

NORTHERN TERRITORY OF AUSTRALIA

Public Sector Employment and Management Act 1993

DETERMINATION NUMBER 1015 OF 2023

Variation of Working Arrangements for a Group of Employees – Rangers – Parks and Wildlife Commission – Department of Environment, Parks and Water Security

I, VICKI TELFER, Commissioner for Public Employment, pursuant to section 14(2) of the *Public Sector Employment and Management Act 1993* and with reference to section 13(a) of that Act and clause 23.2(f) of the *NTPS 2021 – 2025 Enterprise Agreement* (the Agreement); determine that:

- (1) The terms set out in the Schedule to this Determination shall apply to Rangers employed in the Parks and Wildlife Commission.
- (2) This Determination shall come into effect on the date signed below.
- (3) Unless revoked earlier, this Determination will cease to have effect on the nominal expiry date of the *NTPS 2021 – 2025 Enterprise Agreement* or upon the commencement of a new Agreement, whichever is the later.

Dated 19 June 2023



VICKI TELFER PSM
Commissioner for Public Employment



Agreement for Variations to Working Arrangements for Groups of Employees

1 TITLE

This Agreement will be known as the Department of Environment, Parks and Water Security *Rangers* Group Working Arrangement.

2 DEFINITIONS

The following definitions shall apply for the purposes of this Agreement:

"Agreement" means an agreement in accordance with a variation to working arrangements for groups of employees.

"CEO" means Chief Executive Officer of the Department of Environment, Parks and Water Security.

"Commissioner" means Commissioner for Public Employment.

"Employees" means the group of employees specified in clause 3.

"Enterprise Agreement" means the enterprise agreement specified in clause 5.

"Officer" is a person employed on an ongoing, fixed period or casual basis at the Technical or Professional level designations working as a Ranger.

"Parks and Wildlife Commission" is a division of the Department of Environment, Parks and Water Security.

3 PARTIES

This is an Agreement between the CEO (or delegate) and Rangers working on rostered shifts, including the officers who have signed this agreement and officers recruited during the life of the agreement.

4 APPROVAL OF THE COMMISSIONER

This Agreement is subject to the approval of the Commissioner who will issue a Determination to give effect to this Agreement.

5 PERIOD OF OPERATION

Subject to clause 4, this Agreement will cease to have effect on the nominal expiry date of the Northern Territory Public Sector 2021 - 2025 Enterprise Agreement (Enterprise Agreement), or upon commencement of a new Enterprise Agreement, whichever is the latter, unless terminated earlier in accordance with clause 15.

The proposed work arrangements cannot commence until the approving Determination has been issued.

6 SCOPE OF AGREEMENT

1. This Agreement is entered into in accordance with clause 23, Variation to Working Arrangements for Groups of Employees, of the Enterprise Agreement specified in clause 5. This agreement applies to rangers working rostered shifts on weekends and on public holidays within the Parks and Wildlife Commission.

2. This Agreement departs from the following clauses of the Enterprise Agreement:

Clause 72.2 (b): provide for not more than eight shifts to be worked in any nine consecutive days.

3. This Agreement varies the effect of the Enterprise Agreement clauses specified in clause 6.2 above in the following manner:

This agreement varies the clause in 6.2 by extending the number of shifts from eight to ten consecutive days roster, followed by four consecutive days off.

4. Where any inconsistency exists between the terms of this Agreement and the terms of a relevant Determination; By-law or Enterprise Agreement, the provisions of this Agreement shall apply.

7 TERMS AND CONDITIONS

1. This Agreement covers all Park Rangers working within the Parks and Wildlife Commission who are shiftworkers.

2. These groups of Park Rangers work a roster of ten consecutive days, followed by four consecutive days off.

3. The Officers are at the Technical or Professional roster levels designation and at the rates specified in the Enterprise Agreement.

4. This Agreement would not vary the terms and conditions of other provisions applied for shiftwork employees specified in the Enterprise Agreement.

