

AWU Ranger Standing Issues June 2010

This page provides a quick summary of some of the current and resolved issues that the AWU is undertaking for rangers across Queensland. For more detailed information please contact your local reps. If you wish to

Abbreviations

ACC - Agency consultative committee

EB — Enterprise bargaining agreement

QRA — Queensland Ranger Association

ROC — Ranger Organizing Committee

Current Items

Issues	Objective	Progress	To do/ Action
Senior Rangers (possible restructure to have RIC's reporting directly to Ops Managers)	Concept floated by EPA management for further discussion	Issue discussed with ACC (2/12/08) and again with Director Annie Moody. AWU position is that proposal requires close attention and encourages members to join in discussion. The AWU pointed out that it would be very difficult to make it work right across all regions. AWU also stressed that any removal of the S/R's would require assessments and upgrading of the RIC's and 2IC levels. Extra support for the increased workload on these staff would also be required.	June 2010- AWU is seeking advice from management on current intentions. This item is on the agenda for the next RIF meeting to be held in August. The AWU believes this relates to the JEMS review, as this may help define the roles of SR's. The AWU will be seeking input from staff and management and will continue to monitor this issue.
Housing	Relieve pressure on members facing increasing rents and housing costs	3/6/08 ACC — AWU raised issue. EPA agrees but confirmed that they have not got any ideas. EPA agreed to resurrect the housing committee but didn't clarify parameters. AWU suggested an immediate review of available housing where staff were excluded due to current policy, Housing committee reconvened in Dec 2008. AWU reps are Tim Devlin and Roland Dowling.	June 2010 - The AWU will continue to seek updates from the department and include the issue in the review of support for remote and mountain parks. The QPWS housing committee will reconvene as a function of the RIF. Annie Moody has given a commitment to continue consulting the AWU and addressing housing issues across the state.

<p>Jems review</p>	<p>To replace current JEMS system (Job Evaluation Management System) with a process that is fair, equitable and easily understood. This will empower rangers to self assess their positions and judge whether they are working at the appropriate level.</p>	<p>Currently DIR have agreed for EPA rangers to be a trial program. Agreement from DIR that a ranger can be seconded to assist in project. ACC 3/6/08 EPA notified of this. AWU stated that we would be seeking this position.</p> <p>Jan 2009 - Negotiations are ongoing with the DIR and EPA to finalise project details. Project is expected to commence in Feb/March 2009.</p>	<p>June 2010 – DEIR has reconvened the working party reviewing the JEMS process. Annie Moody has provided information requested by DEIR.</p> <p>The AWU will provide input on draft work level statements developed by DEIR working party. The statements must clarify the work roles and responsibilities of each classification. The AWU believe the existing role descriptions do not reflect the current roles and responsibilities of rangers.</p> <p>The work level statement will also define the roles and responsibilities of a WOO2 ranger. This issue is also being pursued by the AWU as in some areas WOO2 positions are being used to reduce operating costs. Also most WOO2 rangers in QPWS operate at a much higher level than is stated in the existing Position Description.</p>
<p>Lack of suitably experience</p>	<p>Develop a mentoring program where newly trained IC staff and Level II fire fighters attend fires and exercises under the guidance of experienced staff to improve their skills and increase their experience. This will solve many of the concerns that arose from the 2009/10 fire season, such as determining staff skill levels and assigning them to appropriate duties, monitoring shifts and rosters, improving communication with fire line staff.</p>	<p>AWU delegates attended the annual fire review meeting held on 14th April, 2010, by the Fire Referral Group to discuss a number of safety concerns that came from the last fire season. The report from this meeting is being prepared and will be released soon. Information from the report will be included in the Fire Fatigue project being developed to address these concerns.</p>	<p>The project plan for the Fire Fatigue project has been developed by Doug Crossman. The AWU will have input into the project. Ideally this project will be completed before the next fire season. This item will remain on the RIF agenda as necessary.</p>

Casual Ranger Review	To address the AWU's concern that a number of casual positions have been used to full capacity for long periods and not awarded full time positions. These staff members have been the equivalent of full time staff but have not been granted the security of a permanent position	A review of casual ranger positions is under way. Six long term casual rangers will be offered permanent positions. QPWS will discuss options of appointing directly to WOO3 positions or, for casuals at higher levels, the option of accepting permanent WOO3 or taking a severance payout. The current situation has arisen because casual positions have been created over time to take advantage of funding from specific programs and then continually extended, instead of ending once the project was completed. Once review is completed and casual positions sorted QPWS will monitor and limit creation of casual positions to ensure casual positions are used as true casuals within the definition of the CPWEA. . QPWS has issued a directive limiting maximum hours for casuals to 32 hours per week. AWU – expressed concern about removing casual positions if staff accept a severance pay out as they are currently filling a vital role and being used to capacity, which indicates that the position is necessary. If the positions are pulled then workload of remaining staff will increase. QPWS acknowledged this and will take into consideration when assessing casual severances.	Review is ongoing. The AWU will keep this as a standing item on the RIF agenda
----------------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--------------------------------------------------------------------------------

