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In reply please quote: MS:jm A16/0390

12 January 2017

Mr Michael Wright
Deputy Chief Executive
National Parks and Wildlife Services
Level 15, 59-61 Goulburn Street
SYDNEY NSW 2000

Email: Michael.Wright@environment.nsw.gov.au

Dear Michael,

Re: Without Prejudice Ranger Grades and Classifications

I write to you in response to a letter received on 23rd of December 2016 signed by Mr Tony O'Donnell Acting/ Director Safety Capability and Employee Relations.

The PSA found the timing of this correspondence with a deadline to respond by 12th January 2017 completely unacceptable knowing the PSA would be closed until 9th January 2016. In addition, this is also an extremely difficult period with Rangers who respond to fires in NSW National Parks during the summer months.

Mr O'Donnell advises, "I now write to you in the hope that the parties can come to an agreement promptly so that these matters may contribute towards the ongoing work that will form the basis of the NPWS restructure in 2017. We again offer the three Rangers grade classification that was put to the PSA in June 2016".

I would like to draw your attention to the no extra claims' clause in the award which limits any proposal seeking to trade off member's conditions and entitlements. The PSA has always shown a willingness during the sustainability meetings in 2016 to set up regional committees with the OEHL to examine what savings could be made as per the 2010 Savings Implementation Plan agreement. However, the OEHL has continually refused to do this.

In regards to the proposal to reclassify and regrade Rangers, the PSA acknowledges the Department's acceptance of degree qualifications for all Rangers. However the PSA finds the proposal lacks detail and seeks clarification on the following questions:

- How will future competencies in relation to Ranger roles be applied?
- What role do Senior Rangers have in Future National Parks structures?
- How will the future NPWS restructure be implemented?
- Does the current offer contain a guarantee the Rangers will not only transfer over at their current Grade and Level, but also guarantee there will be no loss of ranger positions?
- What would a draft structure look like for Future National Parks?
- Is the 17% loading included in the pay scales provided?

The PSA also notes the offer to convert current long term temporary Rangers to Ongoing roles, subject to the Rangers participating in an assessment process to be assigned to roles

in the new Grade 1 and 2. However temporary Rangers that commenced employment within NPWS at the base rate have already progressed higher than a 1/2 grade through the Department's competency based assessment process, therefore the PSA believe these temporary Rangers should be appointed at their current grades subject to assessment.

A meeting was scheduled for 11 January 2016 with the POVB delegates to discuss Ranger grading's and classifications and provide a response to OEH. Given the lack of detail and the short timeframe given, the PSA is not in a position to accept the proposal. The PSA is however willing to discuss alternative proposals.

The PSA would like to seek a meeting in the week commencing 30th of January 2017 to discuss this issue. Industrial Officer, Mr Michael Sinclair can be contacted on 0419 411 919 or msinclair@psa.asn.au to arrange a suitable date.

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'N. Bradshaw', followed by a long horizontal flourish.

Nathan Bradshaw
Industrial Manager
Environment, Transport, Industry and other