

# **MEMORANDUM OF AGREEMENT**

**Queensland Corrective Services**

**And**

**Queensland Public Sector Union**

**(1) URINALYSIS TESTING**

The parties acknowledge that all new positions created as a result of the Community Corrections re-modelling, incorporated urinalysis as a principal accountability in the relevant position description.

In correspondence sent to the Queensland Public Sector Union (QPSU) dated 30 March 2006, it was clearly outlined that *“When accepting a temporary appointment at the pilot sites you are accepting to undertake the key duties and tasks as required in the job descriptions. Urinalysis testing is a requirement for all staff in the pilot sites.”*

Queensland Corrective Services (QCS) recognises that in exceptional circumstances an employee may express a conscientious objection to perform urinalysis testing. Given the inherent requirement in the relevant position description for officers to perform urinalysis testing, officers who express a conscientious objection to perform the task will be provided with a range of options and strategies to address the objection and this will be managed at the local level.

**(2) WORKLOADS**

It is the agencies position that placing caps on case loads is neither operationally viable nor a sufficient measure applied across a range of variables relating to case load management, including mix, type and intensity.

There will be an additional 76 positions created across the State in the Probation and Parole Service:

- 27 AO6 Supervisors
- 16 AO3 Surveillance Officers
- 17 PO3 Programs Staff
- 1 AO5 Intelligence Analyst
- 4 AO4 Intelligence Officers
- 1 AO6 Quality Assurance Officer
- 7 AO4 Court Liaison Officers
- 1 AO7 Principal Judicial Liaison Officers
- 1 AO5 Judicial Liaison Officers
- 1 Manager (to be advised)

In addition, 135 positions will be upgraded across the State; with 76 of these positions being PO3 level.

A standing item will be placed on the Consultative Forum agenda to allow the agency to share data as a result of measuring work activity for phase 1 sites. This data will be provided to the QPSU for meaningful discussions.

**(3) PROGRESSION**

The parties acknowledge that the agency has an existing guideline developed in consultation with the union and the parties commit to its ongoing implementation. This guideline has been designed to promote and assist promotion for PO2 officers to advance to PO3 level, subject to prescribed criteria being met

The parties acknowledge that the successful operation of the Award progression scheme is a shared responsibility of both employees and management.

**(4) BACKFILLING**

Queensland Corrective Services recognises that relief of positions may assist with workload issues where longer term relief is required. In some cases relief of positions may not occur due to a number of factors including the length of relief, work requirements and availability of relief.

The agency will require decisions regarding relief to be transparent and where relief is not provided, the reasons for this decision will be made known to the workgroup. Where staff are dissatisfied with the reasons, they can raise the matter through their local consultative committee. Unresolved matters may be referred to the Consultative Forum.

**(5) HOURS OF WORK ARRANGEMENTS**

The parties acknowledge that the current hours of work arrangements in place within Queensland Corrective Services have been the subject of joint review by the parties under the previous round of enterprise bargaining.

The parties agree to implement flexible hours of work arrangements at the organisational level that are tailored to meet the operational and client services needs of Queensland Corrective Services. The parties recognise that while working hours arrangements should meet the organisational and client service needs of the agency, this does not limit the entitlement for employees to be able to access an accrued day(s) off within a work cycle.

A new draft hours of work arrangement has been developed, based on the criteria outlined in the *Queensland Public Service Award – State 2003* and the provisions of Schedule 5 of that Award.

This document is in its final stages and is currently with the union for consultation.

The parties agree to work together to implement new hours of work arrangements.

**Signatures**

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Frank Rockett  
Director-General  
Queensland Corrective  
Services  
/ /2006

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Witness  
/ /2006

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Alex Scott  
General Secretary  
Queensland Public Sector  
Union  
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Witness  
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