



Welcome

I welcome readers to the second edition of the NTPS News. Following constructive feedback, we will be making changes in future editions to provide a mix of NTPS News as submitted by agencies and staff which will be combined with a focus on specific whole of NTPS themes. For example, we intend to explain to staff what their entitlements are and what work in progress is occurring in areas like superannuation and work life balance. Your suggestions are also sought.

July 2005 is not only the beginning of the new financial year, but the beginning of the second term of the Labor Government. While it is important that the public sector remain apolitical, we will also be focusing on the implementation of several whole of NTPS election commitments that will focus our attention on developing further a career public sector for all current and future staff.

John Kirwan
Commissioner for Public Employment

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Say no to bullying in the workplace!

**Bullying is NOT acceptable to anyone,
anytime, anywhere!**

Since the completion of a Work Environment (Bullying) Survey in May 2003 the Office of the Commissioner for Public Employment, in conjunction with a Public Sector Consultative Council Working Party into Bullying in the Workplace, has been working to address the issue of bullying in the NTPS.

The Working Party, in consultation with unions and agencies, developed a definition of bullying for the use across the NTPS and the Prevention and Elimination of Workplace Bullying in the NTPS Framework, which has now been finalised.

In addition to providing a strategy for preventing and eliminating bullying, the Framework also includes a 'No Bullying' policy example and practical information for managers, supervisors and employees.

The Framework was distributed to agencies in May and it will form the basis for developing agency specific strategies and initiatives to address and promote awareness of bullying.

The Framework is also available from the OCPE website at:

www.nt.gov.au/ocpe/publications_forms.shtml



NT Police in Tsunami effort

Five NT Police Officers were part of the international effort to help those countries recover from the Tsunami disaster when they visited Thailand to perform Disaster Victim Identification (DVI) duties.

The five officers - Senior Sergeant John Maloney, Sergeant Anne Lade and Senior Constables Antony Deutrom, Josephine Warden and Kerry Harris – spent time in Thailand during the first three months of the year, to assist with DVI.

The secondment of these NT Police Officers recognise their experience in DVI procedures as the Tsunami recovery effort moved into the ante-mortem phase - the collection and analysis of data required to comply with international standards to correctly identify the deceased.

DVI is the process where considerable time and effort is placed into ensuring all procedures are followed in the formal identification of victims. It includes the use of forensic science methods such as analysis of DNA and dental records.



While the job of confirming the identity of a victim is not pleasant, I was proud to play a role in the important DVI process to allow families and friends to bring some closure to the loss of a loved one.

Sergeant Lade



NT Police Commissioner Paul White said NT Police offered the organisation's full support to the Australian Federal Police the day after the Boxing Day tragedy.



This is the type of job most people would never want to do and I praise the work of all police officers working on this operation.

NT Police Commissioner Paul White



"The task of identifying deceased Tsunami victims requires the latest collection and data procedures and although the work is unpleasant, all Territorians would be proud of the dedication and professionalism of our officers in Disaster Victim Identification methods," said Commissioner White.

Announcement: Queen's Birthday 2005 Honours- Public Service Medal (PSM)

The recipients of the Queen's Birthday 2005 Honours were announced on Monday 13 June.

Northern Territory Public Sector employees who were acknowledged were:

Ms Audrey Wai Han Ko, for her outstanding public service within the Northern Territory Police, Fire and Emergency Services, and **Mr Ian Bruce McNeill**, for his outstanding public service as Clerk of the Legislative Assembly of the Northern Territory.

Congratulations to Audrey and Ian for this acknowledgement of their contribution to the Northern Territory Public Sector.

A list of the Australian citizens whose contributions have been honoured in the Queen's Birthday List is available on the Australian Honours website at: www.itsanhonour.gov.au/

Sportsman a great role model

The Administrator of the Northern Territory, Mr Ted Egan AO recently launched The Role Model Sports Fund to honour a former great Darwin sportsman, Mr Steve Abala, and to recognise outstanding role models for young Territorians to emulate.

