



Government of **Western Australia**
Department of **Commerce**

Our Ref: WM/0674/2004
Enquiries: Chris Bretnall 6552 9507

AWARD CIRCULAR 3 OF 2016

Rangers (National Parks) Consolidated Award 2000

On 11 August 2016 the Western Australian Industrial Relations Commission (WAIRC) issued an order varying the following clauses in the above award:

- Clause 9 – Overtime; and
- Clause 14 – Conditions and allowances.

The variations are effective from the beginning of the first pay period commencing on or after **11 August 2016**. The Order is attached.

Copies of all awards are available from the WAIRC website found at www.wairc.wa.gov.au.

Should you have any enquiries please contact Chris Bretnall on (08) 6552 9507 or by email at chris.bretnall@commerce.wa.gov.au.

SANDY NEWBY
A/DIRECTOR
PUBLIC SECTOR LABOUR RELATIONS
LABOUR RELATIONS AND INDUSTRY DEVELOPMENT

30 August 2016

RANGERS (NATIONAL PARKS) CONSOLIDATED AWARD 2000
WESTERN AUSTRALIAN INDUSTRIAL RELATIONS COMMISSION

PARTIES UNITED VOICE WA

APPLICANT

-v-

THE CHIEF EXECUTIVE OFFICER (EXECUTIVE DIRECTOR) OF
 THE DEPARTMENT OF CONSERVATION AND LAND
 MANAGEMENT

RESPONDENT

CORAM CHIEF COMMISSIONER P E SCOTT

DATE THURSDAY, 11 AUGUST 2016

FILE NO/S APPL 34 OF 2016

CITATION NO. 2016 WAIRC 00692

Result Award varied

Representation


Applicant Mr S Dane

Respondent Mr C Bretnall and Mr R Heaperman, as agent

Order

HAVING heard Mr S Dane on behalf of the applicant and Mr C Bretnall and Mr R Heaperman, as agent on behalf of the respondent, the Commission, pursuant to the powers conferred on it under the *Industrial Relations Act, 1979* hereby orders –

THAT the *Rangers (National Parks) Consolidated Award 2000* be varied in accordance with the following schedule and that the variations in the attached schedule shall have effect from the beginning of the first pay period commencing on or after the 11th day of August 2016.

 (Sgd.) P.E. SCOTT

CHIEF COMMISSIONER P E SCOTT

SCHEDULE

1. **Clause 9. – Overtime:****A. Delete subclause (7)(a) and insert the following in lieu thereof:**

- (7) (a) An employee required to work continuous overtime for more than one hour shall be supplied with a meal by the employer or be paid \$13.05 for a meal, and if owing to the amount of overtime worked, a second or subsequent meal is required he/she shall be supplied with each such meal by the employer or be paid \$7.65 each meal so required.

B. Delete subclause (7)(d) and insert the following in lieu thereof:

- (d) An employee required to work continuously from midnight to 6.30am and ordered back to work at 8.00am the same day shall be paid \$6.70 breakfast.

2. **Clause 14. – Conditions and Allowances: Delete this clause and insert the following in lieu thereof:**

- (1) The provisions of the *Miscellaneous Government Conditions and Allowances Award No. A 4 of 1992* shall apply mutatis mutandis to all employees covered by this Award.

- (2) Subject to the provisions of this Award, the provisions of the Public Service Award 1992 PSA NO. 4 of 1989 at:

- (a) Clause 30. - Camping Allowance and Schedule C - Camping Allowance; and
 (b) Clause 33. - Diving Allowance, Clause 34, - Flying Allowance and Schedule K - Diving, Flying and Seagoing Allowance.

as amended from time to time, shall apply mutatis mutandis to employees covered by this Award.

- (3) Mobile Rangers shall, in addition to their normal rate of pay, be paid an allowance of \$133.10 per week to offset the costs associated with living in and maintaining a caravan.

This allowance is to be moved year to year to reflect the change in CPI for Perth.

- (4) The following conditions shall apply to Rangers Assistants on vermin, plant or noxious weed control who are required to use a toxic substance.

- (a) The employee shall be informed by the employer of the health hazards involved and instructed in the correct and necessary safeguards which must be observed in the use of such materials.
 (b) The employee using such materials shall be provided with, and shall use, all safeguards as are required by the appropriate government authority or, in the absence of such requirement, such safeguards as are defined by a competent authority or person chosen by the union and the employer.
 (c) The employee using toxic substances or materials of a like nature shall be paid 66 cents per hour extra. Employees working in close proximity to employees so engaged shall be paid 59 cents per hour extra.
 (d) For the purposes of this subclause toxic substances shall include epoxy based materials and all materials which include or require the addition of a catalyst hardener and reactive additives or two pack catalyst system shall be deemed to be materials of a like nature.

- (5) (a) An employer who requires a Rangers Assistant to use a pesticide shall:
 - (i) Inform the employee of any known health hazards involved; and
 - (ii) Ascertain from the Department of Health and Medical Services whether and, if so, what protective clothing or equipment should be worn during its use.
 - (b) Pending advice from that department the employer may require the pesticide to be used if the employer informs the employee of any safety precautions specified by the manufacturer of the pesticide and instructs the employee to follow those precautions.
 - (c) The employer shall supply the employee with any protective clothing or equipment required pursuant to paragraphs (a) and (b) of this subclause and, where necessary, instruct the employee in its use.
 - (d) An employee required to wear protective clothing or equipment for the purpose of this subclause shall be paid 74 cents per hour or part thereof while doing so unless the Union and the employer agree that by reason of the nature of the protective clothing or equipment the employee does not suffer discomfort or inconvenience while wearing it or, in the event of disagreement, the Western Australian Industrial Relations Commission so determines.
 - (e) An allowance is not payable under this clause if the Department of Health and Medical Services advises the employer in writing that protective clothing or equipment is not necessary.
- (6) Where agreement is reached between the employer and the employee, payment of wages may be made in cash and a signature of the employee shall be obtained for such cash payment.