
NORTHERN TERRITORY PUBLIC SECTOR WAGES POLICY 2009 - 2012

Background

The NTPS Wages Policy 2009 - 2012 covers wage negotiations in the Northern Territory Public Sector for the next 4 years. The Policy objectives are to:

- clearly define the roles and responsibilities of all parties involved in the bargaining process and the Government's bargaining principles;
- keep costs within Government parameters;
- deliver increased efficiency, effectiveness, service outcomes and workplace reform across agencies ("efficiency measures");and
- support collective bargaining wherever possible

BARGAINING PRINCIPLES

1. The Government supports a one system/common approach to bargaining covering the "core" conditions, bargaining agenda and outcomes, including wages that will generally apply across all areas of the NTPS.
 2. Bargaining with parties will be conducted in "good faith" and, wherever possible, the Agreement will be a collective Agreement negotiated with the relevant union(s).
 3. Bargaining outcomes will provide for salary increases of up to 2.5% per annum over the life of an Agreement
 4. Improvements to be achieved through efficiency measures will be assessed according to:
 - the degree to which concessions have been made around working arrangements by the other bargaining parties;
 - opportunities for immediate and/or future reform; and
 - quantitative and qualitative measures.
 5. Offers for new agreements are to be made at least 4 months prior to the Agreement's nominal expiry date, with salary increases not back-paid beyond the date of the first pay period commencing on or after the parties reach final Agreement, or the expiry date of the previous Agreement, whichever is the latter.
 6. Salary offers should explicitly state that increases will not be provided to employees who cease employment prior to an Agreement being approved or certified or approved by the relevant authority.
 7. Agreements should emphasise flexibility in employment arrangements that benefit both the employer and the employee, must not contain restrictive work practices and cannot include provisions that restrict the Government's capacity to allocate financial, capital or human resources according to its policy priorities.
 8. Principal responsibility for negotiations lies with OCPE, with shared responsibility with NT Treasury and the relevant Agency.
-