

CPSU Parks & Wildlife Agreement Update

It took months of hard work by Delegates, negotiations, Department backflips, and finally the threat of industrial action. But now we finally have a proposed Parks & Wildlife Agreement for you to vote on - one that more closely reflects the in-principle agreement reached in November.

We held meetings throughout September to discuss the proposed Agreement with members. Below we'll take you through the details of the offer. In your inbox are further details on the Broadbanding Pilot. This Agreement will see significant changes to your allowances - so make sure you have your say in the ballot.

We want to thank our hard working CPSU Delegates for the countless hours of work and action that it's taken to get us to this point.

If you have any questions please contact CPSU Organiser Mathew Woolhouse at mwoolhouse@tas.cpsu.com.au.



Proposed Agreement:

- To operate for 2 years.
- The CPSU supports a shorter agreement that aligns with the Broadbanding Pilot.

NEW RIGHTS SECURED

Bushfire Suppression and Planned Burns Operations

- For the first time the agreement will include an incident management table for planned burning operations. This will include simple and complex planned burns as defined in the AWU Bushfire Suppression Operations and Planned Burns Agreement 2021.
- Backdated to 1 January 2022.



Proud to be Public

Proud to be Union

Bushfire Suppression

- New incident management roles for Wildfire Suppression Operations.

BUSHFIRE SUPPRESSION OPERATIONS ROLE TABLE

Appointed Role	Level 2 Incident	Level 3 Incident
Incident Controller	B7-R1-2	B8-R1-2
Deputy Incident Controller	B6-R1-3	B7-R1-2
Safety Advisor/Officer (reporting to IC)	B6-R1-3	B7-R1-2
PLANNING	Level 2 Incident	Level 3 Incident
Planning Officer	B6-R1-3	B7-R1-2
Deputy Planning Officer	N/A	B6-R1-3
Plans Unit Leader	N/A	B5-R1-3
Intelligence Officer (reporting to IC)	N/A	B7-R1-2
Intelligence Unit Leader (reporting to Planning Officer)	N/A	B5-R1-3
Situation and Analysis Unit Leader	N/A	B5-R1-3
Situation and Analysis Officer	B4-R1-3	B4-R1-3
Modelling and Predictions Unit Leader	B4-R1-3	B5-R1-3
Fire Behaviour Analyst (FBAN)	B6-R1-3	B6-R1-3
Mapping Unit Leader	N/A	B5-R1-3
Mapping Officer	B4-R1-3	B4-R1-3
Resource Unit Leader	N/A	B5-R1-3
Resource Officer	B4-R1-3	B4-R1-3
Management Support Officer	B3-R1-3	B3-R1-3
IRMS Operator	B3-R1-3	B3-R1-3
PUBLIC INFORMATION AND LIAISON	Level 2 Incident	Level 3 Incident
Public Information Officer	B6-R1-3	B7-R1-2
Information & Warnings Unit Leader	N/A	B5-R1-3
Media Unit Leader	N/A	B5-R1-3
Media Officer	B4-R1-3	B4-R1-3
Community Liaison Unit Leader	NA	B5-R1-3
Community Liaison Officer	B4-R1-3	B4-R1-3
OPERATIONS	Level 2 Incident	Level 3 Incident
Operations Officer	B6-R1-3	B7-R1-2
Deputy Operations Officer	B5-R1-3	B6-R1-3
Divisional Commander	B5-R1-3	B5-R1-3
Sector Commander	B4-R2-3	B4-R2-3
Crew Leader	B4-R1-3	B4-R1-3
Air Attack Supervisor	B4-R1-3	B5-R1-3
Air Base Manager	B4-R1-3	B5-R1-3
Plant Operations Manager	B4-R1-3	B5-R1-3
Staging Area Manager	B4-R1-3	B5-R1-3
Air Observer	B4-R1-2	B4-R1-2
LOGISTICS	Level 2 Incident	Level 3 Incident
Logistics Officer	B6-R1-3	B7-R1-2
Deputy Logistics Officer	N/A	B6-R1-3
Supply Unit Leader	N/A	B5-R1-3
Finance Officer (reporting to IC)	N/A	B7-R1-2
Finance Officer (reporting to Logistics Officer)	N/A	B6-R1-3
Facilities Unit Leader	N/A	B5-R1-3
Ground Support Unit Leader	N/A	B5-R1-3
Catering Unit Leader	N/A	B5-R1-3
OTHER ROLES	Level 2 Incident	Level 3 Incident
ILLU Liaison Officer	N/A	B7-R1-2
Staging Area Support Officer	N/A	B3-R1-3
Logistics Support Officer	N/A	B3-R1-3
Fire Duty Officer	B7-R1-2	B7-R1-2
Deputy Fire Duty Officer	B6-R1-3	B6-R1-3
Planned Burning Operations	Simple	Complex
Fire Duty Officer	B7-R1-2	B7-R1-2
Deputy Fire Duty Officer	B6-R1-3	B6-R1-3
Resource Officer	B4-R1-3	B4-R1-3
Administrative Officer	B3-R1-2	B3-R1-2
Incident Controller	B5-R1-3	B6-R1-3
Operations	N/A	B5-R1-3
Sector Commanders	B4-R1-3	B4-R1-3
Media Officer	N/A	B4-R1-3
Logistics/Resourcing/Admin Officer	N/A	B4-R1-3
Air Base Manager	N/A	B4-R1-3
Navigator (Incendiary Operations Supervisor)	B4-R1-1	B4-R1-1
Bombardier (Aerial Incendiary Machine Operator)	B3-R1-2	B3-R1-2
Divisional Commander	N/A	B4-R2-3