8 EFFICIENCY

This Agreement will result in more efficient operations for the Agency, as it provides Rangers with four days off to manage fatigue, balance and manage their personal interests, simplifies rostering arrangements to cover weekends and provides greater flexibility for rostering Rangers across 85 parks and reserves that are open 24 hours a day, 365 days of the year and often in trying climatic conditions.

9 BETTER OFF OVERALL TEST

This Agreement will result in the employees being better off overall than the employees would have been if no variation had been made.

Rangers' rosters are developed with duty rotation to allow strenuous field work to be shared among team members, interspersed with lighter duties. The longer rostered days off period (four days), better allows the Rangers to travel from remote locations into regional centers and to recuperate more fully than would otherwise be possible with two rostered days off.

For regionally and urban based Rangers, this allows officers to plan for personal matters to be catered for including medical appointments, household maintenance, spending time with friends and family and other activities of a private nature.

Eligible Rangers are also able to take their Fares Out of Isolated Locations (FOIL) leave in conjunction with rostered days off, allowing for longer days away from an isolated location without the need to use their recreation or long service leave entitlements. In situations involving families, the longer period of days-off can allow the family to attend activities such as in-school week conducted by the School of the Air for isolated children undertaking distance education.

10 CONSULTATION WITH EMPLOYEE REPRESENTATIVE GROUP

The Community Public Sector Union (CPSU) have been consulted on this group variation.

11 EMPLOYEE AGREEMENT

As part of the consultation process, employees voted on 5 January 2022 and in February 2022 to proceed with a Group Variation Agreement (GVA). At the conclusion of the consultation period, this Agreement was presented to employees and put to final vote in October 2022 to ensure all employees had read, understood and agreed to the GVA. The vote resulted with the majority of the employees agreed with this Agreement.

12 CONTINUATION OF THE VARIATION TO WORKING ARRANGEMENTS FOR A GROUP OF EMPLOYEES AGREEMENT

The parties (or an appropriate representative) agree to meet to consider the need for a further agreement at least eight (8) weeks (or earlier or later by agreement) prior to expiry of this Agreement.

13 GRIEVANCE/DISPUTE SETTLING PROCEDURES

The Parties agree that no further claims relating to the terms and conditions set out in this Agreement or the Enterprise Agreement will be made during the life of this Agreement. However, this does not preclude the parties from pursuing grievances/disputes arising out of the operation of this Agreement and any such matters may be managed in accordance with the grievance/dispute settling provisions of the Enterprise Agreement.

14 REVIEW OF AGREEMENT

The Parties agree to review the effectiveness and efficiencies of the Group Variation to Working Arrangements set out here when the current NTPS 2021-2025 Enterprise Agreement is replaced and for the life of the new NTPS Enterprise Agreement.

Or

At the request, in writing, of one or all parties to the Agreement.

15 TERMINATION OF AGREEMENT

1. This Agreement will terminate upon the agreed cessation date (as per clause 5 Period of Operation).

Or

2. Each Party may elect to terminate this Agreement without prejudice, if they are no longer satisfied that the terms or the spirit of the Agreement are being met or achieved.
3. In the event the CEO is the Party considering the termination of the Agreement, they must provide the other Parties a minimum of three (3) months' notice, in writing, outlining the reasons for the termination.
4. In the event the Agreement is terminated, once the notice period referenced in 15.3 has expired the Officers will revert back to their normal NTPS roster arrangement as per Clause 72 of the Enterprise Agreement.

SIGNATURES OF EMPLOYERS AND EMPLOYEES

SIGNED BY:

Chief Executive Officer

Jo Townsend



[Signature of CEO / Delegate]

On 16/2/2023

SIGNED BY:

Union Official CPSU

Kay Densley



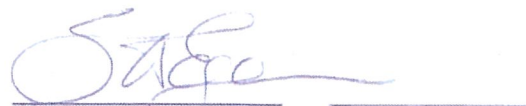
[Signature of CPSU Official]

On 19/1/23

SIGNED BY:

Executive Director Parks and Wildlife

Sally Egan




[Signature of employee]

On 09/01/2023

SIGNED BY:

Senior District Ranger, Litchfield and Daly District

Sam Washusen



[Signature of employee]

On 6/1/2023

