

A history of staff entitlements

[1994 – General Clerks Award](#)

The NTWWC opened in 1994. At this time, the most relevant Award and the Award chosen to underpin NTWWC staff entitlements, was the General Clerks NT Award.

[1995 – NTWWC EBA](#)

In 1995 the NT Working Women's Centre Enterprise Bargaining Agreement (EBA) was certified. This EBA provided NTWWC staff with pay and conditions above the General Clerks Award standard. Such above Award conditions included improved annual leave, ceremonial/cultural leave, public holidays, travel allowance and salary adjustments.

In May 1996, the Social and Community Services (SACS) Award was certified, with the NT Working Women's Centre being named as a respondent to this Award.

[1997 – SACS Award and the preservation of above Award entitlements](#)

In late 1997 the NTWWC decided that the terms and conditions, classifications and salary rates within the SACS Award were more relevant and suitable to the nature of work and type of service it provided than those in the General Clerks Award.

An exchange of letters between the NTWWC Committee of Management and the Australian Services Union in late 1997 and early 1998 confirms that an agreement was made to set aside the NTWWC EBA. This agreement was made on the basis that the SACS Award would be adopted and any above award entitlements would be preserved.

Those above Award entitlements that were preserved via an exchange of letters tabled in the Australian Industrial Relations Commission for future NTWWC staff include;

- Annual Leave – A total of 5 weeks annual recreation leave, plus paid 'grace' leave for normal working days during the period between Christmas and New Year, when the Centre closes.
- Additional Public Holiday or time in lieu for International Women's Day.
- NAIDOC day may be substituted for Queen's Birthday or another negotiated alternative.
- District Allowance.
- Bereavement Leave – 3 days per year can also be accessed as 'emergency leave'.
- Travel Allowance – To be paid in accordance with current Australian Public Service Rates.
- Ceremonial/Cultural Leave – up to 5 days paid each year for Indigenous staff, non accruable.
- Over Award payment of salary and wages not be reduced to the minimum levels of the SACS NT Award and future national wage increases to be flowed on and not absorbed by over Award payments of salary and wages.

- Redundancy and Notice Period -

Notice Period for Termination

<i>Period of Service</i>	<i>Period of Notice</i>
1 year or less	1 week
1 to 3 years	2 weeks
3 to 5 years	3 weeks
5 years and over	4 weeks

Redundancy Payment

<i>Period of Continuous Service</i>	<i>Severance pay</i>
1 year or less	4 weeks pay
1 to 2 years	6 weeks pay
2 years and over	8 weeks pay

On February 20th, 1998 the NT Working Women's Centre made an application to the Australian Industrial Relations Commission to set aside the 1995 EBA. This application was granted on the basis that the SACS Award would be adopted and the above entitlements, as outlined above, would be preserved.

During the following years new staff were provided with a letter of offer of employment that stipulated employment was covered by the SACS award. The letter also listed the above award entitlements.

[2006 – NTWWC EBA](#)

On March 10th 2006 a new EBA was certified in the Australian Industrial Relations Commission. Negotiations for this EBA between the committee and staff were completed in an amazing 3 weeks and 1 day. The Centre wanted to ensure the EBA would be certified under the existing Workplace Relations Act 1996 and not under the new Work Choices legislation which was due to become effective some time in March. This EBA enshrines the above award entitlements as well as the following new entitlements;

- 6 weeks paid maternity leave
- Up to 2 years unpaid maternity leave
- Commitment to breastfeeding room
- 5 days cultural leave for all staff
- Study leave
- 3% of annual salary budget to be allocated to employee development
- Leave without pay

[2009 – NTWWC EA](#)

In October 2009, after 7 months of negotiations, the NTWWC's new Enterprise Agreement was approved by Fair Work Australia under the new Fair Work Act.

Significantly, the Centre's staff received a 10% payrise upon approval of the Enterprise Agreement by Fair Work Australia. This pay increase was designed to lessen the gap in pay between the community and government sector.

Staff also won the right to;

- 14 weeks paid parental leave
- 14 weeks paid grandparents leave
- Improved redundancy entitlements
- Long Service Leave after 6 years

Staff lost the right to 5 days paid cultural leave. Instead, this leave reverted to unpaid leave.

[2012 – NTWWC EA](#)

In July 2012, after 10 months of negotiations, the NTWWC's new Enterprise Agreement was approved by Fair Work Australia. The entitlement to paid grandparents' leave was lost (by agreement) and the following additional or extended entitlements formed part of the agreement:

- Long Service Leave after 5 years
- 4% annual payrise (or CPI whichever is the greater)
- 10% superannuation
- Superannuation to be paid to employees on the government's paid parental leave scheme
- Personal leave increased to 12 days
- 4 days paid antenatal leave

- 2 weeks paid partner leave
- New clause supporting employees experiencing family violence, including 20 days paid leave for medical appointments, legal proceedings and other activities relating to family violence

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2015 – NTWWC EA

In November 2015⁴, after 14 months of negotiations, a new Enterprise Agreement was approved by Fair Work Australia. The new EA includes:

- 4% annual payrise (or CPI, which ever is the greater)
- The ability to cash out annual leave so long as a balance of 5 weeks annual leave is retained
- That the annual leave loading of 17.5% is paid out upon termination of employment
- The new classifications of level 4.4 and trainee wages be included
- A new clause that recognises the relationship between the NTWWC and the ASU be inserted: *The NTWWC recognises the fundamental work unions do to represent and protect the interest of workers and is supportive of staff being active members of their union. The NTWWC respects all employees' rights to choose whether they wish to join or not to join a union. The NTWWC commits to allowing each staff member choice over their union membership and recognises its obligations, as an employer, to take no action to pressure or deal with a staff member differently because of their membership status.*
- The entitlement to take 5 days cultural leave with pay was won back. Cultural leave had been deemed to be without pay since the 2009 EBA.
- Staff with more than 10 years of service receive the same redundancy payment as staff with 9-10 years service of 16 weeks. Formerly, staff with more than 10 years service received a lesser amount of redundancy pay of 12 weeks
- Superannuation will increase incrementally from 10% to 12% by July 2018.

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