

ENTERPRISE AGREEMENT

NO. EA 98/143
.....

DATE REGISTERED.....1-5-98.....

PRICE \$ 14.....

REGISTER OF
ENTERPRISE AGREEMENTS



ENTERPRISE AGREEMENT NO: EA98/143

TITLE: Coonabarabran Rural Lands Protection Board Enterprise Agreement

I.R.C. NO: 98/1870

DATE APPROVED/COMMENCEMENT: 1 May 1998

TERM: 36 months

NEW AGREEMENT OR
VARIATION: New

GAZETTAL REFERENCE:

DATE TERMINATED:

NUMBER OF PAGES: 7

COVERAGE/DESCRIPTION OF
EMPLOYEES: Employees of the Coonabarabran Rural Lands Protection Board, regulating the salaries of employees in lieu of the Rural Lands Protection Board Wages and Conditions Award 1995

PARTIES: Coonabarabran Rural Lands Protection Board -&- Public Service Association and Professional Officers' Association Amalgamated Union of New South Wales



COONABARABRAN

RURAL LANDS PROTECTION BOARD

Enterprise Agreement



1. ARRANGEMENT

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2. PARTIES TO THE AGREEMENT

This Enterprise Agreement, made pursuant to the provisions of Section 29-47 of the *Industrial Relations Act 1996*, was entered into between:

The Coonabarabran Rural Lands Protection Board
and
The Public Service Association of NSW.

3. TITLE OF THE AGREEMENT

This Agreement will be known as the Coonabarabran Rural Lands Protection Board Enterprise Agreement.

4. INTENTION

The purpose of this Agreement is to regulate the salaries of the employees of the Coonabarabran Rural Lands Protection Board.

5. INCIDENCE

This Agreement will replace Clauses 1, 1.1, 1.2, 2, 2.1, 2.2, 3, 3.1, 4 and 5 of Part B of the Rural Lands Protection Board's Wages and Conditions Award 1995.

6. PERIOD OF OPERATION

- (i) The term of this Agreement will be for a period of 3 years: *from 1 May 1998*
- (ii) This Agreement can only be terminated by mutual agreement during the term of the Agreement, or at or after its expiration by one of the parties giving at least three months notice of intention to terminate to all the other parties.

7. **DEFINITIONS**

"Association" means the Public Service Association of New South Wales.

"Board" means the Coonabarabran Rural Lands Protection Board.

"Dispute" is a disagreement between employees and the Board concerning the employment relationship.

"Employee" means any District Veterinarian, Administrative Officer, Administrative Assistant, Ranger or Field Assistant employed by the Board.

"Grievance" is any workplace problem which causes an employee concern.

8. CLASSIFICATIONS AND SALARY STRUCTURES

DISTRICT VETERINARIANS			
Grade & Year	01/01/1997	01/01/1998	01/01/1999
<u>Grade 1</u> Year 1	\$ 35,823	\$ 37,256	\$ 39,536
Year 2	\$ 37,643	\$ 39,148	\$ 41,544
Year 3	\$ 39,522	\$ 41,103	\$ 43,619
<u>Grade 2</u> Year 1	\$ 41,062	\$ 42,705	\$ 45,318
Year 2	\$ 43,518	\$ 45,259	\$ 48,029
Year 3	\$ 46,186	\$ 48,034	\$ 50,974
<u>Grade 3</u> Year 1	\$ 48,609	\$ 50,554	\$ 53,648
Year 2	\$ 52,515	\$ 54,615	\$ 57,958
<u>Grade 4</u>	\$ 55,438	\$ 57,656	\$ 61,184

ADMINISTRATIVE OFFICERS			
Years of Service	01/01/1997	01/01/1998	01/01/1999
1 & 2	\$ 31,732	\$ 33,001	\$ 35,021
3, 4 & 5	\$ 35,605	\$ 34,949	\$ 37,088
6, 7 & 8	\$ 35,478	\$ 36,897	\$ 39,156
9, 10 & 11	\$ 37,353	\$ 38,847	\$ 41,225
12 & above	\$ 38,445	\$ 39,983	\$ 42,395

8. CLASSIFICATIONS AND SALARY STRUCTURES (continued)

Registered
Enterprise Agreement
Industrial Registrar

ADMINISTRATIVE ASSISTANTS			
Classification	01/01/1997	01/01/1998	01/01/1999
Level 1	\$ 22,260	\$ 23,150	\$ 25,197
Level 2	\$ 23,320	\$ 24,253	\$ 25,737
Level 3	\$ 24,974	\$ 25,973	\$ 27,562
Senior	\$ 26,765	\$ 27,836	\$ 29,539

