

**From:** Mandy L Bird **On Behalf Of** Neil Scales  
**Sent:** Friday, 4 October 2019 2:30 PM  
**To:** Alex Scott; Dan Goldman; Remi Armstrong  
**Cc:** Lisa M Dynes ; Joel Eakin  
**Subject:** TMR EBA 2019 - TMR revised offer without prejudice

Good afternoon

Following further discussions between parties and Queensland Industrial Relations Commission conferences, the department has revised its offer that was made on 27 September 2019 to all unions.

As a result, please find the attached revised offer following those discussions and conferences.

In addition to the attached revised offer, as you are aware the operative date for a replacement agreement is the first day of the month in which in-principle agreement is reached with all negotiating parties following the nominal expiry of the agreement.

As with in-principle agreement, any amendment to, or preservation of the operative date, would require Cabinet Budget Review Committee (CBRC) approval.

I can advise that, should in-principle agreement between the parties be reached on or before Friday 4 October 2019 the Department of Transport and Main Roads (TMR) would be supportive of including the preservation of the 1 July 2019 operative date as part of the final settlement package that will be presented to CBRC for approval.

Furthermore, as a priority, TMR is committed to working with unions to resolve matters outside of the enterprise bargaining process that include:

#### **Together Queensland**

- Senior Network Officers training related matters and the intention to continue the engagement of the Queensland Police Service to undertake Operational Skills Tactics training.
- TMR commit to review calculation of employee's workers compensation on the basis of normal weekly earnings and WorkCover processes and payments finalised by 31 March 2020.
- Customer Service Centre Review - A Committee made up of relevant parties comprising of union and employer representatives in relation to workforce matters in Customer Service Centres to commence within one month of reaching in principle agreement, the review will include but is not limited to Customer Service roles, workforce mix and profile and recruitment and employment practices such as internal recruitment, eligibility for progression, employment of casuals and use of AO2 roles. Representatives to report back findings and recommendations to the Minister by 30 April 2020.
- Customer Service Centre Uniforms - TMR will provide up to 5 suitable uniforms of good quality to full time employees upon engagement, and a pro rata allocation to part-time employees based on working days. Casual employees are to receive a

minimum of two uniforms or an allocation that reflects the expected days of work whichever is greater. Uniforms shall be replaced on a fair wear and tear basis including where the uniform is no longer a reasonable fit. In the interim, prior to the finalisation of the uniform review, the department commits to provide an independent assessor to consider any individual concerns.

- Customer Services Branch (CSB) will establish Local Consultative Committee forum, in consultation with union, to develop priority matters for example:
  - TI's working away from headquarters arrangements

#### **Professionals Australia**

- Agreed increase for the reimbursement arrangements associated with Registration of Professional Engineers Queensland (RPEQ) with annual increases in line with Certified Agreement wage increase.
- IMD Engineering LCC to have contracting arrangements as a standing agenda item.

#### **Australian Institute of Marine and Powered Engineers**

- Skin checks
- Ability for matters to be referred to the Maritime Safety Queensland Workplace Health and Safety Risk Committee
- Consistent arrangements for Hydrographic Surveyors (Hydrographic Services Unit) when working away from their home port

Thank you again for working in good faith with the department – and please note I do intend to provide all TMR staff an update on how far negotiations have progressed to date today.

Kind regards

#### **Neil Scales**

Director-General

Department of Transport and Main Roads

Floor 35, [1 William Street | Brisbane Qld 4000](#)

This email and any attachments may contain Cabinet-related information. The unlawful disclosure or retention of Cabinet-related information may constitute an offence under the *Criminal Code*, corrupt behaviour under the *Crime and Corruption Act 2001* and may constitute official misconduct under the *Public Sector Ethics Act 1994*. Encouraging or directing another person to do these things may also be an offence.

\*\*\*\*\*

WARNING: This email (including any attachments) may contain legally privileged, confidential or private information and may be protected by copyright. You may only use it if you are the person(s) it was intended to be sent to and if you use it in an authorised way. No one is allowed to use, review, alter, transmit, disclose, distribute, print or copy this email without appropriate authority.

