

Offer for a new NTPS Dental Officer's Agreement

Details of Overall Offer

1. Term of Agreement

It is proposed the new agreement (the Agreement) will have a 4 year term that will provide employees with job certainty and secure terms and conditions over this period, including employment security provisions whereby there are no involuntary redundancies for the term of the Agreement.

2. Salary and Allowance Increases

Providing this offer is accepted when put to the vote, salary increases will be applied as follows:

- 2.75% from the first pay period commencing on or after 21 August 2026
- 2.75% from the first pay period commencing on or after 21 August 2027
- 2.75% from the first pay period commencing on or after 21 August 2028
- 2.75% from the first pay period commencing on or after 21 August 2029

A salary offer of 2.75% each year for the term of the Agreement will ensure that Dentists in the NT remain competitive and ranked 1st nationally in comparison to other jurisdictions.

This provides a total salary increase of 11%, or 11.46% compounding over the term of the Agreement.

Dentist – Specific Conditions

3. Improvements to Professional Development

I note a number of claims related to improvements to study leave and professional development and on that basis my offer includes:

- a) improvements to the Professional Development Reimbursement Payment so that Graduate Dentists are eligible after 6 months of continuous service, rather than having to complete 12 months of service.
- b) a revised Professional Development Leave clause to improve clarity and readability, including confirming that fixed-term employees engaged on contracts of 6 months or more are eligible to access this leave.

As has been discussed in bargaining, Dental Officers also have access to additional support for professional development through *By-law 41 – Assistance with Studies*, which provides opportunities to access study leave and the reimbursement of approved study-related expenses.

4. NEW – Excess Travel Time for Travelling to Remote Communities

In response to the CPSU claim for payment for Excess Travel, the proposed Agreement will provide all Dental Officers with access to time off in lieu for approved travel undertaken to remote communities in the course of their duties.

5. Recreation Leave at Half Pay

In response to the CPSU claim, a new clause will be included into the agreement to allow the use of recreation leave at half pay. Consistent with other enterprise agreements that include a similar provision, any recreation leave at half pay does not break continuity of service, however salary and allowances will be paid for the entire period of half pay, and leave entitlements will accrue as if the employee had utilised the amount of recreation leave at full pay. *For example, if an employee utilises 2 weeks of recreation leave over a period of 4 weeks at half pay, all leave entitlements will accrue over the first 2 weeks of leave, as if an employee was on recreation leave with full pay, and no leave entitlements will accrue over the final 2 weeks of recreation leave on half pay.*

6. Dental Officer Work Level Descriptions and Structure

Dental Officer work level descriptions have been amended to reflect the work content for each level within the new classification structure, and aligned with the Capability Framework and Professional Practice Framework, reflecting the agreed outcomes of the review conducted under clause 9 of the current Agreement. The clause relating to Assessment for Progression has also been amended to reflect the updated structure.

7. Higher Duties Allowance

The offer includes that a Dental Officer employed on a part-time basis, or performing duties in a job share arrangement, will be eligible to receive higher duties if they back fill a position that is vacant for 5 consecutive days or more.

Common Provisions

8. Strengthen Safe and Healthy Work Environment

Consistent with the *Work Health and Safety (National Uniform Legislation) Act 2011*, improved measures will be included for all parties to:

- take reasonable and practical steps to prevent and address psychosocial risks in the workplace; and
- support the establishment of committees and/or workgroups including Health and Safety Representatives (HSRs).

9. New provision to support Disability and Diversity in the workplace

A new clause will recognise a commitment to support and accommodate a diverse and inclusive workplace which values the identities, skills and capabilities of all people including those with a disability, from culturally and linguistically diverse background, and senior employees.

10. Attendance at Approved Employee Assistance Providers

The new Agreement will clarify that attendance at approved Employee Assistance Providers, including reasonable travelling time, will be granted without deduction of any leave entitlements.

11. Workloads

A new clause will be included to provide that management will respond in writing to an employee's written concerns regarding ongoing and sustained workload issues in the workplace within 7 days.

12. Meal Breaks

The new Agreement will clarify that employees shall be granted unscheduled short tea breaks during work hours to refresh and ensure safe systems of work.

13. Management of Unsatisfactory Performance

The new Agreement will provide that:

- where it has been identified that there may be inability or unsatisfactory performance concerns, the NTPS Inability and Unsatisfactory Performance Handbook should be referenced as a guide by managers and employees to manage the employee's performance; and
- where it has been identified that it is appropriate to commence a disciplinary process the NTPS Discipline Handbook should be referenced as a guide for managers and employees for managing the process; and parties to a disciplinary process will work to resolve any matters within reasonably practicable timeframes and employees should be kept regularly informed of the status of their matter.

Inclusion of Determinations and By-laws

The Long service leave provisions contained in By-law 8 and improvements to the Community Language Allowance currently available under Determination 5 of 2024 will be incorporated into the new Agreement.

Compliance with the Fair Work Act 2009

Updated or new clauses to reflect recent changes to the *Fair Work Act 2009* include Management of Change, Dispute Settling Procedures, Individual Flexibility Arrangements, Casual Employment (Employee Choice Pathway), Workplace Delegates Rights, Right to Disconnect and Fixed Period Employment.

Improved Leave provisions

New or improved leave provisions will be made to a number of clauses in the Agreement consistent with the NTPS General Agreement. As discussed during the negotiation meetings these are summarised below:

14. Personal leave to cover medical attendance

Personal leave provisions will be improved to allow certificates of attendance for medical appointments to be provided (which will count as personal leave with documentary evidence), including for health issues other than just for an illness or injury (e.g. for preventative care).

15. Compassionate Leave

This clause has been improved to allow access to compassionate leave provisions during a period of recreation leave (i.e. recredit of recreation leave).

16. Improved Blood Donor Leave

To be improved to allow time for donating blood plasma.

17. NEW – Organ Donor Leave

The Chief Executive Officer will have the ability to approve a recredit of leave for employees to donate a kidney or part of a liver, up to an equivalent amount received in payment from the Federal Government's Supporting a Living Donor Program (based on a period of absence of up to 18 weeks).

18. Leave to Engage in Voluntary Emergency Management Activities

The current provisions will be improved in relation to volunteering for emergency management activities, and include leave may be taken for prevention, preparation, response or recovery purposes.

Employer Efficiencies

19. Accident Allowance

The current provisions will be improved in relation to volunteering for emergency management activities, and include leave may be taken for prevention, preparation, response or recovery purposes.