

Public Service Association of New South Wales
General Secretary: Stewart Little ♦ President: Kylie McKelvie
160 Clarence Street, Sydney
GPO Box 3365, Sydney NSW 2001

Telephone: 1300 772 679
Email: psa@psa.asn.au
Facsimile: 02 9262 1623
Website: www.psa.asn.au
ABN: 83 717 214 309



In reply please quote: *MS:ljm: A16/0390*

1 March 2017

Tony O'Donnell
A/Director
Safety Capability and Employment Relations
Office of Environment & Heritage
PO Box 1967
HURSTVILLE NSW 2220

'Without prejudice'

Dear Mr O'Donnell,

The Public Service Association of NSW (PSA) writes to you in relation to your letter received on 23 December 2016 wherein you advised the hope that the parties could come to an agreement promptly on the Rangers Classifications within NSW National Parks.

In the PSA's letter dated 12 January 2017 you were advised of a meeting that was scheduled for 11 January 2017 with NSW National Park delegates (POVB) to discuss the Office of Environment and Heritage (OEH) 'Without Prejudice' offer and also to look at an alternative structure that would satisfy OEH.

The PSA puts to you a proposal consistent with the objectives of OEH to preserve the future viability of NSW National Parks and the transition of Rangers in the coming years and provide financial sustainability within the organisation.

- Activate Trainee Ranger classification consistent with the award. This will become Grade 1 (Trainee Ranger)
- Grade 1 (Trainee Ranger) classification will provide undergraduates the opportunity to obtain a degree by joining the Ranger classification as a Grade 1 (Trainee Ranger)
- Regulate number of trainees to suit needs of agency in terms of rejuvenating Ranger classification and dealing with ageism of workforce
- Target a number of Trainee Ranger positions as identified
- Consider type of barrier (soft/hard) between Grade 1 (Trainee Ranger) and Grade 2 consistent with current award provisions and availability of vacant positions
- Retain competencies for Grade 2 Rangers and review
- Savings made by commencing salary of Grade 1 (Trainee Ranger) at \$52,563 cf OEH current offer of Grade 1 commencing salary of \$58,949.

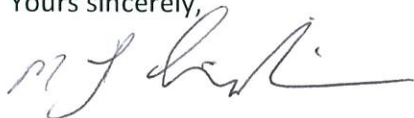
- Further savings made by Trainee Ranger topping out at \$57,511 cf to OEH offer at \$69,329 at top of Grade 1. Also Trainee Ranger pay scale is over 6 years cf OEH proposed Grade 1 is over 3 years
- Saving on each Grade 1 Ranger of \$10,127 p.a. with further savings by having the Grade 1 Trainee salary extend over six years
- Stage Trainee Ranger applicants based on commencement of degree and which year of degree to permit succession of Trainees to Grade 2 to fill vacant positions
- Undergraduates commence at year of service on Trainee Ranger grade dependent upon year/years into study
- Both current Rangers and Temporary Rangers move over at their current grade
- No hard barrier between Grade 2 and Grade 3
- Branch Directors/Area Managers have the delegation to determine all grading and recruitment of Rangers.

BENEFITS TO NPWS/OEH

- Succession planning for Rangers and Future NPWS
- Savings on salaries and rejuvenation of Ranger workforce
- Promotion of Trainee Ranger program and provision of more jobs in the regions
- Major announcement as part of celebration of the 50 years of NPWS in NSW
- Also activating Regional Committees to determine 5/7 positions will make further savings.

Thank you for your attention in this matter and we look forward to a speedy resolution of this issue.

Yours sincerely,



Michael Sinclair
Industrial Officer