

Improved offer for a new 2025-2029 Jacana Energy Enterprise Agreement

Details of Overall Offer

1. Term of Agreement

It is proposed the new agreement (the Agreement) will have a 4-year term that will provide employees with job certainty and secured terms and conditions over this period including an employment security commitment that there will be no involuntary redundancies and no job losses arising directly from implementing the Agreement.

2. Salary and Allowance Increases

Providing this offer is accepted when put to a vote, salary increases will commence as follows:

- 3% from 15 March 2026;
- 3% from the first pay period commencing on or after 1 July 2026;
- 3.5% from the first pay period commencing on or after 1 July 2027; and
- 3.5% from the first pay period commencing on or after 1 July 2028 and, if the Australian Bureau of Statistics, Consumer Price Index (All Groups) percentage change figure for Darwin for the full year beginning with the start of the March quarter 2028 and ending at the end of the March quarter 2029 is greater than 3.5%, the additional % above 3.5% will be payable from the first pay period commencing on or after 1 July 2028.

This provides a minimum total salary increase of 13%, or 13.65% compounding over the term of the Agreement.

Allowances under the agreement that are currently adjusted in line with Darwin Consumer Price Index will continue to increase in line with current provisions; those that increase in line with the Agreement, will continue to increase by the salary and allowance increase per annum; and allowances which are not currently adjustable (e.g. NT Allowance, Top of Jacana Level Bonus) will remain at their current rates.

Payment of the salary and allowance increases (including any back payments that might apply) shall only be payable to employees who are employed on the date of commencement of the new Agreement which will come into effect 7 days after the Fair Work Commission approves the new Agreement.

3. New increment point

An additional increment point will be added to the top of each level, effective from 1 July 2026 (as at Attachment A).

4. New service excellence scheme

A new service excellence scheme will be introduced to reward employee performance which has an overall score rating of 4.5 or above under the Performance Development Framework. The selection criteria will recognise outstanding performance, and the employee's contribution to the attainment of KPIs. This allowance will be available to all levels.

The allowance will be paid at 5% of actual salary with the granting of service excellence for a period of one year, aligning to the employee's performance development cycle.

5. Jacana Top of Band Bonuses

A once off uplift to the Jacana Top of Band Bonuses of \$250. This increase reflects our commitment to recognising your efforts and addressing the fact these bonuses haven't been adjusted for some time.

6. Reduction of Working Hours

Effective 8 October 2026, the standard full-time working week will be reduced from 37.5 hours to 36.75 hours, equating to a 9-minute reduction per day.

7. Higher Duty Allowance

Employees who are at the maximum attainable salary of a JL3 are now eligible to receive HDA after one day of completing duties of a higher classification.

8. Compassionate Leave

Enhancements to the compassionate leave provisions to provide greater flexibility and support for employees during difficult circumstances. The proposed change will allow employees to access paid compassionate leave during periods of approved recreation leave. These enhancements are consistent with existing provisions and demonstrate our commitment to employee wellbeing.

9. Improved Overtime and Restrictive Duty (on call) payments to apply to all employees

New provisions will allow the Chief Executive Officer (CEO) to approve overtime and restrictive duty for all employees under the new Agreement, including up to the Jacana Level 4 where there are exceptional circumstances.

10. Expanded Excess Travel Time payments

The cut off salary level for employees to be able to access excess travelling time payments will be increased from the 1st increment point of the Jacana Level 2 to the 1st increment of the Jacana Level 3.

11. Flexible Work Requests to be given favourable consideration

Flexible work provisions will be strengthened to provide favourable consideration for flexible work requests, with managers being required to provide written reasons based on reasonable business ground for any requests not approved.

12. New Right to Disconnect provision to improve work life balance

Employee right to disconnect provisions will be included in the agreement to improve work life balance.

13. Long Service leave (PSEM By-law 8) entitlements to be included in the Agreement

Long service leave provisions contained in By-Law 8 will be enshrined in the new Agreement consistent with all leave entitlements being included in the Agreement.

14. Inclusion of Determinations into the Agreement

The new Agreement will include the following Commissioner Determinations:

- Improvements to the Community Language Allowance that provides greater recognition for employees with bilingual communication skills (Determination 5 of 2024).
- Minimum superannuation contributions of 3 hours per engagement for casual employees (Determination 5 of 2022).