Weekend & Holiday Loadings

- New loadings as per the table below to take effect from the date of registration of the Agreement.
- Employees will, by default, transition to the same loaded rate as they currently receive. But the number of weekend days and Holidays with Pay required to be worked will drop. *Same pay, less work.*

Transition Arrangements

- No financial disadvantage. **No reduction in loadings unless employee-initiated.**
- An employee may apply to move up to the new higher rate (according to the new table), within their existing range, at any time during the first 12-month period if:
 - i. They can demonstrate that they have worked the required weekends and holidays with pay for the proceeding operational year and,
 - ii. There is a clear expectation that the work pattern will continue.

What to note:

- PWS will likely ask you to record your work pattern for the first 12 months. This should not be used by PWS to reduce your loading: if you are not working the required days then you should be given the opportunity to work them, not have your loading reduced.

Workers need to be on the watch for PWS using this Agreement to initiate reviews and attempting to reduce loadings. It is management's responsibility to ensure workers are rostered on and utilised according to their loadings.

Annexure B	
Weekend days & Holidays with Pay	
Number of weekend days and Holidays with Pay worked in an operational year.	Salary Loading (% of annual base salary)
Up to 7	Claim only
8-12	5.23
13-17	7.19
18-23	9.15
24-29	11.11
30-34	13.08
35-40	15.04
41-46	17
47-52	18.96
52+	Claim only

Availability Allowance

- A brand new table for the payment of Availability Allowance. Revised loading percentages according to revised hours an employee is to be rostered/requested to be available.
- The table will have effect from the first full pay period on or after the date of registration.

Transition Arrangements:

- Where the new table includes the 'same' percentage (for that employee's classification) – transition that worker to that category.
- Where the new table does not include the 'same' percentage – transition that employee to the next available percentage above their current category so that they are not financially disadvantaged (with the employee then expected to be available for hours consistent with that percentage loading).
- Where an employee may be financially disadvantaged – an employee may elect to reduce their percentage loading with a reduction in both minimum and maximum hours (the range) or move to a category with a higher availability hour range with corresponding percentage loading.

Worth noting:

The current PWS Agreement 2009 requires that employees maintain a record of hours directed or rostered to be Available for Recall.

PWS throughout bargaining has shown a continued distrust of its employees and will likely try to link the provision of records with the transition to the new loadings.

This has not been agreed to – SPEAK TO YOUR UNION IMMEDIATELY IF THIS OCCURS.

