Radio Operations Group (ROG) – November 2017 Flexible Rostering Agreement

In accordance with the Administrative Officers Flexible Rostering Guidelines 1995, the NSWPF and Public Service Association (PSA) agree to the following shift lengths in the Radio Operations Group (ROG) (effective from the date of signature below).

Part 1

a) Full time officers employed as a full time Communications Officer prior to the date of signature below will continue to be rostered in accordance with the 'Administrative Guidelines for the Commencement of 12 hour Roster on 1.1.95'. This arrangement will continue should the officer be promoted to Senior Communications Officer only.

b) Any officers who convert to full time employment or joins the NSWPF/ROG on or after the date of signature below will be rostered as follows:

'In line with the relevant award/s shifts will be between 7 and 12 hours in duration and will be rostered in accordance with the staffing needs of the Radio Operations Group. Where 12 hour shifts are rostered:

- Shall be worked in blocks of three (3).
- Shall be rostered as part of a six (6) week cycle.
- Shall be worked on the basis of not more than two (2) consecutive rostered night shifts and not more than three (3) shift per week in any five (5) of a six (6) week cycle, with four (4) shifts only being worked in the remaining (1) week.
- Where there are gaps in the roster that require the ad hoc filling of 12 hour shifts there will be no more than 3 such shifts in a 6 week period. (Exemptions to this are when officers initiative a shift swap for their own reasons, in the context of appropriate fatigue considerations).

c) All full time Communications Officers:

- Shall be rostered in such a way that provides officers with at least six (6) recurrent leave days (average) per six (6) week roster cycle in excess of the rest days provided for the same time period.
- It is accepted from time to time that officers may wish to swap shifts to suit personal requirements; this will require approval from the relevant supervisor.

d) Full time officers employed as a full time officer prior to the date of signature below may elect to convert to the rostering arrangements set out in part b).

e) Full time officers employed as a full time officer prior to the date of signature below who are promoted to Shift Supervisor will automatically convert to the rostering arrangements set out in part 1 (b).

Part 2

To enable the effective use of flexible rostering the parties also agree to the following payment of shift penalties:

a) Full time officers employed as a full time Communications Officer prior to the date of signature below will continue to receive a flat 25% loading for all shifts worked. This arrangement will continue should the officer be promoted to Senior Communications Officer only.

b) Any officers who convert to full time employment or join the NSWPF/ROG on or after the date of signature below will be paid shift penalties in accordance with clause 89 of the *Crown Employees (NSW Police Force Administrative Officers and Temporary Employees) Award 2009'* in place of the flat 25% loading.

c) Full time officers employed as a full time officer prior to the date of signature below may elect to convert to the shift penalty arrangements set out in part b).
d) Full time officers employed as a full time officer prior to the date of signature below who are promoted to Shift Supervisor will automatically convert to the shift penalty arrangements set out in part 2 (b).

Agreement to the above arrangements is confirmed by the following signatures:

Commander, ROG	***Public Service Association (PSA)***	***NSWPF – Employee Relations***
Superintendent, Chris Keane	Andrew Wright, Industrial Officer	