

## Training news

### Conservation and Land Management training team

A key function of Learning and Development's Conservation and Land Management (CLM) Training Team is to respond to the training and assessment requirements of employees enrolled in the department's Pathways and Mentored Aboriginal Traineeship Employment Scheme (MATES) programs.

Regional and Fire Management Services Division has high expectations of the capability of its workforce to complete difficult projects in remote areas without compromising the safety of staff and visitors.

To increase the capabilities of staff, the CLM training team conducted extensive consultation with management to ensure that priority of training is given to areas of work associated with higher risk, including;

- handling hazardous chemicals
- operating chainsaws, power tools, off road vehicles, boats, and tractors
- trapping and relocating wildlife

The training and assessment strategies of the Conservation and Land Management qualifications ensure that staff enrolled in the MATES program are trained in these potentially dangerous areas of work thus playing an important role in the departments' duty of care to workplace safety.

Staff who successfully complete the MATES program have proven their ability to work in challenging environments and enjoy the satisfaction of returning home safely to family and friends, after completing difficult operations in the field.



**Photos clockwise from top left:** MG Parks Operations Officer AJ Scott and Cert II Ranger Raymond Bradshaw, MG Parks Cert III Ranger Keith Boombi, MG Parks Cert II Ranger Kyle Hill, MG Parks Cert II Rangers Winston Gerrard and Kyle Hill, 31165 Reserve Cert III Ranger Eugene Park, Purnululu National Park Cert III Ranger Jeremy McGinty.



# Employee Relations and Safety news

## Industrial agreements

Over the last few months Employee Relations and Safety have had the following agreements registered and finalised:

*Rangers United Voice Fire Service Provisions Agreement 2014*, which has a nominal expiry date of 30 September 2016.

The new agreement includes:

- introduction of the Air Operations Support Crew Allowance of \$6.48 per hour;
- rewording of Clause 12.3 – Overtime Penalty Rates to provide clear interpretation; and
- administrative changes throughout the agreement to provide consistency and alignment with the CSA and AWU Fire Agreements.

*CSA Fire Service Provisions Agreement 2015*, which has a nominal expiry date of 30 September 2017

The new agreement includes:

- an Air Operations Support Crew Allowance of \$6.48 per hour;
- an increase to Fire Line Allowance from \$6.65 to \$7.08;
- the amendment of references to Department of Environment and Conservation (DEC) to reflect the new department name; and
- administrative changes throughout the agreement to provide greater consistency and alignment with the Rangers and AWU Fire Agreements.

*AWU General Agreement 2015*, which has a nominal expiry date of 24 April 2017.

The new agreement includes:

- a wage increase of 2.5% beginning the first pay period on or after 24 April 2015, and a further increase of 2.5% beginning the first pay period on or after 24 April 2016;
- the Air Operations Support Crew Allowance has been removed from the General Agreement and inserted into the AWU Fire Agreement;
- amendment to Clause 26.2 to allow annual leave to be taken in single days rather than in minimum periods of one week;
- introduction of increase mechanisms for various allowances including camping allowance, coxswains allowance and incidental allowance.

We are currently commencing negotiations on a new Rangers General Agreement. This is in the early stages but it will be finalised prior to the expiry of the current agreement on 1 January 2016.

If you have any enquires regarding these agreements email

[EmployeeRelations&Planning@dpaw.wa.gov.au](mailto:EmployeeRelations&Planning@dpaw.wa.gov.au)

## New redeployment and redundancy arrangements

New arrangements for redeployment and redundancy in the Western Australian public sector became effective on 1 May 2015 following the gazettal of the *Public Sector Management (Redeployment and Redundancy) Regulations, 2014* and amendments to the *Public Sector Management Act, 1994*.

The new arrangements seek to achieve an appropriate balance between protecting the rights of individual employees and providing agencies with the flexibility to manage public sector resources responsibly. In addition, these place a greater onus on both the employer and employee to be more active in managing redeployment and redundancy matters.

The most significant change is the introduction of a three stage redeployment and redundancy process which may ultimately end with the involuntary severance of an employee who is surplus to the department's requirements or whose position has been abolished, **and** who cannot be redeployed to a suitable alternative position elsewhere in the public sector after a six month redeployment period.

A further key change is that the redeployment and redundancy arrangements now apply to fixed term contract, as well as permanent employees.