RANGERS			
Years of Service	01/01/1997	01/01/1998	01/01/1999
1	\$ 27,018	\$ 28,099	\$ 29,819
2	\$ 27,949	\$ 29,067	\$ 30,846
3	\$ 28,993	\$ 30,153	\$ 31,998
Year 4	\$ 30,106	\$ 31,310	\$ 33,227
Multi-Skilled	\$ 30,740	\$ 31,970	\$ 33,926
Senior	\$ 31,800	\$ 33,072	\$ 35,096
Managing	\$ 32,860	\$ 34,174	\$ 36,266

FIELD ASSISTANTS		
01/01/1997	01/01/1998	01/01/1999
\$ 24,974	\$ 25,973	\$ 27,562

9. MOTOR VEHICLE USAGE AND ALLOWANCE

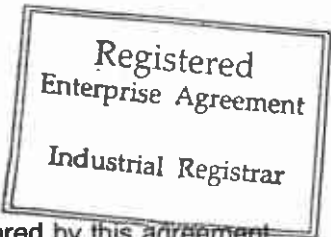
All District Veterinarians, Rangers and Field Assistants shall be provided with appropriate motor vehicles by the Board for official use. All hard top and enclosed motor vehicles shall be provided with air conditioning units. All upkeep and running costs associated with the motor vehicle shall be paid by the Board. Staff required to use a motor vehicle provided by the Board in the course of their duties may, at the discretion of the Board, be granted private use of the motor vehicle on such conditions as the Board determines.

10. TELEPHONE EXPENSES

If an employee is required by the Board to make or receive telephone communications in the employee's private residence for the convenience of ratepayers or others in connection with the execution of their duties outside normal working hours, the Board shall pay the cost of any necessary telephone connection/s or reconnection/s and the payment of full rental and all outgoing calls made in connection with the employee's duties. The Board may pay such portion of private calls from such telephone as the Board determines and under such conditions as the Board determines.

11. GRIEVANCE AND DISPUTES PROCEDURE

- (i) When any grievance or dispute arises at the workplace, the employee(s) must attempt to resolve the grievance with the person concerned in the first instance. Throughout these procedures, employee(s) may be represented by the Association.
- (ii) If this is not possible, the employee refers the grievance/dispute to their immediate supervisor or manager. The supervisor is to be given the opportunity to fully investigate the matter and must provide written response to the dispute or grievance. The supervisor will advise the employee(s) concerned of the time by which an answer will be provided. Grievances should be resolved within forty-eight (48) hours.
- (iii) If the matter remains unresolved, the employee and/or their representative will take the matter to the Board Chairman, who will attempt to solve the matter.
- (iv) If the grievance or dispute remains unresolved, the parties agree that it may be referred to an appropriate independent arbitrator or mediator (this includes the Industrial Relations Commission).
- (v) Nothing contained in these procedures will preclude the parties from entering into direct negotiations on any matter.
- (vi) Each stage is to be handled expeditiously.
- (vii) Whilst these procedures or negotiations are continuing, no stoppage of work or any other form of limitation of work shall be applied.
- (viii) The parties reserve the right to vary this procedure where it is considered that a safety factor is involved.



12. SAVINGS OF RIGHTS

- (i) At the time of entering into this agreement, no employee covered by this agreement will suffer a reduction of his or her rate of pay or any loss or diminution in his or her conditions of employment as a consequence of entering into this agreement.
- (ii) Should there be a variation to the Crown Employees (Public Sector Salaries – August 1995) Award made 17 August 1995 or an award replacing that award, employees of the Board will maintain the same salary relationship to the rest of the public service. Any such salary increase will be reflected in this agreement either by variation to it or by entering into a new agreement.

13. DECLARATION

The parties to this Agreement declare that this Agreement is the outcome of negotiations freely entered into by the parties and that this Agreement was not signed by either party under duress.

This Agreement was made at Sydney on the 30 day of March, 1998.

Signed for and on behalf of the Coonabarabran Rural Lands Protection Board by:

Chairman A. P. Duck

Witness Kobyn A. Rawlins

and for the Public Service Association of New South Wales:

Mr M. O'Sullivan, President,
Public Service Association of
New South Wales

[Signature]

and

Ms Janet Good, General Secretary,
Public Service Association of
New South Wales

[Signature]