



**AWU Log of Claims for employees covered by *The Conservation, Parks and Wildlife Employees' Award - State Government 2003***

- 1) **A full time industrial union liaison delegate to be established. This position will be filled by a nominated AWU delegate.**
  - **Functions performed by this officer will be**
    - Co-ordination of workplace representation for the Rangers industrial forum
    - Monitor the implementation of the Certified Agreement
    - To provide advice to workplace representatives regarding relevant industrial instruments
    - Ensure the continual and effective communication between union workplace representatives and Department representatives
    - Undertake QPWS project work (eg.Review into remote area support, communication and support networks, ATL/SDO review etc)
- 2) The Queensland Parks and Wildlife Service is the recognised corporate identity of Rangers working on national parks and the other protected areas under the relevant Queensland legislation. All aspects of the corporate identity, including parks signage, publications, the badges on uniforms and vehicles that are used for public contact will be covered under this clause. The Current QPWS logo featuring the Herbert River Ringtail Possum will be the standard identity for the QPWS.
- 3) Rationalise existing working conditions in the 2004 and 2006 Certified Agreements and other relevant industrial instruments, including the supplementary arrangements to the *CPW Award* into a single document.
- 4) A negotiated settlement of all outstanding issues from previous certified agreement including the work level statement JEMS review.
- 5) Accrued Time Leave, Statutory Days Off, roster and overtime review including the clear establishment of a requirement that any change of rosters must be agreed upon between the employer and the majority of employees affected by the roster.
- 6) A Fire Fighting Allowance to be established.
- 7) A negotiated review of current proposed amalgamation of work units and bases.

- 8) Remote area support including staffing levels, accommodation, communication, support networks and inclusion of remote towns to be eligible for restricted area allowance.
- 9) A negotiated review between AWU member representatives and QPWS into staffing, transportation and accommodation issues on Mountain Parks. Examples include, but are not limited to, Green Mountains, Eungella and the Bunya Mountains.
- 10) All matters in relation to Travel Allowance (TA) issues to be negotiated including:
  - TA for long term secondments
  - Provision of last day entitlements
  - Greater flexibility of options for payment
  - Removal of management discretion of payment
  - Provision of a 'Hard Laying' allowance
- 11) Annual Health Checks for employees paid for by the employer
- 12) Replacement of Existing Staff.
  - **Proposed Clause for new agreement**  
*\*There is no intention that there will be a net reduction of Queensland Parks and Wildlife staffing during the life of this agreement. However, the parties recognise that the employer does not maintain fixed establishment numbers.*
  
  - Having regard to workload management issues, the parties agree that where a permanent employee leaves due to retirement, resignation, termination, transfer or promotion they will be replaced by a permanent employee as follows:*
    - **Base Grade Staff** – commence process to replace staff within 3 days of retirement, resignation, termination, transfer or promotion or within 3 days of notice given (whichever is sooner) and will be completed within 1 month. The local organiser/delegate may request from relevant local HR/line manager and be provided a report of relevant employee resignations to assist in monitoring of timeframes within 3 days; and/or
    - **Other than Base Grade Staff** – commence process to replace staff within 14 days of retirement, resignation, termination, transfer or promotion or within 14 days of notice given (whichever is sooner). This process will be completed as soon as practicable and the parties expect this to take no longer than 3 months. It is recognised that consideration will be given to the timeframes for appeal mechanisms for other than base grade staff. The local organiser/delegate may request from relevant local HR/line manager and be provided a report of relevant employee resignations to assist in monitoring of timeframes within 3 days.

*Where an issue that can legitimately extend the time to fill arrangements set out above, for example genuine demonstrated reductions in workload, or seasonal issues (e.g. Christmas/New Year closure period), a proposal from management to extend the replacement period, or postpone the replacement, will be forwarded to the next scheduled consultative forum for agreement, or relevant union for agreement, if the consultative forum cannot be accessed. Should the consultative forum not agree to the extension the matter will be referred to the next scheduled Rangers Industrial Forum for determination.*

- 13) Review of "On-call" arrangements and allowances as applied to employees in the Queensland Parks and Wildlife Service.