

16 July 2012

WITHOUT PREJUDICE

DEPARTMENT OF TRANSPORT AND MAIN ROADS

Productivity Initiatives

- Overtime for Vessel Traffic Service Officers

Incorporating recreation and long service leave into rosters in advance and increasing the number of available employees within each centre's casual pool will ensure overtime payments for VTS centres will cease. To achieve cessation of overtime payments to permanent and casual VTSOs, periods of recreation leave, long service leave and leave without pay of 1 week or more for all permanent VTSOs will need to be applied for 6 months in advance therefore allowing these periods of leave to be "built into" rosters.

Having planned leave incorporated into VTS rosters will enable managers to utilise appropriate resourcing requirements for these absences and negate the necessity to use VTSOs that have already worked their ordinary hours for that period. VTS Centres will also increase their pool of casual VTSOs available to work shifts as required. Each VTS Centre will continue to maintain current roster resource requirements however no employee that is rostered to work or is called in at short notice to work a roster will be eligible for payment of overtime.

- Additional overtime for permanent Marine Officers

Marine Officers receive payment of 100 hours of overtime in their aggregated salary arrangement. In some circumstances Marine Officers are receiving payment for 100 hours of overtime but not working the full 100 hours where some officers have worked in addition to their 100 hour aggregated component and are receiving additional payment for overtime. To prevent unnecessary payment of additional overtime the proposed agreement ceases any payment of additional overtime for Marine Officers except in circumstances where there is an emergent situation eg major oil spill or grounding of a vessel.

- Additional on-call for Marine Officers/Area Managers/Managers Vessel Traffic Management

As part of their aggregated salary arrangements Marine Officers, Area Managers and Managers Vessel Traffic Management currently receive payment for 15 weeks / 8 weeks of on call allowance that requires them to be placed on call for 15 weeks during

- No additional on call

a financial year (Marine Officers within Marine Operations Base, Brisbane are required to be on call for 8 weeks in each financial year due to more staff being available for on call). On call arrangements are managed at the local regional level to ensure a sufficient number of staff are on call at the required times. Currently if any of these employees work in addition to their aggregated on call component they are paid the on call allowance detailed in the agreement. The proposed replacement agreement ceases the use of additional on call arrangements (except in emergency situations e.g. grounding or a major oil spill).

- Level 4 VTSO progression

Currently all permanent VTSOs are entitled to progression to a Level 4 salary based on the attainment of a VTS Advanced Operator Training Course and on the job skills assessment. At present there are twenty four (24) VTSOs at Level 4 spread across the state from an existing permanent establishment of thirty six (36). Restructuring VTSO progression to Level 4 on a vacancy and business needs only arrangement will not increase the existing number of Level 4 operators beyond the current establishment.

- Marine Officer progression

12 @ 12+3 - Pegging 3's -

The proposed replacement agreement includes recognition of the competencies attained by Marine Officers for the previous 12 months by progression to the next relevant pay point. For the remaining period of the agreement (2 years) progression by competency attainment will be limited to only those Marine Officers who are currently in receipt of salary maintenance (22 employees). These arrangements for salary maintained employees will only provide for progression to the Marine Officer Grade and Level below their existing maintained salary. All other Marine Officers will not be eligible for competency attainment and progression.

honour current Blacks. - 1 August.

Remaining period - only for those on Sal. Maint.

Other No progression arrangements.

1 Below existing Maintained Salary

6.7 in New Agreement.

- Extension to Dec for those currently applying