIC SECTOR UNION (NORTHERN TERRITORY PUBLIC SECTOR) PROVISIONS</strong></td>
<td>Salary Rates for AO1 – Competency Based Assessment and Training and conditions of advancement is no longer relevant as we do not have anyone employed in this category – this clause has been Omitted. First Aid Allowance has been changed to reflect if the CEO is satisfied that it is necessary in the performance of the work of the agency in which the employee is employed – it was not the intent that this allowance is paid to everyone that holds a first aid certificate. This clause is adapted from the NTPS Enterprise Award 2016 (cl 11.5(c)) in regard to the payment of first aid allowance as there is no longer three types, there is only two allowances shown in Schedule 11 of this EA which list the two current first aid qualifications applicable today Hours of duty and overtime – Refer clause 51 - 72. School Based Administrative Employees – Changed this clause to define a 92%, 96% and 100% employee. Also to better define when a school is considered to be open</td>
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<td>Social Development Officers omitted, these positions are no longer relevant.</td>
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**SCHEDULE 3 - CONSTRUCTION AND MAINTENANCE WORKERS (NORTHERN TERRITORY PUBLIC SERVICE) PROVISIONS**

The following definitions have been removed as they are no longer applicable:

- Axeman
- Buildings labourers
  - Assistant powder monkey
  - Assistant rigger
  - Concrete floater
  - Concrete finisher
  - Drainer
  - Director Supervision
  - Scaffolder
  - Foundation shaftsman
  - Concrete or compo worker
  - Direct supervision
  - Fencer
  - Fireman – first class
  - Jointer – first class
  - Jointer – second class
  - Jointer – third class
  - Machinist – first class
  - Pattern maker
  - Powder monkey’s assistant
  - Sheet metal worker
  - Smith – other
  - Timberman
  - Tipman
  - Tool Sharpener
  - Welder – special class
  - Wood machinist A grade
  - Wood machinist B grade
  - Wood machinist C grade

Grievance and Dispute Resolution Training – Refer clause 73

Industry allowance for Construction work, Maintenance work and Shop word has been removed as they are no longer applicable.

Allowances deleted as no longer applicable to NTPS employment:

- Grader operators – back-country work
- Work inside oil tanks
- Work outside oil tanks
- Survey parties
- Wharf construction
- Boiler cleaning
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| **SCHEDULE 4 - HEALTH EMPLOYEES (NORTHERN TERRITORY PUBLIC SECTOR) MISCELLANEOUS WORKERS UNION PROVISIONS** | • Diving allowance  
• Termite protection  
Allowance for children attending school outside isolated districts – Refer clause 83.2  
Hours of work, averaging hours – Refer clause 52  
Fares and travel on annual leave – Refer clause 83.2  
Positions have been updated to remove position titles that are no longer relevant to the NTPS. |

| SCHEDULE 4 - HEALTH EMPLOYEES (NORTHERN TERRITORY PUBLIC SECTOR) MISCELLANEOUS WORKERS UNION PROVISIONS | Aboriginal and Torres Strait Islander Health Practitioner classifications removed as they are no longer covered by this Agreement.  
Higher Duties – Refer clause 24  
Travelling Allowance - Refer Clause 82  
Compensation for damage to clothes and/or personal – Refer clause 81  
Excess travelling time – Refer clause 77  
Overtime for shiftworkers – Refer clause 70  
(Allowance payable on overtime, rest period and crib time remained in Schedule 4)  
Saturday Duty – refer clause 58  
Christmas Falling on a Saturday or Sunday omitted as there is no substitute day  
Reimbursement of Fares – Children Attending School Outside Isolated District – Refer clause 83.2  
Employee called as a Witness or Juror – Refer to clause 80  
Accident Allowance – Refer to clause 76 |

| SCHEDULE 5 - GENERAL EMPLOYEES (NORTHERN TERRITORY PUBLIC SECTOR) MISCELLANEOUS WORKERS UNION PROVISIONS | Government House allowance will only be paid to an employee who was employed on the day prior to the new Agreement.  
General conditions below moved to Part 4: (Previously referenced Schedule 4)  
• Accidents  
• Excess travelling time  
• Saturday Duty  
• Compensation for damage to clothes and/or personal effects |
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| **Proposed NTPS 2017 – 2021 Enterprise Agreement** | **Employee called as Witness or Juror**  
**Reimbursement of Fares – Children Attending School Outside Isolated District – Refer clause 83.2**  
**Travelling Allowance**

