



Mr M Sinclair  
Industrial Advocate  
Public Service Association of NSW  
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DOC17/138364

Dear Michael

I refer to your request for clarification following the meeting of 8 February 2017 between representatives of the Office of Environment & Heritage (OEH) and the Public Service Association (PSA) held at Goulburn Street.

Our meeting centred on OEH's without-prejudice offer to the PSA (as contained in correspondence dated 23 December 2016 - copy attached). Following our discussions, I confirm that OEH understood the PSA did not and would not support or agree to our offer without significant alteration.

At the conclusion of the meeting those present on behalf of OEH thanked the PSA representatives for attending the meeting.

Yours sincerely

SHARYN GALLAGHER  
A/Manager Employee Relations  
Planning & Environment Cluster Corporate Services  
28 February 2017



## “Without Prejudice”



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DOC16/649132

**Attention: Mr Stuart Little Secretary Public Service Association**

Dear Michael

**Re: Without Prejudice Ranger Grades and Classifications**

On 8 June 2016 the Deputy Chief Executive of the National Parks and Wildlife Service (NPWS) wrote to the PSA and offered amendments to the Ranger classification to be inserted into the Crown Employees Award. I have attached a copy of that correspondence.

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 (3) Ranger grade classification that was put in June 2016. In doing so we note that we did offer to have discussions regarding the number of progression points inside each grade so long as such amendments are reasonable and do not increase any cost to NPWS.

**Our “Without Prejudice” offer is:**

**Ranger Grade 1**

Ranger Grade 1/1 (1 level 1)	\$58,949.00	\$32.27871
Ranger Grade 1/2 (1 level 2)	\$61,268.00	\$33.54852
Ranger Grade 1/3 (1 level 3)	\$64,686.00	\$35.42012
Ranger Grade 1/4 (1 level 4)	\$69,329.00	\$37.96249

**Ranger Grade 2**

Ranger Grade 2/1 (2 level 1)	\$76,415.00	\$41.84257
Ranger Grade 2/2 (2 level 2)	\$80,887.00	\$44.29130
Ranger Grade 2/3 (2 level 3)	\$82,497.00	\$45.17289

**Ranger Grade 3**

Ranger Grade 1/2 (3 level 1)	\$84,946.00	\$46.51389
Ranger Grade 1/2 (3 level 2)	\$87,531.00	\$47.92936
Ranger Grade 1/2 (3 level 3)	\$91,052.00	\$49.85735

Progression within a grade would be in accordance with our existing methodology and hard barriers would exist between each grade. Staff may progress through each hard barrier through GSE compliant recruitment process.

**Degree requirements.**

NPWS have noted the deep opposition that the PSA has articulated to the removal of degree requirements to enter the Ranger classification. To encourage your agreement we now offer that the degree entry requirement will remain for all Ranger grades if the terms above are agreed to.

### **Temporary Rangers**

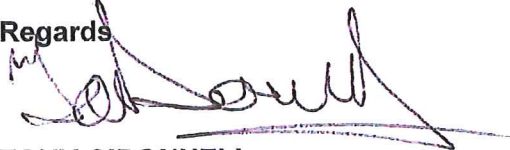
We also reiterate our offer to convert current long term temporary Rangers to Ongoing roles in NPWS subject to the Rangers participating in an assessment centre and that they will then be assigned to roles in the new Grade 1 and 2 on the basis of local operational needs. Such temporary officers will need to conform to the requirements of Rule 12 of the Government Sector Employment Rules 2014, be fit to perform the role and hold all necessary pre-requisites for the roles. The usual conduct and service checks would apply.

Michael, I understand that the PSA are conducting a delegates meeting on 11 January 2017 to discuss these matters. We will leave this "without prejudice" offer open until COB 12 January 2017. On many occasions we have articulated that our desire is to contemporise the Ranger classification and support its preservation in a challenging change environment.

However, if the parties cannot come to terms by COB 12 January 2017 then the agency will be left with no other option than to seek alternate structures for the performance of these functions with alternate industrial award arrangements.

Although we are now entering the Christmas closedown period and in recognition of the importance of these issues to the parties, I can be contacted anytime during the break on my mobile 0428 430 923 or by email should you wish to discuss these matters.

Regards



**TONY O'DONNELL**  
**A / Director Safety Capability and Employee Relations.**  
**Planning and Environment Corporate Services**  
**23 December 2016**