



**Office of
Environment & Heritage**
NSW National Parks & Wildlife Service



DOC16/111125-7

Ms Anne Gardiner
General Secretary
Public Service Association
msinclair@psa.asn.au

Attention: Michael Sinclair

Dear Ms Gardiner

Log of Claims - Crown Employees (Office of Environment and Heritage - Parks and Wildlife Group) Conditions of Employment

Please find attached the Office of Environment and Heritage (OEH) Log of Claims to vary the above Award in this round.

As previously discussed escalating salary costs are eroding operational funds and the ability for the National Parks and Wildlife Service (NPWS) to deliver visitor services and park conservation. NPWS visitor numbers continue to grow, and it is important to ensure adequate resources are available on the ground to meet these visitor needs. This is not about spending less money on our staff or on our parks, but spending money where it is needed most.

The main award changes that OEH is seeking are summarised below.

Payment for working weekends and on public holidays

OEH proposes to amend the current arrangement for paying loading to the field officer and ranger classifications for work performed on weekends and public holidays. OEH is not seeking to remove loadings under the awards. Staff would be rostered on weekends and public holidays according to local operational need. Depending on that need, staff would be paid by overtime, 8.5 per cent or 17 per cent loading, rather than the deemed payment of the current loadings.

Merit based progression for field officers and rangers

OEH proposes to reduce the eight and ten step salary progression bandwidths within the field officer and ranger classifications, with progression to the next band by merit selection. This measure is designed to create salary bands that are more consistent with other public sector roles.

Introduction of a new classification, Field Officer General Operations

OEH proposes to create a new Field Officer General Operations classification as an entry level role focused on routine park management operations, including fire duties. It is designed to have particular appeal to young candidates. It will be cost comparable to similar roles in the private sector, improving NPWS's competitiveness in the delivery of contestable services.

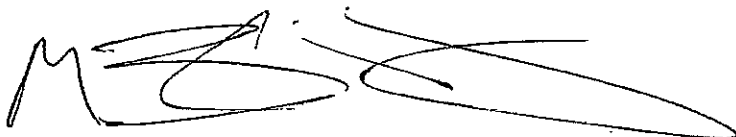
OEH will prepare a draft Award and a schedule of proposed changes for the purpose of clearly identifying to the parties the proposed changes and the necessary wording to enact those changes. These documents will be forwarded directly to the PSA negotiating team.

OEH has been engaging with the PSA since September 2015 about the need for change in NPWS. To further these efforts, I propose that we organise a meeting for you with the two appointed lead negotiators for OEH, Mr Tony O'Donnell, Manager Employee Relations (OEH) and Ms Melinda Murray, Director Park Strategy and Services Branch (NPWS). I consider it is important to you are briefed directly on these matters.

It is important for me to clearly articulate some of the challenges facing NPWS so that you understand the need for these proposed amendments and what the Agency seeks to achieve in this round of Award negotiations. I will be in contact with your office to propose dates for such a meeting to occur.

In the meantime, if you would like to discuss this matter further or have any questions please contact Mr O'Donnell on 9585 6524 or tony.odonnell@environment.nsw.gov.au.

Yours sincerely



MICHAEL WRIGHT
Deputy Chief Executive
National Parks and Wildlife Service

Enclosure

10/3/16

OEH Log of Claims - PSA

OEH will be seeking the following variations to the Award:

1. An end to the deeming of seven day roster positions in this Award. Seven day roster loadings to only be paid when staff are rostered to carry out such work by the Agency. OEH will continue to pay the seven day roster loading where the local operational need is appropriate.
2. A provision to apply the current seven day roster 8.5 percent methodology applicable to Senior Rangers and Senior Field Supervisors to the other classifications in the Award.
3. Insert a new entry level of Field Officer classification in the Award (Field Officer General Operations). The OEH / NPWS proposed rate of pay for the new classification is an annual salary of \$38352 after a six month probationary period.
4. Amendments to provide for hard barrier progression through the classifications to replace the current soft barrier system, i.e. between one or more grades of each classification and a commensurate reduction in the number of salary points within the Field Officer and Ranger classifications. Our proposal includes the protections afforded by section 46 of the *Government Sector Employment Act 2013*.
5. Amendments to promote efficiencies in the deployment of staff in NPWS and to minimise traveling costs. Other amendments to clause wording to remove unnecessary barriers to efficiencies and to ensure the parties have appropriate contemporary consultative measures between them.