

# Territory Generation Enterprise Agreement Negotiations

## INFORMATION SHEET 1

### Proposals for a New Enterprise Agreement

The following proposals are made on a without prejudice basis and are a reflection of the discussions in bargaining between the parties and presented to the Territory Generation Single Bargaining Unit (SBU) made up of the Electrical Trades Union (ETU), Australian Manufacturing Workers' Union (AMWU), Community and Public Sector Union (CPSU) and Professionals Australia (PA); and a self-appointed Bargaining Agent.

The proposals form part of a package of employment improvements for Territory Generation (T-Gen) employees which covers a range of SBU claims, T-Gen initiatives and Northern Territory Public Sector (NTPS) common conditions.

Throughout the collaborative approach to bargaining, it was evident that the working relationship between the parties improved by working on issues together, rather than separately. The following proposals reflect the work done to date and is presented for the union's consideration and consultation with members.

### Four year term with 2.5% annual wage increases

- A four year agreement will provide certainty and stability for employees.
- 2.5% annual wage increases ensure T-Gen's conditions are maintained at a competitive level.
- The first 2.5% increase to be effective from 26 July 2018.

### Maintain key terms and conditions

- Key terms and conditions to be maintained, including:
  - Leave and Allowances
  - Use of Contractors
  - Employment Security
  - Redeployment and Redundancy
  - Consultation on Introduction and Management of Change

### Improved Territory Generation provisions

The following improvements which address SBU claims, and have been discussed during bargaining, include:

- **Higher Duties Allowance (HDA)** - HDA to include provision for partial payments of HDA where employees take on some duties of a higher level position; and for payment of other approved allowances (e.g. Consolidated Disability Allowance) to apply in certain situations of HDA.
- **Personal leave provisions** - To include whole shift to be counted as a day for number of days allowed without medical evidence (i.e. a 'day' could be 7.5 hours, 8.33 hours or 12 hr shift).
- **Dual Trade Allowance** – Additional qualifications to be included for dual trade provisions would provide employees with greater opportunity to access the allowance; and will remove the current Eight Megawatt generating capacity restriction.
- **Team Leader Allowance** - Would apply when an employee takes on team leader responsibilities for 2 or more employees (to be reduced from 4 employees).
- **Apprentices** - Target for apprentices will include females and people of diverse backgrounds.
- **Part-time Employment** - Part timers to be paid overtime where directed to work more than their agreed hours (currently only paid after working fulltime hours, or outside span of hours).
- **MyPlan** – New 'OurPlan' performance development framework to commence 1 July 2019. The new framework will ensure job models and competency frameworks are included for Trade Technical/OMT employees pay progression and top of band bonuses. A committee comprising of union representatives, management, and employees will be formed to develop the new framework.

## Improved 'NTPS Common' provisions to be included

The following improved 'NTPS Common Conditions' which also cover SBU claims, have been discussed during bargaining and include:

- **Parental leave provisions (surrogacy)** - Extend current parental leave entitlements to include surrogacy based circumstances.
- **Parental leave provisions (partner leave)** - Extend current parental leave entitlements to include paid partner leave (up to 14 or 18 weeks depending on years of service) where the employee is the primary caregiver from birth/placement of child or becomes the primary caregiver in certain circumstances following birth/placement.
- **Parental leave provisions (superannuation)** - Increase the period that employer funded superannuation can be paid while on unpaid parental leave, from six months to 12 months.
- **Domestic and Family Violence (DFV) Leave** – New provisions will enhance awareness of the existing uncapped miscellaneous (paid) leave provided through the By-law provisions for all NTPS employees.
- **Cultural and Ceremonial leave** – New leave provisions allowing employees access to up to 5 days unpaid leave per annum to meet cultural or ceremonial obligations.
- **Union Rights** - The rights and obligations of union representatives will be set out in the Agreement and will be underpinned by a set of key principles.
- **Dispute Settlement Procedures** – Expanded to allow disputes about By-laws to be conciliated by the Fair work Commission, and provision to allow work to continue in accordance with usual practice while a dispute is being settled.
- **Kinship Recognition** – A commitment to establish recognition of kinship relationships as immediate family for compassionate and personal leave, where agreement can be reached in the Public Sector Consultative Committee with the unions on appropriately identifying kinship relationships.

## NT Allowance

It is proposed that Northern Territory Allowance (NTA) be grand parented to existing employees receiving the allowance to bring these provisions in line the general NTPS.

## New Enterprise Agreement – Implementation and Communication Strategy

T-Gen will develop a Communication Strategy in consultation with union representatives to assist employees and managers to clearly understand the provisions of the new agreement, and other related policy and procedural matters. This is in response to delegate feedback that employees and managers should be aware of and understand their entitlements.

The Communication Strategy will include:

- New Enterprise Agreement Roadshow (once the new agreement is approved).
- Website updates to provide a 'one stop shop' tool box of employment terms and conditions.
- Tool box to contain relevant conditions of service, policy and procedures and information sheets.
- Creation of additional HR Fast Facts information sheets on matters raised during bargaining.
- Regular site visits to CIPs and quarterly visits to the regions to discuss employment conditions.
- Fortnightly catch up with managers on HR/ER matters.

## Consideration of Proposals

The above proposals and the continuation of existing employment conditions represent a fair package that improves wages for employees, and introduces very modest efficiencies to support a range of improved conditions.

Feedback on the above proposals is sought by 13 September 2018. It is important that employees get to vote on a new Enterprise Agreement to allow salary increases and new terms and conditions of employment to commence in a timely manner.