Availability

Band 2	
Number of hours requested or rostered to be available for Recall in an Operational year.	Salary Loading (% of annual base salary)
200-299	1.69%
300-399	2.25%
400-499	2.82%
500-599	3.38%
600-699	3.95%
700-799	4.51%

Band 3	
Number of hours requested or rostered to be available for Recall in an Operational year.	Salary Loading (% of annual base salary)
200-299	1.50%
300-399	2.00%
400-499	2.50%
500-599	3.00%
600-699	3.50%
700-799	4.00%

Band 4	
Number of hours requested or rostered to be available for Recall in an Operational year.	Salary Loading (% of annual base salary)
200-299	1.25%
300-399	1.67%
400-499	2.09%
500-599	2.51%
600-699	2.93%
700-799	3.35%

Band 5	
Number of hours requested or rostered to be available for Recall in an Operational year.	Salary Loading (% of annual base salary)
200-299	1.15%
300-399	1.53%
400-499	1.92%
500-599	2.30%
600-699	2.68%
700-799	3.07%

Band 6	
Number of hours requested or rostered to be available for Recall in an Operational year.	Salary Loading (% of annual base salary)
200-299	.97%
300-399	1.29%
400-499	1.62%
500-599	1.94%
600-699	2.27%
700-799	2.57%

Overtime Allowance

- A new table be included showing revised loading percentages according to revised overtime hours worked.
- The table will have effect from the date of registration.
- Employees will continue to be paid their existing loading after registration of the Agreement.
- **Overtime loading to be grandfathered for existing employees that are in receipt of the loading at the time of registration of the Agreement.**
- If an employee is authorised to work more overtime than the applicable loading contained in the new table, **they will be paid additional overtime according to the TSSA on an event basis.**

How overtime is managed in the Parks & Wildlife Service is broken. As an outcome of negotiations we've also secured a joint sub-committee review and clarify TOIL and overtime practices.

Be on watch for:

PWS was keen to end the overtime loading for all, so it's likely that they will approach you to give up your overtime loadings and revert to the overtime payments in the Award. **If this happens contact your union immediately.**

Annexure D

Overtime

Number of Hours Overtime worked per operational year (excluding Bushfire Suppression)	Salary Loading (% of annual base salary)
Up to 19	Claim only
20 - 49	2.2%
50 - 74	4.5%
75 - 99	5.6%
100 - 124	6.7%
125 - 149	7.8%
150 - 174	9.0%
175 - 199	10.1%
200+	Claim only

Winching Allowance

- A new winching availability allowance to be included.
- An annual allowance of \$1,500 will be paid at the end of the fire season for those employees who are selected to be available to conduct winching operations during a fire season.
- A commitment has been made that this will be paid to employees who were available during the 21/22 fire season.

Broadbanding Pilot

- The offer is to implement a Broadbanding Pilot as soon as possible after registration and it will operate for 2 years, reviewed after 1 year of operation.
- Pilot will operate in two field centres – one complex and one simple. The location of the two field centres will be agreed between the parties.
- At PWS' discretion, the scope of the Pilot may be extended to additional field centres during the Pilot.
- The Pilot will apply to both Rangers and Field Officers in the two nominated field centres.

What does broadbanding entail?

- It would allow Rangers and Field Officers to progress through an Advanced Assessment Point.
- There will be criteria to be met based on competencies and qualifications obtained.
- Rangers will be progressed through an Advanced Assessment point from Band 3 to Band 4. Field Officers will progress through an Advanced Assessment point from Band 2 to Band 3.
- A criteria for progression has been proposed based on a points system. As well as achieving the requisite points test score, Rangers will need tertiary qualifications in a relevant field in order to progress in line with SOD.
- The parties recognise from time to time the criteria for progression based on a points system will need to be updated so that competencies remain contemporary and relevant. The CPSU will be consulted prior to making any changes.



Public Sector

Unions Wages

Agreement 2022

So what's next?

If you vote YES in the ballot then a new Parks & Wildlife Agreement will be registered. But it doesn't stop there. Right now, negotiations for a new public sector wages agreement are also taking place with the Rockliff Government.

The CPSU is seeking to secure new rights that recognise the unique role you play in managing our natural and cultural heritage. By taking action we've already secured a revised offer that delivers better pay - but we want to see real wage increases, as well as new rights to address the issues facing our public sector. Now's the time to get involved.

We also need you to encourage your colleagues to stand with us, by joining the Community & Public Sector Union. Tasmania's public sector is a strong union workplace and the CPSU is the union fighting for public services every day.

Join at <https://www.cpsu.com.au/join/> or scan the QR code below:



Proud to be Public

Proud to be Union

Tasmanians ^{STILL} need a
pay rise