Steve Abala was an extraordinary sportsman and human being, and was renowned for his fairness as much as his brilliance. He personified the role model in every respect of his life, and it is fitting that people of such historic significance be remembered. Each year the Administrator's Medal will be awarded to one male, and one female sports role model, commencing 2006, but retrospective to 1947.



Wallabies, first Rugby League Premiers at Kahlin Oval January 1952. Steve Abala, 4th from left, back row.

Steve played a number of sports at the highest levels including soccer, basketball, rugby league and aussie rules. He captained the Buffaloes for seven years, took them to three premierships and won the Nichols Medal for Best and Fairest Player.

When rugby league commenced in Darwin in 1951, Steve joined the Wallabies Club, and was a member of the first-ever premiership. He also served in the Army in World War II, in Darwin and New Guinea, and later in the occupation forces in Japan.

Steve Abala sustained serious injuries while playing rugby league at Gardens Oval on 12 February 1956 and died two days later at the age of 32. He left a widow, Lorna, and six children. Most of his family still live in Darwin.

It is hoped that sufficient funds will be raised to commission a large statue of Steve Abala, titled 'The Role Model', that will be unveiled on the 50th anniversary of Mr Abala's death on 14 February 2006. The potential of offering future sports scholarships to aspiring youngsportsmen and women is also being considered by a committee of high profile Darwin sport identities.

To express interest in supporting the fund, to nominate your 'role model' or to find out more information, call 8999 7103 or visit:

www.nt.gov.au/administrator/medals/index.shtml



Steve Abala (far left), member of the victorious VIC HOTEL BASKETBALL TEAM, Darwin 1954.



The Construction Industry Long Service Leave and Benefits Act 2005 comes into force from 1 July 2005 and will provide portable long service leave benefits for eligible, registered construction industry workers in the Northern Territory.

A Government appointed Board, called NT Build, with industry members from the HIA, TCA, CFMEU and Unions NT will be responsible for administering the scheme.

The scheme will be funded by a levy on construction projects over \$200,000 in value and on investment earnings.

Workers will need to register to be eligible for benefits under the scheme. Employers will need to register with NT Build and provide details every six months about the registered workers they employ.

If you would like more information call us on **1300 795 855** or visit our website at www.ntbuild.com.au and we will arrange for information sheets to be sent to you.

What is YPN?

Young Professionals Network (YPN) aims to provide a forum for professional development and network building opportunities for employees within the public sector and beyond.

It provides opportunities for capable young people to exchange ideas on trends, practices and innovations, and a vehicle to influence change and directions in today's public sector. YPN is essentially a knowledge-sharing network and is affiliated with the Institute of Public Administration Australia (IPAA) NT Branch.

YPN recently facilitated presentations in Darwin and Alice Springs on 'Meeting the Needs and Expectations of Generation X and Generation Y Employees', (those born after 1963) and will be hosting more seminars, debates and events targeted at under 35s over the coming months.

YPN will be hosting social gatherings where people can meet and share experiences in a relaxed environment. The YPN launch will be held on 29 July at the Novotel Atrium in the Billabong Room. For more information contact martin.bryars@nt.gov.au

Update your EEO data now!

All NTPS employees are strongly encouraged to complete the Equal Employment Opportunity (EEO) data section in myHR (or to contact their Human Resources Officer) and to ensure that the information you have already supplied is correct.

It is not compulsory to supply this information but it would be very helpful if everyone in the NTPS did so. EEO data is invaluable for evaluating the impact of a number of NTPS strategies aimed at assisting EEO groups.

Access to EEO data is restricted to HR and other staff members who need to use it in their work. Only these people are authorised to access individual records. Published data would only refer to groups of people and not individuals. It is well understood by people who have permission to access individual data that the Anti-Discrimination Act and Information Act prevents disclosure or action based on individual information in this area.

For more information about Equal Employment Opportunity please contact Christine Short at the Office of the Commissioner for Public Employment on 8999 4177.



Did you know ?

Over 16,500 people are currently employed in the Northern Territory Public Sector (NTPS). Recent Enterprise Bargaining Agreements have pushed the annual total payroll to over \$1 billion. This is a substantial proportion of the total Northern Territory Budget (2005-2006) expense of \$3.12 billion.