**Stage one** introduces a new procedure whereby an employee may be identified by an agency as a 'registrable employee'. A registrable employee is an employee who is surplus to the requirements of an agency or whose position has been abolished.

The department consults with and provides appropriate notification, case management of and support to registrable employees. This includes providing assistance in seeking suitable, alternative employment opportunities.

At the department's discretion, a registrable employee may be offered voluntary severance.

**Stage two** involves the registration of registrable employees for redeployment. Registration for redeployment may occur where an employee is unable to be placed in a suitable alternative position. The period of registration (redeployment period) is six months (26 weeks) to allow the employee to continue to pursue employment options in the public sector; however, the department has the capacity to revoke or suspend the period of redeployment if appropriate.

The department provides appropriate notification, case management and support to registered employees. Again, this includes providing assistance in seeking suitable, alternative employment opportunities.

During **Stage three** registered employees who have not been successfully redeployed by the end of the redeployment period will automatically be deemed redundant and their employment will cease. The employee is given at least four weeks' written notice of cessation.

The redundancy is paid at the current standard voluntary severance rate, but is offset by reductions reflective of the redeployment period. However, a calculation equivalent to that provided for in the National Employment Standard and Termination, Change and Redundancy General Order provides a minimum safety-net payout on termination.

People Services Branch has developed a number of documents regarding these new arrangements including: [New redeployment and redundancy arrangements: FAQs](#); [Guide for registrable employees](#) and [Guide for registered employees](#). Further documents are under preparation and will be released shortly.

Please direct any enquiries to Chantal Laval on (08) 9219 9878 or Tracey Rankin by email [tracey.rankin@dpaw.wa.gov.au](mailto:tracey.rankin@dpaw.wa.gov.au).

# Staff news



## Welfare matters: A Chaplaincy Snapshot

The department's chaplain Steve Bradfield has been given the task of contributing to the emotional and psychological health and wellbeing of Parks and Wildlife's employees and their families.

Steve's role is a department initiative to provide greater support to employees who may be struggling with personal, family or work related issues which can significantly impact on their general wellbeing and ability to function.

The chaplaincy role is not a replacement of the Employee Assistance Program (EAP) but rather an additional on ground department resource that has a good understanding of the roles, functions, and culture of the department. The chaplain can be deployed to critical incident situations throughout the state to provide immediate welfare support to employees, as requested by management.

Steve works closely with managers to enhance greater support and better understanding between manager and employees, and employees and their families.

Over the last four weeks Steve has been dealing with a wide range of issues as part of his role. This includes three critical incident response activities, five visits to regional areas, pastoral care support to employees going through the redeployment and voluntary redundancy programs, grief and family counseling, Penguin Island civil proceedings employee support team member, and prescribed burning activities. Steve was also able to recently spend some time with the Yawuru Rangers in Broome where he was put to work with a shovel.

Steve loves to be out in the field working with and supporting employees who are being challenged by the many and varying circumstances of life. There is no doubt he enjoys a good laugh, however, he also finds it a privilege to journey people during their darkest times. Whether it is helping managers dealing with complex welfare or morale matters, or helping employees dealing with difficult circumstances, Steve often encourages people to use adversity as an opportunity for personal and professional growth.

Steve can be contacted at the People Services Branch on 9219 8774 or on his mobile 0400 534 134. He also provides pastoral support to the Department of Environment Regulation and the Office of Environmental Protection Authority as part of the department's bureau of service arrangements.

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## Staff movements

Emma-lee Finch - returned to new role - Principal Health & Safety Officer position – 9219 9782

Maria Ristic – new role as A/HR Case Management Officer – 9219 9775

Chantal Laval – returned from Parental Leave – Senior Project Officer, Personnel Services Section – 9219 9878

Michelle Jess – returned from Maternity Leave – Project Officer, Personnel Services Section – 9219 9873

Peter Hill – returned from Long Service Leave – Senior Training & Development Officer – 9219 9788

Sarah Gane – A/Training Officer – 9219 8783

Deidre Thorne – A/Administration & Data Officer – 9219 8784

Tania Bishop – Workplace Assessor – Bunbury – 9725 5983

Carol Ebbett – transferring back to RFMSD

Mary Baird – Workforce Service Officer – ceased employment

Sonia Lewis – Online Learning Consultant – ceased employment