

1. TITLE

This Agreement is known as the "Department of Primary Industries, Water and Environment (Rangers Wildlife Operations) Industrial Agreement 2004".

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3. APPLICATION

The Agreement is between the Minister administering the *State Service Act 2000* and the Community and Public Sector Union (State Public Services Federation Tasmania) Inc. and is to apply to persons employed in the positions of Ranger Wildlife Operations and Team Leader Wildlife Operations in the Department of Primary Industries Water and Environment under the *State Service Act 2000*.

4. DATE OF OPERATION AND DURATION

The Agreement is to take effect from the beginning of the first full pay period commencing on or after the date this Agreement is approved by the Tasmanian Industrial Commission and is to remain in force for 3 years from the date of approval.

The parties agree to review the Agreement at least 6 months before its expiry.

5. ESTABLISHMENT AND CLASSIFICATION OF POSITIONS

For the purposes of classification and salary only, positions will be established and classified in accordance with the Administrative and Clerical Employees Award (SO81).

6. LOADING

A loading of 34% will be paid to employees who encounter all of the conditions for which the loading is paid.

The loading is in recognition and in lieu of the following:

- All work performed outside ordinary hours up to a maximum of 285 hours per calendar year.



- Penalty payments for working an average of 23 Saturdays and 23 Sundays per annum and any public holidays falling within the roster cycle. Accordingly, provisions for time off in lieu of penalties and work outside of ordinary hours will not apply.
- The following allowances:
 - Overtime and Disturbance Allowance;
 - Coxswains Allowance; and
 - First Aid Allowance.

7. CONDITIONS OF EMPLOYMENT

Unless specified in this Agreement, conditions of employment applying to employees covered by this Agreement shall be as prescribed in the General Conditions of Employment Award.

PROVIDED that where there is an inconsistency between the 'Second Tier' Agreement T 1233 of 1988 and the General Conditions of Employment Award that would otherwise apply to employees covered by this Agreement, the provisions of the 'Second Tier' Agreement prevail.

(a) General Conditions of Employment Award – Clauses Not to Apply:

Clause 8	Overtime;
Clause 10	Saturday, Sunday and Holiday Work;
Clause 15	Call Back Allowance;
Clause 17	Coxswain's Certificate Allowance;
Clause 21	First Aid Certificate Allowance; and
Clause 29	Standby, Availability Allowances.

PROVIDED that Clauses 8, 10, 15 and 29 will apply if more than 285 hours of work outside of ordinary hours occurs, payable at the employee's Award classification rate of pay and exclusive of the loading prescribed at Clause 6 of this Agreement.

(b) Normal Weekly Hours of Work:

The normal weekly hours of work for employees will be 38 hours per week worked on a 19 day per month basis.

(c) Spread of Hours:

The ordinary hours of work will be performed within each 24 hour cycle as rostered.

8. SALARY INCREASES

Salary increases during the life of this Agreement shall be as provided for in the Public Sector Unions Wages Agreements Nos. 1 and 2 of 2004, or any Agreement which supersedes them (however titled).



9. GRIEVANCE PROCEDURE

The following procedure is to be observed if a grievance or dispute arises:

- Any grievance or dispute should be discussed, in the first instance, between management and the employee(s) concerned, and/or their representative(s).
- If the issue cannot be resolved within 2 working days, it will be referred to the General Manager, Resource Management and Conservation and the CPSU for further discussion.
- If the issue cannot be resolved within a further 5 working days, the grievance or dispute must be referred to the Tasmanian Industrial Commission for resolution.
- The above time frames may be altered by agreement between the parties.
- The parties agree to accept the decision of the Tasmanian Industrial Commission as final and binding.

SIGNATURES



Signed for and on behalf of:
The Minister administering the *State Service Act 2000*

Date 12 / 08 / 04



Signed for and on behalf of:
The Community and Public Sector Union (State Public Services Federation Tasmania) Inc.

Date 13 / 08 / 04



This Agreement is registered pursuant to Section 56(1) of the Industrial Relations Act 1984