

T14221/2014

10 JUN 2014



AWU
BUSHFIRE SUPPRESSION
OPERATIONS
INDUSTRIAL AGREEMENT
2014



1. TITLE

This Agreement is to be known as the AWU Bushfire Suppression Operations Industrial Agreement 2014.

2. CONTENTS

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3. PARTIES BOUND AND APPLICATION

This Agreement is between the Minister administering the *State Service Act*



2000 and the Australian Workers Union and applies to employees who are classified according to the AWU (Tasmanian State Sector) Award and who are assigned duties in the Parks and Wildlife Service.

4. DATE OF OPERATION AND DURATION

This Agreement is to take effect from the first full pay period on or after the date of registration and continue for 2 years after the date of effect.

5. RELATIONSHIP TO AWARDS AND AGREEMENTS

Employees bound by this Agreement are, except for this Agreement, subject to the AWU (Tasmanian State Sector) Award. Where any inconsistency occurs between this Agreement and the Award, this Agreement is to prevail.

6. BUSHFIRE SUPPRESSION OPERATIONS

- (a) Employees undertaking Bushfire Suppression Operations are to be paid for hours worked according to the relevant overtime and penalty provisions specified in the AWU (Tasmanian State Sector) Award.
- (b) Employees appointed to a role specified in Table 1 are to be paid at the appropriate rate specified for the role, which is also the rate to be used for calculating any penalty and overtime payments that apply, subject to sub-clause (f) of this clause.
- (c) Bushfire Suppression Operations do not include work on any planned fires such as fuel reduction burning.
- (d) Fires are declared and managed in accordance with agency bushfire management policy and the Inter-Agency Fire Management Protocol.
- (e) Roles for Bushfire Suppression Operations are as defined according to Table 1. The General Manager, Parks and Wildlife Service will determine the bushfire level based on the following criteria:

Level 2 - A developing or developed incident of medium size or complexity carrying moderate risk that will generally require the use of resources from outside the Region and could involve one or several agencies. The incident is not likely to be contained in one operational work period. The Incident Controller may be undertaking more than one functional role but will normally have delegated at least one functional role. This may require the deployment of some components of an Incident Management Team. The incident may be conducted under single agency or District/Regional level multi-agency oversight.



Level 3 - A major incident carrying high risk that involves many resources and inter-agency operations. This may involve multiple land tenures and/or jurisdictions. The incident may require the commitment of resources over an extended period of time (days or weeks) to resolve. It will require the establishment of a dedicated Incident Control Centre. It will require the deployment of a well-resourced Incident Management Team and may be conducted under State level oversight.

Table 1

| Appointed Role | Level 2 Fire | Level 3 Fire |
|--|---------------------|---------------------|
| Incident Controller | B7-R1-2 | B8-R1-2 |
| Deputy Incident Controller | B6-R1-3 | B7-R1-2 |
| Safety Advisor | B6-R1-3 | B7-R1-2 |
| Public Information Officer | B6-R1-3 | B7-R1-2 |
| Planning Officer | B6-R1-3 | B7-R1-2 |
| Plans Officer | B4-R1-3 | B5-R1-3 |
| Resources Unit Leader | B4-R1-3 | B5-R1-3 |
| Intelligence Unit Leader | B4-R1-3 | B5-R1-3 |
| Intelligence Officer | n/a | B7-R1-2* |
| Operations Officer | B6-R1-3 | B7-R1-2 |
| Division Commander | B5-R1-3 | B5-R1-3 |
| Staging Area Manager | B4-R1-3 | B5-R1-3 |
| Plant Operations Manager | B4-R1-3 | B5-R1-3 |
| Sector Commander | B4-R1-3 | B4-R1-3 |
| Crew Leader | B4-R1-3 | B4-R1-3 |
| Air Operations Manager | n/a | B5-R1-3 |
| Air Attack Supervisor | B4-R1-3 | B4-R1-3 |
| Logistics Officer | B6-R1-3 | B7-R1-2 |
| Finance Officer | n/a | B7-R1-2* |
| Investigation Officer | n/a | B5-R1-3* |
| * A Section Leader reporting directly to the Incident Controller or Deputy Incident Controller | | |

- (f) An employee appointed to a Bushfire Suppression Operational role whose normal duties are classified at a higher substantive level than a role designated in Table 1 is to be paid their substantive salary, which is to be the basis for the calculation of any penalty and overtime payments.
- (g) An employee must be appointed to or exercise the responsibilities of the roles listed in Table 1 for a minimum of four hours to be eligible to receive the salary rate specified in that Table.



