

T14860 OF 2021



Industrial Relations Act 1984
s 55 Industrial Agreement

AWU BUSHFIRE SUPPRESSION OPERATIONS AND PLANNED BURNS AGREEMENT 2021

Between the

Minister administering the *State Service Act 2000*

and the

Australian Workers Union, Tasmania Branch



1 TITLE

This Agreement shall be known as the AWU Bushfire Suppression Operations and Planned Burns Agreement 2021.

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3 APPLICATION

This Agreement is made in respect of Parks and Wildlife Service employees within the Department of Primary Industries, Parks, Water and Environment, covered by the AWU (Tasmanian State Sector) Award and AWU Public Sector Union Wages Agreement 2019, undertaking bushfire suppression operations and planned burn operations.

4 DATE AND PERIOD OF OPERATION

- 4.1 This Agreement cancels and replaces the AWU Bushfire Suppression Operations Industrial Agreement 2018 which was registered on 20 August 2019.
- 4.2 This Agreement applies with effect from date of registration and will remain in force until 30 June 2024.

5 PARTIES BOUND

This Agreement is between the Minister administering the *State Service Act 2000* and the Australian Workers Union, Tasmania Branch (AWU).

6 RELATIONSHIP TO AWARDS AND AGREEMENTS

This Agreement prevails to the extent of any inconsistency that occurs between this Agreement and the AWU (Tasmanian State Sector) Award, and the AWU Public Sector Union Wages Agreement 2019, as amended from time to time or any registered Agreement with the Minister administering the *State Service Act 2000*.

7 DEFINITIONS

Bushfire Incident levels

A **Level 2 Bushfire** is a developing or developed bushfire 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 bushfire 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 bushfire may be conducted under single agency or District/Regional level multi-agency oversight.

A **Level 3 Bushfire** is a major bushfire carrying high risk that involves many resources and inter-agency operations. This may involve multiple land tenures and/or jurisdictions. The bushfire 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.

Planned Burns

Simple planned burns are characterised by low risk, low intensity, small area, low potential impact on assets, completion in one shift and minimal variation of fuel and terrain.

Complex planned burns are characterised by moderate to high risk, a range of fire intensity, medium to large areas, significant potential impact on assets and/or involve a variety of fuels and terrain.

8 BUSHFIRE SUPPRESSION OPERATIONS

- 8.1 Employees undertaking Bushfire Suppression Operations are to be paid for hours worked in accordance with Part VI – Hours of Work and Overtime for Day Work, Clause 3, Bushfire Fighting specified in the AWU (Tasmanian State Sector) Award.
- 8.2 Employees appointed to a role specified in Schedule 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 8.3 of this clause.
- 8.3 Employees appointed to a role specified in Schedule 1 whose normal duties are classified at a higher substantive level than a role designated in Schedule 1 are to be paid their substantive salary, which is to be the basis for the calculation of any penalty and overtime payments.
- 8.4 Roles for Bushfire Suppression Operations are set out in Schedule 1. The Deputy Secretary, Parks and Wildlife Service (or Delegate) will determine the bushfire level based on the criteria defined for bushfire incident levels in this Agreement and will appoint the Incident Controller.

9 BUSHFIRE SUPPRESSION ROLES

- 9.1 Schedule 1 prescribes the salary level applicable for Bushfire Suppression Operations roles as appointed by the Incident Controller effective from the date of registration of this agreement.
- 9.2 The structure and appointment of roles is at the discretion of the Incident Controller based on a determination of which roles are required to effectively manage the bushfire. Inclusion of roles in the table does not imply that roles are required or appointed for every bushfire.



- 9.3 Employees will not be appointed to bushfire suppression roles unless they have the necessary skills, qualifications and expertise required to perform the role.
- 9.4 An employee must be appointed to, or exercise the responsibilities of, the roles listed in Schedule 1 for a minimum of four hours to be eligible to receive the salary rate specified in that Schedule.
- 9.5 For the purposes of this agreement this clause applies to permanent, fixed term, fixed-term casual and seasonal employees.
- 9.6 Bushfires are classified and managed in accordance with agency bushfire management policy and Inter-Agency Fire Management Protocol.

10 PLANNED BURN OPERATIONS

- 10.1 Employees undertaking planned burns are to be paid for hours worked according to the relevant provisions specified in the AWU (Tasmanian State Sector) Award.
- 10.2 Employees appointed to a role specified in Schedule 2 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.
- 10.3 Planned burns are classified and managed in accordance with agency bushfire management policy and Inter-Agency Fire Management Protocol.
- 10.4 The Deputy Secretary, Parks and Wildlife Service (or Delegate) will determine the planned burn level based on the criteria defined for incident levels in this Agreement and appoint the Incident Controller, who will determine what roles are required for the planned burn as per Schedule 2.

11 PLANNED BURN ROLES

- 11.1 Schedule 2 prescribes the salary level applicable for planned burn roles as appointed by the Incident Controller effective from the date of registration of this agreement.
- 11.2 The structure and appointment of roles is at the discretion of the Incident Controller based on a determination of which roles are required to effectively manage the planned burn. Inclusion of roles in the table does not imply that roles are required or appointed for every planned burn.
- 11.3 Employees will not be appointed to planned burn roles unless they have the necessary skills, qualifications and expertise required to perform the role.



11.4 An employee must be appointed to, or exercise the responsibilities of, the roles listed in Schedule 2 for a minimum of four hours to be eligible to receive the salary rate specified in that Schedule.

