



2025 Consent Agreement Offer Highlights

- 4 (four) year term
- **Backpay from 7 August 2025**
- **Salary increases of 5%, 4%, 3%, 3%***
 - Averaging 3.78% annually and compounding increase of 15.9% over 4 years
 - * where CPI exceeds 3% in the fourth year, members will receive an increase to the extent of the CPI. Where CPI does not exceed 3% in the fourth year, the increase remains at 3% for that year.
 - *Keeps your remuneration package (including the housing allowance) at the top in Australia from Constable to Senior Sergeant, and second for Superintendent*
- **5% base salary structural increase in year one for Aboriginal Community Police Officers**
- **“Overtime with prior notice” will be paid at double time rates** (PH rates are not affected)
- If you perform **higher duties for one shift, you get paid for it**
- **Additional Freight Allowance** under clause 56(g)(6) will go from **\$500 to \$3,000 for single members and \$1,000 to \$5,000 for members with dependants**
- **Relocation expenses** where personal circumstances change (clause 74(c)) is **increased from \$1,000 to \$2,500 for singles and \$2,000 to \$5,000 for members with dependants**
- Changes to personal leave; Relevant payable allowances will now be paid:
 - for the first 4 shifts or 40hrs (whichever is greater) of personal leave without a medical certificate (an increase from 2 days)
 - for 120hrs of personal leave with a medical certificate (an increase from 80hrs)
- There is **NO CHANGE** to member housing entitlements

Other Entitlements and Improvements

For full details of the offer, refer to the OCPE Bulletin 7 and NTPA information releases.

What if the offer is voted down?

- The current offer to back pay to 7 August 2025 will lapse
- The matter is likely to end up in arbitration in the Police Arbitral Tribunal (PAT) with both parties making submissions on what is a reasonable outcome
- If the matter goes to the PAT, the NTPS Wages Policy requires any cost increases above 3% per annum to be funded by real, bankable productivity offsets and work practice reform initiatives and, consequently, all member terms and conditions of service will be considered