

T14189/2014

INDUSTRIAL RELATIONS ACT 1984

Part IV, s.55 Industrial Agreement



Tasmanian State Service Rangers, Wildlife Operations Agreement 2014

Between the

Minister administering the State Service Act 2000

And the

Community and Public Sector Union (State Public Services Federation Tasmania) Inc.



1. TITLE

This agreement is the *Tasmanian State Service Rangers, Wildlife Operations Agreement 2014*

2. OBJECTS OF AGREEMENT

The objects of this Agreement are to:

Provide certain terms of employment for employees engaged in the positions of Ranger, Wildlife Operations and Team Leader, Wildlife Operations in the Department of Primary Industries, Parks, Water and Environment

3. PERSONS AND ORGANISATIONS BOUND BY THE AGREEMENT

This Agreement binds the:

- Minister administering the State Service Act 2000 and;
- Community and Public Sector Union (State Public Services Federation Tasmania) Inc. and,
- Persons employed in the positions of Ranger, Wildlife Operations and Team Leader, Wildlife Operations in the Department of Primary Industries, Parks, Water and Environment

4. DATE AND PERIOD OF OPERATION

This Agreement is made pursuant to the provisions of Part IV of the Industrial Relations Act 1984 and is to take effect from registration and remain in force for 3 years from the date of approval.

5. RELATIONSHIP TO THE TASMANIAN STATE SERVICE AWARD

Whilst this Agreement remains in force its provisions prevail over any provisions of the Tasmanian State Service Award that relate to the same subject-matter

7. GRIEVANCE AND DISPUTE SETTLING PROCEEDURE

Grievances and disputes that arise in relation to this Agreement are to be dealt with in accordance with the provisions of the Tasmanian State Service Award.

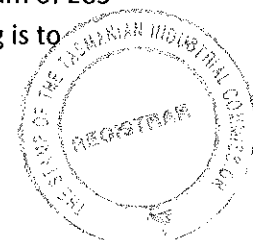
8. NO EXTRA CLAIMS

The parties to this Agreement agree that, during the term of this agreement, they will not make any additional claims related to any matter included in this Agreement.

9. LOADING IN LIEU OF CERTAIN AWARD ENTITLEMENTS

A loading of 34% is to be paid on the normal salary rate of employees covered by this Agreement for work undertaken outside of the normal hours of work including work undertaken on Saturdays, Sundays, Holidays with Pay and for availability and recall.

The loading is nominally based on employees working outside normal hours up to a maximum of 285 hours per annum including an average of 23 Saturdays and Sundays per annum. The loading is to compensate employees for award entitlements forgone.



10. CERTAIN AWARD ENTITLEMENT ARE NOT TO APPLY

The following award entitlements of the Tasmanian State Service Award are not to apply to employees who are in receipt of the 34% loading for work undertaken outside of the normal hours of work including work undertaken on Saturdays, Sundays and Holidays with Pay up to a maximum 285 hours per annum.

Part IV, Clause 5 – First Aid Allowance
Part IV, Clause 7 – Coxswain's Certificate Allowance
Part VI, Clause 1 – Ordinary Hours of Work for Day Work
Part VI, Clause 2 – Flexitime for Day Work
Part VI, Clause 3 – Overtime for Day Work
Part VI, Clause 4 – Time off in Lieu of Payment for Overtime
Part VI, Clause 5 – Availability and Re-call

Provided that Part VI, Clauses 1, 3, 4 & 5 are to apply if more than 285 hours of work per annum is undertaken by an employee outside of the ordinary hours of work. The rate of pay to be used in the calculation of overtime payments is the employee's normal salary rate.

11. ORDINARY HOURS OF WORK

The ordinary hours of work for employees are to average 38 hours per week to be worked over a 19 day month cycle to enable the 20th working day of the month to be taken as an accrued day off.

12. SPAN OF HOURS

The ordinary hours of work is to be undertaken within each 24 hour cycle as rostered

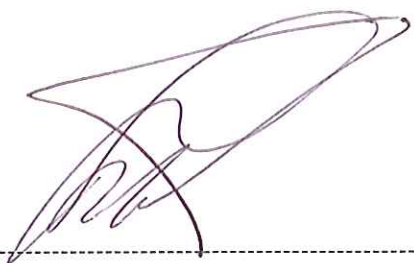
13. WORKPLACE HEALTH AND SAFETY

The parties to the agreement acknowledge that the arrangements in this agreement will result in employees working significantly more than the normal hours of work. The employer will monitor the hours being worked by employees covered by the agreement to ensure such hours are not placing their health and safety at risk.




14. SIGNATURES

SIGNED FOR AND ON BEHALF OF THE MINISTER ADMINISTERING THE STATE SERVICE ACT 2000



SIGNED FOR AND ON BEHALF OF THE COMMUNITY AND PUBLIC SECTOR UNION (STATE PUBLIC SERVICES FEDERATION TASMANIA) INC.



Tom Lyness

DATE: 13 February 2014.