Resolved Items

Issues	Objective	Progress	To do/ Action
Park Info	<p>In Feb 2010 the QPWS had to significantly reduce the amount of park info licenses across the state due to contractual issues.</p> <p>The AWU was significantly concerned about the reduced access to rangers and loss of operational capability.</p>	The AWU lobbied QPWS to increase number of avail	The QPWS managed to fund an extra 30 park info licenses across the state. The AWU advises all members that should they still have issues with access, that they bring it to their reps attention.

<p>EMC, Expressions of Interest and transfer at level</p>	<p>The merger of DNR and EPA in 2009 led management to form a process (EMC) where every vacancy in the state needed to be approved by the executive management group before selection process could begin.</p> <p>Every position then had to be advertised via an expression of interest (for transfer at level) before open merit selection could be started.</p> <p>The AWU believed that these systems were both unnecessary and inefficient. Also the process excluded temp staff and those at lower levels from applying for permanent positions.</p>	<p>The AWU argued strongly that the EMC was completely unnecessary for rangers as there were no employees from the merger, and only caused further delays. The EMC agreed to exclude the OO rangers in July 2009.</p> <p>QPWS also subsequently agreed to allow for exemptions from the EOI process if there was a strong case of natural justice (for a long term temp or staff member relieving in the higher position). However there still were ongoing concern and disputes across the state in most cases where a staff member transferred at level and excluded local staff from applying.</p>	<p>After ongoing lobbying from the AWU, DERM management agree to drop both the EMC and the EOI process. The EOI process can still be utilised by managers but from March 2010, it is no longer mandatory.</p> <p>The AWU advises members who still feel disadvantaged by this process to contact their local organiser</p>
<p>Increment levels at appointment and during relieving</p>	<p>To ensure that OO staff are entitled to have their higher level experience recognised.</p>	<p>ACC 3/06/08 Chris Simpson reported that they had a successful meeting with DIR to get ruling changed (note EPA supported AWU position)</p>	<p>The changes are now in place. The CPWEA has been amended to allow rangers to commence in a position at a higher pay point if appointed permanently, if they have relieved at the higher level previously. See Section 5.5 of the CPWEA for more detail.</p>
<p>Corporate cards</p>	<p>To increase number of cards back to a level to take stress off members and allow efficient management</p>	<p>3/06/08 ACC meeting Requested review of current card levels — each new region to put forward a business case for specific needs. Letter sent to D/G requesting same Reply from EPA saying that they were considering reallocation of cards Announcement that an extra 50 cards would be given to Parks regions to alleviate shortages</p>	<p>DERM has removed a cap on numbers of corporate cards from late 2009. Delegation for issuing cards is at a Regional level and based on operation requirements.</p>

Retaining QPWS name and Herbie symbol	To retain the QPWS as the primary public identity for protected area estate (National Parks) in Queensland. The AWU recognises that the majority of rangers want to retain Queensland Parks and Wildlife Service as their primary corporate identity.	Petition given to Minister at a meeting on the 21/04/08 (note AWU, QPSU and QRA reps attended) Minister has since replied that the current decision would stand. AWU agreed with the Ministers decision but notes that the decision is not final due to the nature of changing governments	The current Minister Kate Jones has given a commitment to retain the QPWS name and Herbie symbol for as long as she is minister. The AWU will continue to lobby the government to introduce legislation to retain the QPWS identity permanently.
002 progression	002Q's to automatically progress to 003 according to last EB negotiations	Incidents being reported that some 002Q staff across the state are being denied advancement because they haven't undertaken CLM package.	Management have confirmed that to progress from 002 to 003 staff must have been on the 002/Q level increment for 12 months. To be eligible for the Q level, staff must have completed the CLM training or hold a relevant qualification. The Agencies contact for the CLM training is Michele Little. Current as at July, 2010. The AWU believe that WOO2 positions should be used as trainee positions only and not as permanent operational positions. The AWU will wait for the JEMS review currently underway to deliver its draft work level statements and then assess the roles and responsibilities of current OO2's.
Enterprise Bargaining 2009	The EB process commenced in the first quarter of 2009.		The department and the AWU have reached agreement in principal. Click here to view the 2009 Core Enterprise Bargaining Agreement-Agency Level Outcomes . The agreement is with the Queensland Industrial Relations Commission for certification. A dispute between Main Roads and Transport workers is delaying this process. Certification is expected in the next month. AWU has lobbied strongly with this and for back pay of fire allowance and remote area allowance for new centres zoned as remote.