

# Territory Generation Enterprise Agreement Negotiations

## Bulletin 8

\*This bulletin only applies to employees covered by the 2015 – 2018 Territory Generation Enterprise Agreement\*

### Improved Proposal for a new Enterprise Agreement

As reported in [Bulletin 6](#) I provided a proposal for a new Territory Generation Enterprise Agreement with improvements to Use of Contractors, Dual Trade Allowance and Mental Health conditions.

Today I presented a further improved proposal for a new agreement, providing increases of 2.5% per annum to the Industry Specific Skill Allowance (ISSA) for technical based classifications to reach in-principle agreement.

The proposals form part of a package of improved employment conditions for Territory Generation employees and covers a range of claims received in bargaining, Territory Generation initiatives and NTPS common conditions.

### Key Highlights

Full details of these key highlights are outlined in the attached [Information Sheet 3](#)

Key highlights of the proposal include:

- Four year agreement with 2.5% annual wages increase
- First 2.5% wage rise commencing from 26 July 2018
- Improved Territory Generation conditions including:
  - Use of Contractor provisions
  - Mental Health provisions
  - Higher Duties Allowance (HDA)
  - Personal leave provisions
  - Dual Trade Allowance
  - Team Leader Allowance
  - Apprentices Targets
  - Part-time Employment
  - Increase of the ISSA for employees in the Trade Assistant/Technical, Technical Coordinator/Specialist, Operator and Operator/Maintainer classifications.
- Improved 'NTPS Common' provisions including:
  - Parental leave provisions (surrogacy, partner leave and superannuation)
  - Domestic and Family Violence (DFV) Leave
  - Union Rights
  - Cultural and Ceremonial leave
  - Dispute Settlement Procedures
  - Kinship Recognition
- Maintain key terms and conditions including:
  - Leave and Allowances
  - Use of Contractors
  - Employment Security
  - Redeployment and Redundancy
  - Consultation on Introduction and Management of Change

I have asked bargaining representatives to formally respond to this proposal by 14 December 2018 to establish if in-principle agreement can be reached.

## Feedback

Should you wish to express a view on the proposals or make a suggestion you can provide your feedback to me directly at [www.enterpriseagreements.nt.gov.au/general\\_feedback](http://www.enterpriseagreements.nt.gov.au/general_feedback). All feedback will be treated confidentially.

## Next Step

Once consideration of the proposal has been received the parties can consider the next step in securing a new enterprise agreement through a ballot. It is important that employees get to vote on a new agreement to allow salary increases and new terms and conditions to commence in a timely manner.

## More Information

Regular Bulletins and Information Sheets relating to the bargaining process will be posted to the OCPE website for the [Territory Generation Enterprise Agreement](#). Information on bargaining in general can be obtained at [www.fairwork.gov.au](http://www.fairwork.gov.au) or you can contact the Fair Work Commission on 1300 799 675.



Commissioner for Public Employment

11 December 2018