

# Revised Proposal for a New NTPS Dental Officers' 2018—2022 Enterprise Agreement

## Bulletin 10

*\*\*This bulletin only applies to employees covered by the Northern Territory Public Sector Dental Officers' 2014 – 2018 Enterprise Agreement\*\**

### Revised Proposal Made

Today, I put a revised proposal for a new “without prejudice” NTPS Dental Officers' 2018—2022 Enterprise Agreement to the Community and Public Sector Union (CPSU). I made this revised proposal after considering the CPSU's letter to me of 10 December 2018.

The CPSU letter set out those matters, which it believed would lead Dental Officers to accept an offer. I found that these suggestions gave me scope to revise the proposal as set out below.

#### Professional Development Reimbursement Allowance

I have agreed to the CPSU claim to enable Dental Officers to seek reimbursement—up to the limit of available credits—at any time of the year, provided the training has been completed and any associated travel upon the production of receipts.

#### Retention and Remote Service Allowance

I have agreed to increase this allowance annually in line with the salary increases in the proposed enterprise agreement (i.e. 2.5% per annum).

#### On-Call Allowance

I have agreed to increase the on-call allowance to \$3.00 per hour for the life of the new agreement.

#### Overtime Rates

I have agreed to remove the D3 barrier for the payment of overtime. This means that those Dental Officers who perform overtime will be paid in line with their nominal and actual salary.

The revised proposal has been made in compliance with the NTPS Wages Policy, which means that have not been able to meet all the CPSU claims in the letter of 10 December 2018. These matters are set out below.

#### Retention and Remote Service Allowance

Although I was able to move some way towards the CPSU claim for this allowance, I was unable to agree to:

- an \$4,000 increase in the allowance for Dental Officers in Alice Springs;
- an increase of \$5,000 for all Dental Officers as compensation for remote travel; and
- concessions and benefits that would treat Katherine and Alice Springs as remote localities, such as rental concessions, electricity subsidies and fares out of isolated localities, which would be contrary to long-standing Northern Territory Government policy to regard those locations as

urban.

### On-Call Allowance

Although I have proposed an increase in this allowance, I was unable to accede to the CPSU claim for a rate of \$50.00 per 12 hours or part thereof; or changing the name of the allowance to an availability allowance.

### Allowance in Lieu of Private Practice

I considered the CPSU claims in relation to this allowance, but I propose to retain the current provisions as they apply to part-time Dental Officers. Further, I do not agree to opening up the allowance to Dental Officers 1—3.

The revised proposal incorporates all of the proposals in my letters to the CPSU of 10 September 2018 and 6 November 2018 with the exception of the revisions outlined in this bulletin.

I have asked the CPSU to indicate its in-principle agreement with this proposal by 14 December 2018 to ensure that you would have access to a salary increase of 2.5% per annum as set out in the NTPS Wages Policy.

It is my view that the proposal will provide a competitive package for NTPS Dental Officers

## **Next Steps**

If the CPSU is able to indicate in-principle agreement by 14 December 2018, then the actual ballot will be taken early in 2019. A successful ballot would result in Dental Officers receiving a salary increase of 2.5% per annum that is back dated to 21 August 2018.



CRAIG ALLEN  
12 December 2018