The NTPS is made up of 20 different agencies. The two largest are Health and Education which between them employs about 9,000 people. The smallest is the Office of the Auditor General which employs only five.

Australia has the lowest population density of any country in the world. With 200,000 people spread over 1.35 million square kilometres, the Territory has by far the lowest population density of any jurisdiction in Australia. One consequence of this is that a significant proportion (over 2,000, or 12%) of public sector employees work in localities remote from the major population centres. These remote workers are mainly in the fields of education, health, policing and parks management.

While the Indigenous population comprises around 28% of the Territory's total population, only 6.4% of the NTPS are identified as being of Indigenous origin. In 2002 the Northern Territory Government, through the Office of the Commissioner for Public Employment, implemented the Indigenous Employment and Career Development Strategy to raise the awareness of, and support levels for, Indigenous staff in the sector. Since that time the number of identified Indigenous staff has risen from a little over 700 to in excess of 1,050 currently.

Dealing with wheeling

Research shows that women don't always get a fair go when buying a car, or getting repairs done. New information is available to Territory women to help them get a fair deal. *Dealing with Wheeling* is available on the Office of Women's Policy website and has information for women, and useful links to other websites that will help women in this area. Go to www.women.nt.gov.au



In the basket

NTPS employee Melanie Hall is the only Territory representative on the Australian Women's Wheelchair Basketball Squad the 'Gliders' as they prepare for the World Championships in Amsterdam on 6-15 July 2006 and the Beijing 2008 Paralympics.

The squad was announced on 18 March 2005 by Basketball Australia. Melanie, 28, had the chance to prove herself in the three training camps that took place in Sydney, Brisbane and Melbourne.



I am really excited and honoured to be the only Territory representative in the squad.

Melanie Hall



Melanie impressed Gliders coach Gerry Hewson and earned a spot in the team that will travel to Canada in July 2005, for the XXVI Spitfire Challenge.



The NTPS flexible working arrangements has enabled me to balance the demands of training and competing with my work commitments and this has helped me to achieve the honour of wearing the green and gold for Australia

Melanie Hall



Perfect potion

Darwin teenager Simone Liddy has combined academic knowledge and athletic prowess.

The Territory hockey star has become the first Indigenous Territorian to score a pharmacy cadetship with the Department of Health and Community Services that includes 12 weeks annual work placement at Royal Darwin Hospital for each year of her four year degree.

Simone, 17, achieved a Tertiary Entrance Rank of 87.9 last year after completing year 12 at Dripstone High School and now has her sights firmly set on a career in pharmacy.



Becoming a pharmacist will provide me with a lot of opportunity in life...

Simone Liddy



"With my cadetship I will be able to interact with the doctors and patients at RDH and work out what medication the patients really need," Simone said.

Simone's \$12,000 scholarship will see her study at Charles Darwin University this year before possibly moving to Curtin University in Perth to complete the final three years of her pharmacy degree.

Simone's cadetship is funded by the DHCS Human Resources and Workforce Development branch under the National Indigenous Cadetship Program (NICP).

The NICP is a national incentive administered by the Indigenous Employment Branch of the Commonwealth Department of Employment and Workforce Relations and the Department of Corporate and Information Services (DCIS).

Medicare means dollars to the Territory

Every year, many people come to live in the Territory, while others leave. This annual turnover is much higher than in other parts of Australia and is estimated to be around 8-10%. This makes it difficult to be sure just how big the Territory's population actually is.

Why does this matter? Every year, the Australian government allocates the GST it has collected from the States and Territories. The Territory relies more heavily than other places on this funding source to provide services and infrastructure. You might be surprised to learn that for every additional person counted in the Territory's population, the Territory's GST allocation increases by about \$8,600 per year. Just 115 new Territorians can bring in about \$1 million!