11.5 For the purposes of this agreement this clause applies to permanent, fixed term and fixed-term casual and seasonal employees.

12 SALARY AND CLASSIFICATION STRUCTURE OF SCHEDULE 1 AND 2

12.1 The salary and classification structure referenced in Schedule 1 and Schedule 2 refers directly to classifications that are not contained within the AWU (Tasmanian State Sector) Award.

12.2 For the purposes of this Agreement the classification structure and descriptors for Band 7 and Band 8 are incorporated where relevant for Schedule 1 and Schedule 2 as set out at Schedule 3.

12.3 The salaries for Band 7 and Band 8 are set out below. Any future increases during the life of this agreement (including Band 7 and Band 8) will occur in line with the increases made in accordance with the AWU Public Sector Union Wages Agreement Band Levels.

Classification	Current	2.3% increase from FFPPCOOA 1 December 2019	2.3% increase from FFPPCOOA 1 December 2020	2.35% increase from FFPPCOOA 1 December 2021
B7-R1-2	\$109,005	\$111,512	\$114,077	\$116,758
B7-R1-3	\$111,185	\$113,742	\$116,358	\$119,092
ADVANCED ASSESSMENT POINT				
B7-R2-2	\$113,409	\$116,017	\$118,685	\$121,474
B7-R2-3	\$114,775	\$117,415	\$120,116	\$122,939
PROMOTION				
B8-R1-2	\$118,699	\$121,429	\$124,222	\$127,141
B8-R1-3	\$121,073	\$123,858	\$126,707	\$129,685
ADVANCED ASSESSMENT POINT				
B8-R2-2	\$125,348	\$128,231	\$131,180	\$134,263
B8-R2-3	\$126,773	\$129,689	\$132,672	\$135,790

13 WORKING PARTY - WINCHING

13.1 A working party comprising PWS and AWU representatives will be established to review the introduction of winching into fire operations.



- 13.2 The working party will be convened within one month from date of registration and will conclude their review within six months.
- 13.3 The scope of the review will pertain to remuneration, training, and safety in relation to the introduction of duties related to winching.
- 13.4 On or before the concluding period, the working party will provide a report including any recommendations to the Deputy Secretary PWS for consideration.

14 GRIEVANCES AND DISPUTE SETTLING PROCEDURE

- 14.1 The parties are committed to avoiding industrial disputation about the application of this Agreement.
- 14.2 If a grievance or dispute arise about the application of this Agreement:
- (i) In the first instance, it is to be dealt with at the workplace by appropriate employer and employee representatives;
 - (ii) In circumstances where discussions at that level fail to resolve the grievance or dispute, the issue will be referred to appropriate union and management representatives; and
 - (iii) If still unresolved, the matter will be referred to the Tasmanian Industrial Commission.
- 14.3 Where a grievance or dispute is being dealt with under this process, normal work will continue.
- 14.4 This grievance and dispute procedure does not take away an employee's rights to seek redress of a grievance either under the *State Service Act 2000* or the *Industrial Relations Act 1984*, or any other relevant legislation.

15 NO EXTRA CLAIMS

The parties to this Agreement undertake that, for the life of this Agreement, they will not initiate any additional claims regarding salary or conditions of employment.



SCHEDULE 1. BUSHFIRE SUPPRESSION OPERATIONS ROLE TABLE

APPOINTED ROLE	Level 2 Bushfire	Level 3 Bushfire
Fire Control		
Incident Controller (IC)	B7-R1-2	B8-R1-2
Deputy Incident Controller	B6-R1-3	B7-R1-2
Safety Advisor/Safety Officer (reporting to IC)	B6-R1-3	B7-R1-2
Planning		
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
Incident Resource Management System Operator	B3-R1-3	B3-R1-3
Public Information and Liaison		
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		
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		
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 Bushfire	Level 3 Bushfire
International and Interstate Liaison Unit Liaison Officer	N/A	B7-R1-2
Staging Area Support Officer	N/A	B3-R1-3
Logistics Support Officer	N/A	B3-R1-3



SCHEDULE 2. PLANNED BURN OPERATIONS ROLE TABLE

Planned Burn 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	B4-R1-1	B4-R1-1
Bombardier	B3-R1-2	B3-R1-2
Divisional Commander	N/A	B4-R2-3



SCHEDULE 3. CLASSIFICATION DESCRIPTORS FOR BANDS 7 AND 8

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 recommendation for operational change and/or for new research projects.</p>
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 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>
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, 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>
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 experience 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 regards to new developments.</p>

Band 8



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>
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, 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 gain 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>
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</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 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 regards for the implementation of government policy through program or service delivery outcomes may be affected.</p>
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.</p> <p>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.</p> <p>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>

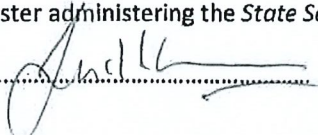


SIGNATORIES

SIGNED FOR AND ON BEHALF OF

The Minister administering the *State Service Act 2000*

Signed:.....



Name:

Jane Hanna

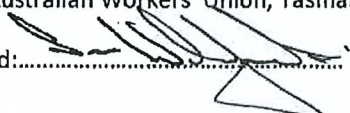
Date:

31/8/2021

SIGNED FOR AND ON BEHALF OF

The Australian Workers' Union, Tasmania Branch

Signed:.....



Name:

IAN WAKEFIELD

Date:

26/8/2021

