

PSA Principles for New RFS Award

This document contains a list of essential principles that the PSA puts forward to the RFS. These principles are driven by current fundamental industrial issues within the RFS. They are based on member feedback and modern industrial agreements.

The principles are set as an overarching position from which negotiations can occur. If the parties can acknowledge the issue and can agree on the principle, the detail can be guided by the principle statement.

Current Award	PSA Principle
Whole Award	<p>Principle 1. Plain Script All terms and conditions of employment contained in the Award will be prescribed in plain English and it will be clear as to what conditions apply to who and when.</p>
Clause 5 Classifications and Salary Rates	<p>Principle 2. Classifications Define and expand the classification of RFS Officers within the Award. It is recognised that all RFS staff may be involved in operations from time to time. However, certain roles require additional classification so that work is performed and compensated adequately and to ensure that the compensation is applied equitably across the organisation.</p> <p>Principle 3. Salary Rates Salary Rates shall remain inclusive of Leave Loading.</p>
Clause 6 Conditions of Employment	<p>Principle 4. Update Conditions of Employment Update as required.</p>
Clause 7 Hours of Work	<p>Principle 5. Record Work Hours A formalised system that records work hours.</p> <p>Principle 6. Works Hours Modernisation A formalised Flexible Working Hours Agreement that recognises and compensates all time worked whilst retaining the flexibility of changing work patterns by agreement.</p> <p>There shall be an extended settlement period, a wide bandwidth and no core hours. There shall be no restrictions on the number of flex hours accrued, but a cap on the number of days worked consecutively. Flex leave needs to be managed appropriately so that staff actually take flex leave and other types of leave.</p>

Current Award	PSA Principle
Clause 8 Attendance and Working Arrangements	Principle 7. Consolidation of Attendance and Working Arrangements Consolidate Attendance and Working Arrangements into Flexible Working Hours Agreement.
Clause 9 Background to Work Hours Arrangements	Principle 8. Remove Aspirational Wording Remove Background to Work Hours Arrangements clause as it has no bearing on actual employment conditions.
Clause 10 Requirement to Work Additional Hours	Principle 9. Consolidation of Requirement to Work Additional Hours Consolidate Requirement to Work Additional Hours into Flexible Working Hours Agreement.
Clause 11 Agreed Absences	Principle 10. Consolidation of Agreed Absences Agreed Absences will cease to exist. Employees will be able accrue Flex Time and utilise Flex Leave under the Flexible Working Hours Agreement.
Clause 12 Annualised Conditions Allowance	Principle 11. Allowance Modernisation The Annualised Conditions Allowance ceases to exist. The original intent of the ACA administrative efficiency can be met through systems efficiency. Employees will claim applicable allowances individually.
Clause 13 After Hours Allowance	Principle 12. Duty Officer Allowance A Duty Officer allowance that is paid for the officer to be available for contact and immediate response to a call. The allowance will recognise the different scenarios that exist for the types of Duty Officers in the RFS. The allowance compensates for the officer to be available to take and respond to calls. All time worked as a result of a call is recorded and compensated.
Clause 14 District Support Staff/Fleet Roles and Allowances	Principle 13. Broaden and Update Specialist Allowances The clause is to be renamed, broadened and updated to include specialist and trade roles within the entire RFS.
Clause 15 Major Incident Conditions	Principle 14. Incident Conditions Major Incident Conditions to be renamed Incident Conditions. Incident Conditions will apply to all declared Class 2 and 3 incidents. Incident Conditions clause to include clear trigger points for activation for extended class 1 incidents and other declared emergencies. Shift arrangements are to be more flexible focusing on maximum hours spread across a number of days. Fatigue management principles will focus on opportunities for rest.

Current Award	PSA Principle
<p>Clause 16 Operational Communications Centre</p>	<p>Principle 15. Averaging Out Shift Penalties Allowance The Averaging Out Shift Penalties (ASP) allowance shall be paid to Full time On Going Roles. On Going Part Time roles are to be paid an ASP on a pro rata basis. Casual roles are to be paid the appropriate shift loading for the shift worked in accordance with the Crown Employees (Public Service Conditions of Employment) Award 2009.</p> <p>Principle 16. Additional Leave Additional Recreational Leave for RFS Officer (Operations Communications Centre) in line with the Crown Employees (Public Service Conditions of Employment) Ward 2009.</p>
<p>Clause 17 Staff Members who are Volunteer Members</p>	<p>Principle 17. Volunteer Leave Rename clause to align with intent and actual employment conditions.</p>
<p>New Clauses</p>	<p>Principle 18. Activity Allowance An allowance that is paid in recognition of the pattern of work to deliver non incident related, programmed activities. The allowance compensates for the officer to be available to deliver non incident related, programmed activities as a part of their duties.</p> <p>This work typically occurs outside of the normal working week of 7am to 7pm Monday to Friday. All time worked delivering non incident related, programmed activities is recorded and compensated. There shall be a cap on the amount of work performed under this principle.</p> <p>Principle 19. Home Office Allowance Home Office Allowance is an allowance payable to Duty Officers who are required to perform the Duty Officer role at home. The allowance shall be the amount as determined by clause 43 of the Crown Employees (Public Service Conditions of Employment) Award 2009. The allowance shall be payable to those staff who are required to have a dedicated work space at home which includes associated equipment to perform the role.</p> <p>Principle 20. Interstate and International Deployment Interstate and International Deployments will be compensated in line with Incident Conditions where all travel to and from the incident is paid as part of the incident. All time worked is recorded and compensated.</p>