

Department of Queensland Transport- Transport Inspectors-

Mr Alex Scott
General Secretary
Queensland Public Sector Union
PO Box 15175
City East Queensland 4002

Dear Alex

QT Transport Inspectors Log of Claims - Core EB

Queensland Transport (QT) was served a log of claims by your union relating to the department's Transport Inspectors. The log of claims was included as an agency specific claim under the core enterprise bargaining log by your union.

The matters in the claim have been in negotiations for some time now and the outstanding items have been through a further round of negotiations in the last month.

Officers of my department who have been involved in the negotiations have been advised that there is now in-principle agreement to all the items in the log. These items will be settled via a combination of administrative measures, an exchange of letters and some specific industrial items will be inserted in the Public Service Award State – 2003.

Once this has been accomplished the Memorandum of Understanding relating to Transport Inspectors will be retired. I will advise the Director General, Department of Industrial Relations that QT and the QPSU have reached in-principle agreement on all matters relating to Transport Inspectors.

Yours sincerely

Bruce Wilson
Director-General

Transport Inspectors EB Log

QT Agreed Response

1. AO3 to AO4 progression – SE region undertaking an open merit process. Once appointments have been made, the residual employees in consultation with the union, be dealt with through appropriate industrial instruments by using the relevant directive. The AO3 TI position will be abolished and all new TI's will be appointed subject to a 12 month probationary period at the AO4 level.
2. Re-evaluation of all positions – Role descriptions are written and the JEMS questionnaire is with the TI rep who will provide the completed questionnaire and supporting documentation to management for validation prior to being evaluated.
3. Induction and Training – Resolved.
4. Career Path - Whole of Government issue under negotiation at a central level.
5. Multi-Skilling – Where TI's are requested to undertake duties the department will ensure that they have suitable competencies, or be supervised by an appropriately skilled person.
6. Staffing Levels (Workload) – It is agreed that the workload management tool approved at the central level will be used.
7. Shifts – Shift Rostering Principles attached as agreed. Essentially when agreement in principle is reached there will be some of the principles in an exchange of letters and others in a schedule to the Public Service Award.
8. Workplace Health and Safety - Resolved.
9. Dispute Resolution – As per Certified Agreement and Award.
10. Additional remuneration for irregular shifts – The allowance will be 5% of the hourly rate per hour for each hour or part thereof worked between 10.00 pm and 6.00 am Monday to Friday. It will not apply to work performed on weekends. This is in addition to the normal 15% shift penalty for shift work that commences outside the hours 6.00 am to 10.00 am Monday to Friday. When agreed will be implemented and included in an attachment to the PSA.
11. Travel Issues – The departmental stance is as follows:
 - Accommodation and meals where practical will be paid by Corporate Card. Where it is impractical to eat a meal at the accommodation venue reimbursement will be either be by actuals or allowance.
 - When a breakfast, lunch and dinner is to be paid will be determined and if the Directive does not have application the agreed meals will be defined and placed in a schedule to the PSA.

Queensland Transport, Compliance Inspectors

Shift Rostering Principles

Statement of Principles

These principles are the result of agreement between Queensland Transport (QT) and the Queensland Public Sector Union (QPSU). There is acknowledgement that rostering principles must ensure that there is a consistent application of rostering across the state. It is understood that rosters will meet business requirements while at the same time lessening any unwanted effects on the physical and psychological well being of employees undertaking shift work.

Queensland Transport's commitment is to always treat staff equitably. However, there may be occasions where management/business requirements result in shift rostering that may not totally meet the principles. It will always be the aim for both QT as an employer and Transport Inspectors as employees to abide by these principles. However, there may be special arrangements at the local level where there is agreement between employees and management that employees may be given the option of not being included in a roster.

Shift Rostering Principles

1. The provisions of this document must be read in conjunction with the relevant award and/or certified agreement. Where there are inconsistencies the relevant industrial instrument will prevail to the extent of the inconsistency.
2. Shifts are to be evenly spread across the roster in an attempt to ensure equity in the rostering process for all TIs. Rosters must not provide for a single shift preceded by a day off and followed by a day off. This shall not be interpreted as excluding rosters which commence with a night shift and conclude with a day shift.
3. Employees will be provided with two consecutive days off in every seven. Where the roster provides for ten consecutive days, a four day break applies. The shift preceding a rest day shall finish at 12.00 midnight at the latest. The next rostered working day will not commence any earlier than 12.00 midnight forty eight (48) hours later. Rosters of this nature will only be programmed in exceptional circumstances.
4. Overtime shifts/changes of duty may be worked by consent after a break of one whole day subject to other guidelines being observed.
5. Rosters are not to provide for a permanent night shift. A night shift will commence after 6.00 pm and before 12.00 midnight.
6. Rosters may provide for a maximum 10 shifts in any 14 day period. An additional shift may be worked either by overtime or roster variation or a change of duty arrangement.
7. Employees will be allowed four whole rest days off in a rostered cycle. There should be a minimum of two days off in each rest period. Rostered days off will be additional to the allocated rest days.
8. An attempt should be made to average out the number of weekends worked with the number of weekends not worked during the cycle of the roster where weekend work is required.

9. Fatigue provisions detailed in Public Service award will be applied to rest periods between shifts.
10. During a rostered period there will be no more than a six hour variance between the shift commencement time on the first day of the rostered period and the last day of the rostered period. This will apply unless there is a day off between shifts or an operational gap as prescribed in 11 below. In addition there will be no more than a two hour variance between shift start times from one day to the next.
11. There shall be an allowable one operational gap per rostered cycle. An operational gap is constituted by a shift start variance from one shift to the next of more than 6 hours.
12. Where an employee works an overtime shift or part shift at their request which results in there being less than ten hours break from the end of overtime and the beginning of the next rostered shift, that next ordinary rostered shift will be paid at ordinary rates.
13. Where an employee is directed to work an overtime shift or part shift which results in there being less than ten hours from the end of that overtime shift and the beginning of the next ordinary rostered shift, the next rostered shift shall be paid at overtime rates until the employee is released from duty. In this case the employee shall be entitled to be absent until ten consecutive hours off duty has occurred.
14. Changes of duty/roster variations may occur consistent with the relevant award. These guidelines are subject to operational convenience. All changes of roster variations are to be completed prior to a four (4) week cycle, unless otherwise specifically approved by the relevant Manager Compliance. Local managers may vary a roster due to illness or other emergent absences. However, all other changes such as operational requirements must be approved by the Managers Compliance.
15. Any dispute over the application of these guidelines must be referred initially to the relevant Manager Compliance or delegate for resolution before the dispute guidelines contained within the award can be invoked.