7. SALARY and CLASSIFICATION STRUCTURE

The salary and classification structure of this clause apply only in relation to duties performed as specified in Clause 6 of this Agreement, that is during Bushfire Suppression Operations.

| Band | Salary effective from 6/12/12 | Salary effective from 5/12/2013 | Salary effective from 4/12/2014 | Salary effective from 3/12/2015 |
|------------------------------|-------------------------------|---------------------------------|---------------------------------|---------------------------------|
| B7-R1-1 | \$93,957 | \$95,836 | | |
| B7-R1-2 | \$96,458 | \$98,387 | \$100,355 | \$102,362 |
| Advancement Assessment Point | | | | |
| B7-R2-1 | \$98,387 | \$100,355 | \$102,362 | \$104,409 |
| B7-R2-2 | \$100,355 | \$102,362 | \$104,409 | \$106,497 |
| B7-R2-3 | | | \$104,931 | \$107,780 |
| Promotion | | | | |
| B8-R1-1 | \$102,976 | \$105,036 | | |
| B8-R1-2 | \$105,035 | \$107,136 | \$109,279 | \$111,465 |
| Advancement Assessment Point | | | | |
| B8-R2-1 | \$107,136 | \$109,279 | \$111,465 | \$113,694 |
| B8-R2-2 | \$110,919 | \$113,137 | \$115,400 | \$117,708 |
| B8-R2-3 | | | \$115,977 | \$119,047 |
| | | | | |



| Band 7 | |
|-----------------------|---|
| Focus | <p>Work within a specialised program or engaged in complex activities within a functional area. The work usually integrates varied and diverse organisational policies and rules with support systems and processes for effective operational outcomes.</p> <p>Roles with a management focus, or specialists involved with a specialised program, lead an activity or program unit within a functional area.</p> <p>A management role interprets policies, regulations and guidelines to determine milestones, objectives, methods and priorities to support complex activities within a specified program.</p> <p>Specialists develop operational rules, guidelines and systems to achieve program objectives. This may modify the approach to established processes within a defined policy, regulatory and operational framework.</p> |
| Context and Framework | <p>The work area unit or program activities have a direct and significant effect on organisational outcomes and the achievement of corporate objectives.</p> <p>Established decision-making and operational frameworks may require considerable interpretation and initiative to provide effective program and service delivery outcomes.</p> <p>A complex specialised environment implementing conventional plans, systems and procedures. These evolve and are modified according to policy, regulatory and/or technological requirements and developments.</p> <p>Guidance and instruction may on occasion be received on the implementation of highly technically complex modifications that provide solutions consistent with policy, regulatory and/or technological requirements and developments.</p> <p>Operates with considerable autonomy and is required to provide leadership regarding the design, development and operation of function and/or program activities.</p> <p>Defines core program and service delivery issues to develop options and recommendations for operational change and/or for new research projects.</p> |