15. New Fixed period employment provisions

A new clause will be included to reinforce security of employment provisions for fixed period employees consistent with the *Fair Work Act 2009* which provides that employees should only be provided fixed period employment contracts for no more than 2 years or 2 consecutive contracts, unless an exception under the *Fair Work Act 2009* applies.

16. Personal Leave to cover medical attendance

Personal leave provisions will be improved to allow employees to provide certificates of attendance for medical appointments (which will count as personal leave with documentary evidence), including for health issues other than just for an illness or injury.

17. Attendance at Approved Employee Assistance Providers

The new Agreement will clarify that attendance at an approved Employee Assistance Provider will be granted without the deduction of any leave entitlements.

18. Improved blood and plasma donor leave

The existing blood donor leave provisions will be expanded to allow time for donating of blood and plasma.

19. New Organ Donor Leave

CEOs will have the ability to approve a recredit of leave for employees to donate a kidney or part of a liver, up to an equivalent amount that their agency receives as payment for from the Supporting a Living Donor Program.

20. Improved Leave to engage in voluntary emergency management activities

Expand volunteering for emergency management provisions to include leave for the prevention, preparation, response or recovery purposes.

21. Health and Safety Representatives

The current Workplace Health and Safety clause (clause 13) will be improved to include reference to Health and Safety Representatives (HSRs).

22. Workloads

The current Workloads clause (clause 16) will be improved to provide that management will acknowledge receipt of requests for workload reviews within 7 days.

23. New provision to support Disability and Diversity in the workplace

A new clause will recognise a commitment to support and accommodate a diverse and inclusive workplace which values the identities, skills and capabilities of all people including those with a disability, from culturally and linguistically diverse background, and senior employees.

24. Fair Work Act compliance

Updated clauses to reflect recent changes to the *Fair Work Act 2009* including Union Rights, Management of Change, and Individual Flexibility Arrangements.

ATTACHMENT A

Classification	Pay Point	Annual Salary Rates			
		Effective	Effective	Effective	Effective
		15/03/2026	1/07/2026	1/07/2027	1/07/2028
		3%	3%	3.50%	3.50%
Band 4	5		\$172,544	\$178,583	\$184,833
	4	\$163,432	\$168,335	\$174,227	\$180,325
	3	\$155,548	\$160,214	\$165,821	\$171,625
	2	\$148,142	\$152,586	\$157,927	\$163,454
	1	\$141,083	\$145,316	\$150,402	\$155,666
Jacana Level 3 (JL3)	6		\$141,846	\$146,810	\$151,949
	5	\$134,355	\$138,386	\$143,229	\$148,242
	4	\$127,973	\$131,813	\$136,426	\$141,201
	3	\$121,859	\$125,515	\$129,908	\$134,455
	2	\$116,059	\$119,541	\$123,725	\$128,055
	1	\$110,515	\$113,830	\$117,814	\$121,938
Jacana Level 2 (JL2)			\$111,175	\$115,066	\$119,093
	6	\$105,304	\$108,463	\$112,259	\$116,189
	5	\$100,469	\$103,483	\$107,105	\$110,854
	4	\$95,865	\$98,741	\$102,197	\$105,774
	3	\$91,503	\$94,248	\$97,547	\$100,961
	2	\$87,340	\$89,960	\$93,109	\$96,367
	1	\$83,372	\$85,873	\$88,879	\$91,990
Jacana Level 1 (JL1)	8		\$84,038	\$86,980	\$90,024
	7	\$79,600	\$81,988	\$84,858	\$87,828
	6	\$75,994	\$78,274	\$81,014	\$83,849
	5	\$72,587	\$74,765	\$77,382	\$80,090
	4	\$69,317	\$71,396	\$73,895	\$76,482
	3	\$66,210	\$68,197	\$70,584	\$73,054
	2	\$63,341	\$65,241	\$67,525	\$69,888
	1	\$60,608	\$62,427	\$64,611	\$66,873
Trainee	6		\$56,551	\$58,531	\$60,579
	5	\$53,565	\$55,172	\$57,103	\$59,102
	4	\$51,735	\$53,287	\$55,152	\$57,082
	3	\$49,905	\$51,402	\$53,201	\$55,063
	2	\$48,073	\$49,515	\$51,248	\$53,042
	1	\$46,242	\$47,629	\$49,296	\$51,021