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

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## **Background**

This wage policy establishes the Northern Territory Government's ('the government's') bargaining framework for enterprise agreements in the Northern Territory Public Sector<sup>1</sup> ('NTPS') and consent agreements under the *Part III of the Police Administration Act*. The objectives of the policy are:

- To ensure costs are kept within the Government's fiscal parameters;
- To maintain efficiency, effectiveness, savings, service outcomes and workplace reform across agencies ("efficiency measures");
- To maintain fair and reasonable terms and conditions of employment; and
- To support collective bargaining where possible.

## **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 2.5 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 restrictive work practices;
  - iii. are not to include provisions restricting the Government's capacity to allocate financial, capital or human resources according to its policy priorities;
  - iv. are not to contain provisions that restrict the powers and functions of the Commissioner for Public Employment or Chief Executive Officers under the

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<sup>1</sup> 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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*Public Sector Employment and Management Act* and the *Police Administration Act* (e.g. the use of involuntary redundancies);

- v. are not to contain matters of policy or procedure that are better served outside enterprise agreements;
- vi. are to retain a common core of NTPS conditions of employment (e.g. leave, superannuation, redundancy, hours of work provisions) across the service; and
- vii. are to emphasise flexibility in employment arrangements that benefit both the employer and, within the limits of these principles, the employee.

3. Efficiency measures will be assessed against:

- i. reaching agreement in a timely manner with minimal disruption to agency operations and service;
- ii. longer term agreements to create certainty and stability;
- iii. opportunities for immediate and/or future reform; and
- iv. quantitative and qualitative measures

4. Wherever possible, the form of agreement will be an agreement negotiated with the representative union(s);

5. 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;

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

7. All wages, conditions and efficiency measures should be resolved in the bargaining process and, where appropriate, reflected in the enterprise agreement.