| Band 7 | |
|----------------------|--|
| Expertise | <p>High level specialised expertise in the relevant discipline and associated field of activity gained through extensive experience.</p> <p>High level knowledge of the operational and service delivery processes of government, the relevant technical, administrative and/or clerical discipline, field and program area, the relevant industry sector and the employing Agency and of the interaction between them.</p> <p>Management roles require highly developed management skills and expertise to lead a defined complex activity or program within a functional area.</p> <p>Roles providing technical or policy advice require highly developed expertise based on specialised subject matter knowledge.</p> |
| Interpersonal Skills | <p>Leads and motivates to gain the co-operation of others in the achievement of difficult and sometimes conflicting objectives, which may include incompatible processes, in developing or implementing improvements to established plans, systems and procedures.</p> <p>Manages staff and stakeholders and promote co-operation, teamwork and understanding in undertaking specialised processes.</p> <p>Develops productive relationships with specialists and stakeholders with similar levels of skill and experience in related field or program area to share ideas and to resolve problems.</p> <p>Clearly articulates complex and difficult issues to staff and stakeholders in terms which are understandable by the audience.</p> <p>Represents the organisation with the authority to conduct and commit to a negotiated outcome regarding operational processes for the area of responsibility and which may have operational implications beyond the functional area or program activity.</p> <p>Models a high standard of ethical behaviour and promotes values and a workplace culture to support this standard.</p> |



| Band 7 | |
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| Judgement | <p>Identifies, defines and develops options and recommendations to implement and improve the delivery of complex specialised programs and/or services within a functional area which may include responding to new and emerging developments.</p> <p>Solutions are constrained by the existing policy and regulatory framework, budget and resource considerations and established program delivery methodologies.</p> <p>Highly developed conceptual and reasoning skills to research, investigate, analyse, evaluate and integrate relevant solutions from related disciplines or fields into the area of activity.</p> <p>Flexibility, creativity and innovation associated with research, investigative, analytical and appraisal skills.</p> <p>Options provided and solutions recommended may require the development of new operational systems and methods for improved service delivery outcomes.</p> <p>Alternative sources of advice may be limited within the Agency.</p> |
| Influence of Outcomes | <p>Advice and recommendations are provided directly to the manager of the function or program area and/or indirectly to the Head of Agency in relation to the management of the activity or program unit and the development and/or implementation of new plans, systems or procedures. Service delivery or program outcomes are altered.</p> <p>There is a clear and direct effect on the effective and efficient operation of the function or program and on the implementation of government policy through program and service delivery outcomes.</p> <p>Advice provided is authoritative, specialised, consultative and/or management advice to a particular program or range of activities.</p> |



| Band 7 | |
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| Responsibility for Outcomes | <p>Responsible for efficient and effective program or service delivery including budget management, optimal use of resources and maintaining and/or modifying policy, administrative processes and research projects. This includes planning future activities, negotiating for appropriate resources and determining measures for accountability.</p> <p>Managers are accountable for managing the performance and development of staff. Technical, administrative and/or clerical specialists are accountable for mentoring and role-modelling less qualified or experienced staff.</p> <p>Considerable independence in determining priorities and approach to managing the activities of the program or unit.</p> <p>Specialists are required to remain abreast of contemporary developments in the discipline or field and related subject matter.</p> <p>Responsibility may be shared with relevant specialists and executive management for the development of strategy, policy or program implementation especially with regard to new developments.</p> |

| Band 8 | |
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| Focus | <p>Roles with a management focus lead a function or program unit to deliver outcomes that are of significant strategic importance for the Agency.</p> <p>Technical, administrative and/or clerical specialists responsible or involved with a highly specialised program contribute to the strategic planning and decision-making process. This involves developing and/or modifying operational program strategies, policies and rules and supporting systems and procedures to achieve specified outcomes.</p> <p>Determines appropriate milestones, priorities and approach to program delivery.</p> |



