

Certified agreement - Queensland Fire Service

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION  
Industrial Relations Act 1990  
(Part 11, Division 2)  
Queensland Fire Service

AND

United Firefighters' Union of Australia, Union of Employees,  
Queensland and Another  
(No. CA315 of 1996)

QUEENSLAND FIRE SERVICE - WORKPLACE REFORM  
CERTIFIED AGREEMENT 1996

COMMISSIONER BOUGOURE

28 June 1996

APPLICATION FOR CERTIFICATION OF AGREEMENT

INDUSTRIAL AGREEMENT

THIS AGREEMENT, made under the Industrial Relations Act 1990 on the fifth day of June, 1996, between the Queensland Fire Service and the United Firefighters' Union of Australia, Union of Employees, Queensland and the Queensland Fire Service Senior Officers' Association, Union of Employees witnesses that the parties mutually agree as follows -

PART 1 - PRELIMINARY

1.1 TITLE

This Agreement shall be known as the Queensland Fire Service Workplace Reform Certified Agreement, 1996.

1.2 ARRANGEMENT

Subject Matter

Part 1 - Preliminary	Clause No.
Title 1.1	
Arrangement	1.2
Application	1.3
Date and Period of Operation	1.4
Purpose of Agreement	1.5

Part 2 - Wages

Wages 2.1

Part 3 - Productivity Motivated Changes

Productivity Initiatives	3.1
Disputes Avoidance and Settlement Procedures	3.2
Consultation	3.3

1.3 APPLICATION

The Parties bound by this Agreement are the Commissioner of Fire Service as employer and those employees covered by the Queensland Fire Service Employees' Award - State; Queensland Fire Service

Officers' Award - State; Queensland Fire Service Communications Centres Award - State; and the Senior Officers' Award - Queensland Fire Service.

#### 1.4 DATE AND PERIOD OF OPERATION

This Agreement shall operate from the first day of month in which the Agreement is filed in the Queensland Industrial Relations Commission and shall remain in force for a period of nine months from that date.

#### 1.5 PURPOSE OF AGREEMENT

- (1)As an interim measure in the implementation of workplace reform, this Agreement sets out the framework for achieving ongoing productivity and efficiency in pursuance of the corporate goals of the Queensland Fire Service (QFS).
- (2)This Agreement provides wage increases in recognition of the immediate implementation of previously agreed to workplace reform initiatives which are contained within clause 3.1 of this Agreement.
- (3)This is an Agreement to provide for the above outcomes pending a decision of the Queensland Industrial Relations Commission in Case Nos. B546 of 1995 and B1221 of 1995 and B1288 of 1995 on arbitrated workplace reform issues and preceding negotiations in relation to an enterprise bargaining agreement.

### PART 2 - WAGES

#### 2.1 WAGES

The Agreement provides for the payment of an increase of \$15.00 per week for all employees whose classifications are covered by the parent Awards subject to this Agreement with the exception of Deputy Commissioners of the Queensland Fire Service.

This increase is an interim payment which will be absorbed upon translation to the new Classification and Remuneration system as arbitrated by the Queensland Industrial Relations Commission. The parties acknowledge that some employees, such as those on overaward salaries, may not realise any increase in salary on translation to the new Classification and Remuneration system. Should this occur, the parties agree that the payment of this increase will be absorbed into the payment of any increases payable under any future agreements or other processes resulting in wage increases.

### PART 3 - PRODUCTIVITY INITIATIVES

#### 3.1 PRODUCTIVITY INITIATIVES

The following initiatives will be implemented immediately on certification of this Agreement:

##### 3.1.1 Proactive Fire Prevention

All employees are committed to fire prevention and associated public education activities in their respective work locations. The parties are dedicated to placing a greater emphasis on activities which will educate the community and enhance community fire protection. The parties accept that all

employees have a role in public education activities and will participate in and promote community programs such as 'Fire-Ed'.

### 3.1.2 Flexible Training Arrangements

The parties are committed to improving the skills of all employees of the QFS and recognise the need for greater flexibility in training. In achieving this flexibility, the parties acknowledge that all paid time is work time. Accordingly, training may be scheduled at any time, including weekends and Public Holidays. Management will ensure that the following principles are observed when planning and conducting training:

- (a) the health and safety of participants (including the community) is not compromised;
- (b) adequate notice, planning and consultation (where appropriate) are taken into account;
- (c) quality training will be provided equitably to all employees; and
- (d) operational readiness should be taken into account in deploying employees for training activities.

### 3.1.3 Management and Leadership Training

The parties are committed to management principles which foster the additional components of providing support, resources, leadership and facilitation to its employees in an environment which supports the strategic goals of the organisation. It is anticipated this change will be achieved in part through the QSTEP Diploma and Advanced Diploma courses which will include comprehensive components on managerial/leadership skills required in leading an organisation into the 21st century. In the earlier Certificate training modules, the emphasis will be placed on the technical skills which are essential for firefighting, with introductory modules on organisation and management training.

## 3.2 DISPUTES AVOIDANCE AND SETTLEMENT PROCEDURES

Grievances as a result of the implementation of the productivity initiatives contained within this Agreement shall be dealt with in accordance with the various grievance clauses contained in the parent Awards covered by this Agreement.

## 3.3 CONSULTATION

The parties to this Agreement are committed to its successful implementation as a preliminary bargaining measure. The parties will ensure that relevant consultation occurs prior to the implementation of the initiatives contained within subclauses 3.1.1, 3.1.2 and 3.1.3.

The unions party to this Agreement have notified the QFS of the initiation of a bargaining period to progress wage increases by way of enterprise bargaining. This Agreement is not intended to replace discussions which are currently proceeding through the establishment of a Single Bargaining Unit.

The parties are committed to a consultative process that will facilitate enterprise bargaining in an open environment of trust and cooperation involving all QFS employees.

SIGNATORIES

Signed for and on behalf of the }  
Queensland Fire Service } GEOFF SKERRITT

In the presence of - T.J. DAVEY

Signed for and on behalf of the United Firefighters' }  
Union of Australia, Union of Employees, Queensland } K.  
BRAZEL

In the presence of - H.P. LAWRENCE

Signed for and on behalf of the Queensland }  
Fire Service Senior Officers' Association, ) T.E. QUINE  
Union of Employees }

In the presence of - J.G. RYAN

This agreement is certified under Part 11, Division 2 of the  
Industrial Relations Act 1990.

R.W. BOUGOURE, Commissioner.

Filed on 5 June 1996, certified by the Commission and given  
Register No. CA315 of 1996, in the Certified Agreements Register.

28 June 1996

R.H. BLUMSOM,  
Assistant Industrial Registrar.

Operative date: 1 June 1996

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