



Mr Alex Scott
General Secretary of the Union
Queensland Public Sector Union
96 Albert Street
BRISBANE QLD 4000

Department of
Industrial Relations

RECORDED
- 3 OCT 2006
ON FIDO

Dear Mr Scott

Further to my letter to you of 18 September 2006, I am informed that there has been a subsequent meeting with Mr Barry Watson and Workplace Health and Safety representatives on 26 September 2006. As a result, an amendment was agreed to and is included in the body of this correspondence here. My letter to you of 18 September should be disregarded.

Further to recent discussions surrounding the Queensland Public Sector Union's log of claims for the Workplace Health and Safety Queensland (WHSQ) inspectorate, I wish to advise in response that the majority of claims are whole of government issues and WHSQ is unable to engage in debate on those matters. I understand that these matters will be addressed in the relevant forum.

However, with respect to claims two and four, I respond as follows:

Reclassification of WHS inspectors to AO6 with a minimum of AO5 entry level

WHSQ has always believed that inspector appointments should be on merit, skills and competency. A recent review of inspectorate competencies has provided a framework around which WHSQ recruits and appoints inspectors at various levels.

As at 1 July 2006 there were approximately 245 WHS inspector positions funded within WHSQ, of whom in the order of 50 (or about 20%) were at the AO4 classification level. Prior to the recent transfer of PSIR staff into the WHSQ inspectorate, 16% were at the AO4 classification level.

At present, WHSQ believes there is a need for entry level positions at the AO4 classification. Recent experience in engaging Industrial Relations inspectors into WHSQ has shown the need for AO4 positions where the individuals recruited have minimal health and safety knowledge and require mentoring and further training to bring them to a level commensurate with other inspectors within the agency.

The progression from AO4 to AO6 positions has always been based upon health and safety knowledge and skills in a particular discipline (i.e. Ergonomics, Hygiene and

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Construction) through the usual public service recruitment and selection process. Inspectors wishing to be promoted into another, higher level have had to comply with these procedures and apply for available positions.

WHSQ has reviewed the demand for work to be undertaken by various levels within the WHS inspectorate across all regions. It is intended that a similar review be undertaken every two years.

This review involved verification of positions with Regional Managers on the following grounds, to ascertain whether existing positions met resource requirements in each region:

- case load per inspector;
- high level investigations being undertaken;
- commitments to state and national compliance campaigns;
- commitment to Regional Performance Agreements;
- response to contentious issues; and
- commitment to state-wide strategies (e.g. implementation of asbestos regulation changes, Work Safe Week 2006 and amusement device compliance).

Following this re-evaluation, a number of A05 substantive positions will be created in each region and an open recruitment process will then be adopted. This recruitment process will be in accordance with the Office of Public Service Commissioner *Directive 04/06*, in that positions will be advertised openly and applicants will have to compete as with any other selection process.

It is, however, expected that applicants will be required to submit a resume and covering letter with a statement of performance in the initial recruitment phase rather than address key selection criteria. The statement of performance will need to demonstrate that the applicant can meet the requirements of the advertised position. Short listing will be made by the selection panel/s based on the documents supplied. It is anticipated that the second stage of recruitment will be an interview and "on the job" assessment of each candidate's competency to meet the selection criteria.

If existing A04 inspectors are successful in this selection process, WHSQ will abolish their substantive position.

At this stage, the expected numbers of A05 positions to be advertised in each region will be:

- Central Queensland – two positions (one Rockhampton, one Mackay);
- South West – four positions (three Toowoomba; one Ipswich);
- North Queensland – three positions (one Thursday Island, one Townsville, one Cairns);
- North Brisbane – four positions;
- Wide Bay/Sunshine Coast – two positions (one Maryborough, one Nambour); and
- Brisbane South/Gold Coast – potentially nine positions (five Logan, three Mt Gravatt, one Southport).

Car parks to be provided for all regional office staff bringing personal cars to work


Many regional offices currently have difficulty in allocating car spaces for government cars and it would be a financial impost upon the agency, in those locations particularly, to find additional car spaces for non-government cars.

However, it is the intention of WHSQ to negotiate with local government and shopping centre management in certain areas, to allow for car parking for non-government cars.

I have attached information on available car parking arrangements in each of the WHSQ offices.

I trust the issues you have raised have been resolved to your satisfaction and according to our recent series of discussions. However, should you wish to discuss the matter further, Mr Jim Carmichael, Acting Assistant General Manager, Service Delivery on 3247 9238, will be pleased to assist you.

Yours sincerely



JUDY BERTRAM
General Manager
Workplace Health and Safety Queensland

26/9/06

CC: Mr Barry Watson
Organiser
Queensland Public Sector Union
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WHSQ Office Current Carparking Arrangements

- Southport - car park allocations over limit. Limited free public parking available 500m from building.
- Logan - car park allocations at limit. Limited non-government car parking spaces available.
- Maryborough - car park allocations at limit. No spaces available for non-government cars. Free public parking available.
- Bundaberg - car park allocations at limit. Limited non-government car parking spaces available within the same car park. Free public parking available.
- Toowoomba - car park allocations at limit. Limited non-government car parking spaces available within the same car park.
- Roma – car park allocations at limit. Free public parking available on street.
- Rockhampton - car park allocations at limit. Free public parking available several blocks from office.
- Gladstone - car park allocations under limit. Current availability for non-government car parking spaces.
- Emerald - car park allocations under limit. Current availability for non-government car parking spaces.
- Mt Isa - car park allocations at limit. Limited non-government car parking spaces available within the same under cover car park. Unlimited free public parking available in shopping centre car park.
- Townsville - car park allocations at limit. No other avenues available for car parking in the same location. Limited free public parking available on street.
- Innisfail - car park allocations at limit. Current availability for non-government car parking spaces.
- Lutwyche – car park allocations at limit. Limited public car parking spaces available within the shopping centre car park. Negotiations to be undertaken.
- Nambour - car park allocations over limit. Additional (paid) spaces available for non-government cars. Limited free public parking available on street and in railway car park.
- Mt Gravatt - car park allocations at limit. No other avenues available for car parking in the same location. Limited public car parking spaces available within the shopping centre car park. Negotiations to be undertaken.
- Cairns - car park allocations over limit. No other avenues available for car parking in the same location. Limited public car parking spaces available within the shopping centre car park. Negotiations to be undertaken.
- Mackay - car park allocations at limit within shopping centre car park. No availability for non-government car parking spaces in the same location.
- Ipswich - car park allocations over limit. No spaces available for non-government cars. No other avenues available for car parking in the same location.