| Band 8 | |
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| Context and Framework | <p>The function or program activities have a direct and significant effect on organisational outcomes and the achievement of corporate objectives.</p> <p>Considerable operational autonomy with operational direction according to government policy and broad corporate objectives.</p> <p>A complex specialised environment which requires the development, implementation and modification of program-specific strategy, policy, principles, systems and processes that reflect corporate strategy, policy, regulatory or technological developments.</p> <p>Established precedents and policies may require interpretation for operational effectiveness. Emerging issues can be due to significant operational concerns and can anticipate regulatory change.</p> <p>Shares the determination of program-specific policy and processes to meet core organisational objectives and strategies. This can include broadly based operational policies, professional programs, organisation-wide policies and specialised projects.</p> |
| Expertise | <p>High level and/or specialist knowledge and expertise through extensive experience.</p> <p>High level understanding of the structures and processes of government, the relevant technical, administrative and/or clerical discipline, field and program area, the relevant industry sector and the employing Agency and of the interaction between them.</p> <p>Management roles require highly developed management skills and expertise to manage and lead a functional unit or program.</p> |
| Interpersonal Skills | <p>Leads and motivates to gains the co-operation of others in the achievement of challenging, difficult and sometimes conflicting objectives, which may include incompatible processes, in developing or implementing improvements to established principles, precedents and procedures.</p> <p>Manages staff and stakeholders and promotes co-operation, teamwork and understanding in undertaking demanding and complex work.</p> <p>Develops productive relationships with specialists and stakeholders with similar levels of skill and experience in various fields to share ideas and to resolve problems.</p> <p>Clearly articulates highly complex and difficult issues to staff and stakeholders in terms that are understandable by the audience.</p> <p>Represents the organisation with the authority to conduct and commit to a negotiated outcome regarding strategies, policies, programs and objectives for the area of responsibility and which have implications for the Agency.</p> <p>Models a high standard of ethical behaviour and promotes values and a workplace culture to support this standard.</p> |



| Band 8 | |
|-----------------------|--|
| Judgement | <p>Identifies, defines and develops options for complex policy and program delivery within a functional area and recommends solutions to unusual or emerging problems.</p> <p>Solutions are constrained by the existing policy and regulatory framework, budget and resource considerations and established program delivery methodologies.</p> <p>Highly developed conceptual and reasoning skills. Flexibility, creativity and innovation regarding the implementation of government and organisational strategy and policy and the integration of relevant solutions from diverse disciplines or fields.</p> <p>Options provided and solutions recommended may require the development of new program strategies, policies, plans and procedures with significantly altered organisational outcomes.</p> <p>Alternative sources of advice may be limited within the Agency.</p> |
| Influence of Outcomes | <p>Advice and recommendations are provided to the Head of Agency in relation to the effectiveness of functional or program activity and service delivery.</p> <p>There is a strong influence on other functional areas within the Agency and occasionally on related functions in other Agencies.</p> <p>The nature of the response required to address emerging trends may alter the way work is organised and /or performed within the function or program area.</p> <p>Developments may improve program functions and organisational efficiency and performance and result in a better alignment and integration of activities within the functional area.</p> <p>Community, client and stakeholder regard for the implementation of government policy through program or service delivery outcomes may be affected.</p> |



| Band 8 | |
|-----------------------------|---|
| Responsibility for Outcomes | <p>Responsible for the efficient and effective operation of the function or program requiring budget management, optimal use of resources and maintaining and/or modifying strategy and policy, administrative processes and research projects. This includes planning future activities, negotiating for appropriate resources and determining measures for accountability.</p> <p>Managers are accountable for the performance and development of staff. Technical, administrative and/or clerical specialists are accountable for mentoring and role-modelling less qualified or experienced staff.</p> <p>Specialists are required to remain abreast of contemporary developments, to identify emerging trends and to maintain a network of peers and specialists in the subject area.</p> <p>Responsibility may be shared with relevant specialists and executive management for the development of program strategy, policy or implementation especially with regard to new developments.</p> |

8. GRIEVANCES AND DISPUTE SETTLING PROCEDURE

Grievances and disputes that arise in the workplace are to be dealt with in accordance with the provisions of the AWU (Tasmanian State Service) Award.

9. NO EXTRA CLAIMS

The parties to this Agreement undertake that, for the life of this Agreement, they will not make any additional claims relating to any matter included in this Agreement.

10. SIGNATURES

SIGNED FOR AND ON BEHALF OF
THE AUSTRALIAN WORKERS UNION, TASMANIA BRANCH


SIGNED

16/5/2014
Date

SIGNED FOR AND ON BEHALF OF



MINISTER ADMINISTERING THE
STATE SERVICE ACT 2000

[Signature]
SIGNED
DESHEO.

10, 6, 14
Date



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