This is where Medicare comes in. In calculating population numbers, the Australian Bureau of Statistics uses the numbers of people who've changed their Medicare address from one state to another, to estimate how many people enter and leave the Territory. While the ABS tries to make allowance for those people who move but don't change their Medicare address, this adjustment process may not be enough. So if your address is interstate, the Territory may not receive any extra funds to help provide services for you and your family.

So, if you've moved to the Territory and haven't changed your Medicare address, Northern Territory Treasury urges you to do so. Every individual can make a huge contribution to the Territory just by filling in a form on the website www.hic.gov.au/yourhealth/forms/mf.htm or by calling Medicare on 132 011.

Make sure the Territory is not missing out on funding this year because Medicare has the wrong address for you! And if you know anyone else who has recently moved to the Territory, tell them to change their Medicare address too. For more information, call Mary Beneforti at Northern Territory Treasury on 8999 5390.

Industrial Relations Society NT Annual Conference 1-3 September 2005

The conference will celebrate the past 100 years of the Federal industrial relations systems and contemplate the 'brave new world' proposed by the changes announced by the Federal Government. A varied array of expert speakers will canvass the issues.

Speakers include: Minister for Workplace Relations, Hon Kevin Andrews and President of the AIRC, Justice Geoff Guidice.

For more information visit the IRS NT website at: www.irsnt.asn.au

CDU/NTG Partnership Agreement - Awareness Sessions for your unit

The Charles Darwin University/Northern Territory Government Partnership Agreement could lead to new opportunities for your unit.

A number of awareness-raising sessions have already been held in various NTPS Agencies.

The sessions have stimulated creative discussion and encouraged the development of a number of new ideas and opportunities. They are delivered by the Partnership Agreement Secretariat, which includes staff from the University and NT Government (Department of the Chief Minister).

Since its launch, the Charles Darwin University/Northern Territory Government Partnership Agreement has fostered greater cooperative and collaborative activity between the University and the NT Government.

Highlights of the Partnership include:

- Implementing a National Accredited Accelerated Literacy Program throughout the Territory
- Establishing a Higher Education Centre in Alice Springs
- Leveraging a total of \$5.75 million in 2003-2004 to the Territory through collaborative activities.

To find out more about the CDU/NTG Partnership Agreement or to book an awareness raising session, contact Jean Rodricks of the Partnership Agreement Secretariat on 8999 5439.

EBA UPDATE

The NTPS 2004-2007 Agreement was certified in the Australian Industrial Relations Commission in January 2005.

The agreement runs for three years and pay increases were backdated to August 2004. The parties (agencies, unions and the OCPE) have begun putting into place the working parties in the agreement.

The matters to be considered include remote localities, occupational health and safety, reviews of certain Physical and Technical level jobs, an Administrative Officer JES education and awareness campaign and superannuation.

For more information refer to the agreement at: www.nt.gov.au/ocpe/eba/agreement.shtml



John Carroll becomes a Fellow of the Institute of Public Administration Australia

John Carroll, Deputy Chief Executive and General Manager, Minerals and Energy, Department of Business, Industry and Resource Development was recently appointed a Fellow of the Institute of Public Administration Australia (IPAA).

John's appointment as a Fellow of the Institute was in recognition of "an outstanding contribution to the study or practice of public administration and contribution to the Institute of Public Administration Australia".



Andrew Podger, National President of IPAA; John Carroll, Deputy Chief Executive and General Manager, DBIRD; and John Kirwan, Commissioner for Public Employment and IPAA NT President.



Working in government provides an opportunity to make a contribution on a diverse range of issues. In my career I have worked in central agencies, statutory authorities and line departments in a wide range of jobs.

John Carroll



During his time as President of IPAA, John has worked on a number of projects for the Institute, including the Indigenous Employment Forums which

culminated in the recent publication of the Indigenous Employment Toolkit by the Office of the Commissioner for Public Employment. Currently John is the convener of the Institute's Events Committee. For more information about IPAA visit www.nt.gov.au/ipaa



I am proud to be a public servant and I look forward to the day when our community recognises more comprehensively that we are professionals and make a significant contribution to our society.

John Carroll



National Conference

The Institute of Public Administration Australia (IPAA) NT Branch sponsored two NTPS employees to attend the IPAA National Conference in Canberra in November last year.