Christmas Falling on a Saturday or Sunday omitted as there is no substitute day |

| **SCHEDULE 6 - PROFESSIONAL ENGINEERS (NORTHERN TERRITORY PUBLIC SECTOR) PROVISIONS** | The Application has been changed to reflect this Schedule only applies to the Professional 1 classification. |

| **SCHEDULE 7 – TRANSPORT WORKERS’ (NORTHERN TERRITORY PUBLIC SECTOR) PROVISIONS** | Grievance and Dispute Resolution Training – Refer clause 73 Under Classifications Level – the translation of old designations to the Physical structure has been omitted. General conditions below moved to Part 4 and Part 5: (Previously referenced Schedule 3)  
- Allowance for excess fares and travelling time  
- Compensation for damage to clothes and tools  
- Fares and travel on annual leave  
- Overtime  
- On call allowance  
- Public holidays  
- Allowance for children attending school outside isolated district  
- Travelling allowance

Allowances omitted as no longer relevant:
- Industry allowance  
- Sanitary  
- Money handling

The core conditions of shiftwork are under Division 3 of Part 4 with specific reference to shiftworking conditions remaining under Schedule 7. Translation of Old Classifications has been omitted – no longer relevant. |

| **SCHEDULE 8 – DRAFTING SUPERVISORY TECHNICAL AND OTHER EMPLOYEE PROVISIONS** | The core conditions of shiftwork are under Division 3 of Part 4 with specific reference to shiftworking conditions remaining under Schedule 8. |

<p>| <strong>SCHEDULE 9 – SENIOR CORRECTIONAL OFFICER (NORTHERN TERRITORY PUBLIC SECTOR) PROVISIONS</strong> | The current Schedule 9 was Government Printing Office which has now been replaced with the Senior Correctional Officers which has been taken from Determination No. 4 (Senior Prison Officers Arbitral Tribunal) |</p>
<table>
<thead>
<tr>
<th>SCHEDULE</th>
<th>CHANGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>SCHEDULE 10 – NORTHERN TERRITORY PUBLIC SECTOR REDEPLOYMENT AND REDUNDANCY PROVISIONS</td>
<td>Minor technical amendment clarifying that the airfare entitlements for voluntary retrenchment are subject to the Preserved entitlements for long term employees.</td>
</tr>
<tr>
<td>SCHEDULE 11</td>
<td>PART A: Updated to reflect 2.5% increase from 10 August 2017 and for the remaining term of the Agreement and removal of the salary rates for employees who are not parties to the new Agreement. PART B: Updated to reflect the applicable increases to Work-Related Allowances during a 4 year term. PART C: Expense-related allowances are adjusted annually according to Darwin CPI. Part C table updated to reflect the most recent allowance increase on 1 January 2017. Allowances no longer relevant were removed.</td>
</tr>
<tr>
<td>SCHEDULE 12 – SUPPORTED WAGE SYSTEM</td>
<td>Schedule 12 has been checked against Schedule B – Supported Wage System of the NTPS Enterprise Award and changes made in line with award.</td>
</tr>
<tr>
<td>SCHEDULE 13 - WORK LIFE BALANCE INITIATIVES</td>
<td>Moved to Schedule 1</td>
</tr>
</tbody>
</table>

**Information on the New Agreement**

If you would like further information on the agreement, please contact the Employee Relations unit in the Office of the Commissioner for Public Employment on telephone **08 8999 4282**. Alternatively you can email your query online [www.enterpriseagreements.nt.gov.au/general_feedback](http://www.enterpriseagreements.nt.gov.au/general_feedback). Also visit our website at [current negotiations](http://currentnegotiations) for more information.