If this email was not intended for you and was sent to you by mistake, please telephone or email me immediately, destroy any hardcopies of this email and delete it and any copies of it from your computer system. Any right which the sender may have under copyright law, and any legal privilege and confidentiality attached to this email is not waived or destroyed by that mistake.

It is your responsibility to ensure that this email does not contain and is not affected by computer viruses, defects or interference by third parties or replication problems (including incompatibility with your computer system).

Opinions contained in this email do not necessarily reflect the opinions of the Department of Transport and Main Roads, or endorsed organisations utilising the same infrastructure.

\*\*\*\*\*



Our ref TMR EBA 2019  
Your ref Response to TQ/AIMPE/Professionals Log of Claims  
Enquiries Lisa Dynes Chief Human Resources Officer

Department of  
**Transport and Main Roads**

4 October 2019

### **TMR Offer – Confidential “Without Prejudice”**

- Three-year agreement operative from 1 October 2019 to 30 June 2022.
- 2.5 per cent wage increase each year as follows:
  - 2.5 per cent from 01 July 2019 (Backdated – Subject to CBRC approval)
  - 2.5 per cent from 01 July 2020
  - 2.5 per cent from 01 July 2021.
- 2.5 per cent increases each year of the Agreement to all allowances previously subject to annual increases.
- One-off payment.
  - It is proposed to include provisions for a one-off payment of \$1250, consistent with government wages policy, to those eligible employees up to AO8 (and equivalent) covered by the agreement. This payment is a one-off payment, will be subject to tax and applied pro-rata.
  - The payment is only paid to current employees as at the date of certification of the agreement, by the Queensland Industrial Relations Commission.
  - The parties will draft a suitable clause that recognises government approach to this one-off payment.
- Commitments to retain the union encouragement, contracting out and employment security provisions aligning to the whole-of-Government policies.
- Commitment to review Transport Inspector and Senior Transport inspector roles, Driver Examiner roles including those employed jointly in customer service roles and Compliance Administration Officer roles, through the Departmental Consultative Committee (DCC), including: duties and position descriptions, and potential internal recruitment opportunities.
- Commitment that mutually agreed recommendations that result from the CSC Review Committee will be implemented within 3 months of the report being finalised. Current criteria remains the status quo until this time.
- Commitment to undertaking a review, in consultation with the union, to be completed by 30 June 2020, of the Customer Service Branch Uniform Policy. The principals involved in the review will be to ensure an equitable approach throughout the Branch and improve staff access to and replacement of uniforms when required, as well as reviewing where efficiencies and savings could be made. to undertake a review of the Customer Services Branch Uniform Policy in consultation with the union to ensure a fair and equitable approach throughout the Branch.
- Commitment to retain the existing clause that provides for a review of Transport Inspector rostering principles.

- Rosters to be released two cycles in advance in recognition for Transport Inspectors who are required to travel for days at a time as part of their duties.
- Commitment to implement body worn cameras for Transport Inspectors in consultation with the union and investigate the use of cameras in vehicles for Driving Examiners.
- Establishing Local Consultative Committees for Customer Services, TransLink and IMD Engineering within three months from certification of the proposed agreement.
- Development of consistent arrangements for night work and short-term night work.
- Integration of the current Infrastructure Management and Delivery Site Specific Arrangement into the agreement.
- A commitment from the parties to draft a clause that recognises the increased reliance on digital technologies and the workforce being agile and future-focused.
- Commitment to update union reporting arrangements to reflect award type, employment status, floor level and or phone numbers where available for new starters. In addition, adopting the current Core Agreement provision that relates to reporting arrangements involving permanent, temporary, casual and labour hire staff.
- Commitment to a joint union-department review of the use of contractors and consultants used within the department consistent with the recommendations of the Coaldrake Review into Queensland Public Sector Workforce as adopted by the whole of government and quarterly reports will be provided to the DCC from 1 January 2020. This review will look to provide the necessary information to assess the extent and appropriateness of outsourcing in the department including engineering and will also ensure that TMRs use of contractors complies with the Professional Engineers Act 2002.