Tanya McGregor from the Department of Health and Martin Bryars from Northern Territory Treasury participated in discussions on topics such as 'Dimensions of Regeneration' and "New Definitions of the Public Service".

Other topics included 'Organisation renewal', otherwise dubbed 'Don't throw the baby-boomers out with the bathwater' and 'The Idea Public Service – do we need one and if yes, what's its role in modern society and what would it look like?'.

Mr Bryars said the Sir Robert Garran Memorial Oration by Dr Andrew Leigh was inspiring.

"His topic 'Re-inventing the Australian Project' was a visionary look at Australia's past record as a world leader in social reforms and some ideas on re-engaging the community to progress on past reforms and once again become the most progressive nation in the world," he said.

In August, OCPE and IPAA will be offering a scholarship to provide one young professional (18-35yrs) the opportunity to attend this years IPAA National Conference to be held in Hobart in November 2005.

To enter participants need to write an essay of 1,000 words with why they want to attend, what development they will get out of it and what they hope to bring back to the workplace.

The theme for this years conference is the 3 Es (Efficiency, Effectiveness and Equity in the Public Service/Sector).

The announcement of the successful applicant will be made at the IPAA (NT) AGM in Septembers 2005.

For further information visit: www.nt.gov.au/ipaa

NTPS Women in Leadership and Management Policy Paper



The Chief Minister launched the NTPS Women in Leadership and Management Policy Paper on 19 May 2005. The aim of the policy is to increase employment of women in management and leadership positions within the NTPS.

As the Chief Minister said at the launch: "More women in senior and decision-making positions in our public sector is critical. Ten years ago only 14% of executive staff in the NTPS were women. This year it's 31%... still a long way to go. We may not notice it everyday but it has undeniably changed the public sector."



For a copy of the policy visit:
www.nt.gov.au/ocpe/publications_forms.shtml

Key contacts for employment matters

(In the first instance HR queries should be referred to your HR Manager)

Employee Relations 899 94282

- Human resource policies and advice
- Industrial relations matters
- Labour Inspectorate function

Strategic Workforce Development 899 94140

- Sector wide leadership development programs
- Workforce policy development and advice
- Indigenous Employment and Career Development Strategy

Promotions Appeal Board and Reviews 899 94129

- Ensuring merit, equity and fairness through impartial and independent mechanism for appeals and reviews of treatment in employment.

Central Australian Office 895 15785

- Commissioners representative for Central Australia
- Primary focus on remote/regional workforce issues

The Job Evaluation System – what's it all about?

The primary focus of the Job Evaluation System (JES) is to establish the relative work value of a job and its relation to other jobs in the agency and across the NTPS generally. JES does **not** assess the incumbent of the job or their performance but assumes the standard requirements of the position.

It is also important that job evaluation is not seen as a pay system. Evaluations of jobs are undertaken without reference to what is paid and, in this regard, the Cullen Egan Dell system of job evaluation used in the NTPS utilises a points factor methodology to establish the values of the job being assessed.

The system involves reducing the essential characteristics of jobs to a number of common factors and making a factor-by-factor comparison. The results of each of these assessments are then added together in order to rank the total job. In this way a hierarchy of a quite diverse range of jobs can be established.

For more information about JES please contact Chris Babington at the Office of the Commissioner for Public Employment on 899 94115.

Chief Minister's Study Award for Women 2006

Each year, two Territory women receive a study award to do tertiary or vocational study \$14,000 is available for a tertiary degree, and \$6,000 for vocational study. This year, grant applications are open from 1 July 2005. Application forms and selection criteria are available on the Office of Women's Policy website at: www.women.nt.gov.au

The Office of Women's Policy encourages all women undertaking study to apply, and to inform all women they know through your work or social networks that this Award is available.

F E E D B A C K

If you have any feedback about NTPS News or suggestions for future articles, please contact the editor on 8999 4326 or email: ocpe@nt.gov.au

NTPS News is an official publication of the Office of the Commissioner for Public Employment (OCPE).