
**NORTHERN TERRITORY PUBLIC SECTOR
WAGES POLICY 2017 - 2020**

Background

This wage policy establishes the Northern Territory Government's ('the government's') bargaining framework for enterprise agreements in the Northern Territory Public Sector¹ ('NTPS') and consent agreements under the *Part III of the Police Administration Act*. The objectives of the policy are:

- To support collective bargaining in the NTPS;
- To maintain fair and reasonable terms and conditions of employment; and
- To support the government's strategic objectives.

Bargaining Principles

1. Bargaining will be conducted in "good faith" in line with the Fair Work Act.
2. Agreement outcomes:
 - i. will have a total cost of up to 2 per cent per annum (total cost means the cost of salary and allowance increases, salary restructuring, changes to conditions and increases to Northern Territory Government approved employer superannuation contribution);
 - ii. are not to contain matters of policy or procedures that are better served at the agency level;
 - iii. are to retain a common core NTPS conditions of employment (e.g. leave, superannuation, redundancy, hours of work provisions) across the service; and
 - iv. are to emphasise flexibility of employment that benefit both the employer and the employee.

¹ For the purposes of this wages policy, the NT Public Sector includes the Power and Water Corporation, Territory Generation and Jacana Energy

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3. Bargaining outcomes will be assessed against:
 - i. reaching agreement in a timely manner;
 - ii. a term that creates certainty and stability for employees;
 - iii. opportunities for immediate and/or future reform; and
 - iv. quantitative and qualitative measures.

 4. Offers for new agreements should explicitly state that increases or improvements will not be provided to employees who cease employment prior to an agreement being approved by the Fair Work Commission.

 5. Wherever possible and reasonable, offers for new agreements are to be made three months prior to the agreement's nominal expiry date unless otherwise agreed.

 6. All wages and conditions should be resolved during bargaining, and where appropriate, referred to in the new enterprise agreement.