

QUEENSLAND FIRE SERVICE
SENIOR OFFICERS' ASSOCIATION

Union of Employees
P.O. Box 217
LUTWYCHE QLD 4030

NEWSLETTER

Issue 2

6 February 2008

Senior Officer Review – Evaluation interviews

In the previous (first) Newsletter for 2008 a section was related to the Senior Officer Review and how information has been provided in Newsletters. After further discussions with the consultants (Mercer HR), a completed schedule for the evaluation interviews has been completed. The process for arranging attendances at these evaluation interviews is being organised, but the schedule is included below for your reference.

It is important that all senior Officers affected by this process (i.e. Senior Officers from the Urban Stream) make the most of this process and do the following:

- ◆ Attend an interview to provide information relating to the value of your position. Remember, this process is about work value, not workload and is about evaluating positions, not people. Even if a Senior Officer is contemplating exiting the QFRS (e.g. retirement, relocation) then it is still necessary to attend and articulate the merits of the position for any succeeding officers who seek to advance their careers.
- ◆ Peruse the document on the Job Evaluation Methodology (attached for your reference).
- ◆ If you believe it will improve how your position is evaluated, complete the Job Analysis Questionnaire (attached for your reference). This can be presented at the evaluation interviews or electronically immediately after the interviews.
- ◆ Peruse the Frequently Asked Questions (attached for your reference).
- ◆ Where more than one interview is scheduled for a region/state unit, it has been requested that the appropriate officers are grouped to ensure a balanced and equal representation at interviews is achieved.

My intention is to attend all evaluation interviews, so I look forward to again meeting Senior Officers during this process.

As always, if anyone has any questions, please don't hesitate to call.



Ron James
STATE SECRETARY
Queensland Fire Service
Senior Officers' Association – Union of Employees

OFRS Work Value Assessment Schedule

Groups	No.	Location	Location	Dates/Times	Coordinator
Regional Groups – Phase 1	2	Brisbane Region	Kedron Conference Room B2.32	Wed 13/02/08 9-11am 11.30-1.30pm	Ian Mitchell
Functional Groups	1	Managers Community Safety, Community Safety Operations Function		2.00-4.00pm	Assistant Commissioners
	1	Managers Strategic Development, Operations Business Management Function	Kedron Liaison Room	Thurs 14/02/08 9-11am	Assistant Commissioners
	1	Managers Regional Training, Professional Development Function		11.30-1.30pm	
	1	Managers Regional Planning, Operations Business Management Function,		2.00-4.00pm	
	1	Senior Operations Coordinators, Operations Management Function	Kedron Auditorium	Tues 19/02/08 9-11am	Ian Mitchell
State Groups	2	Operations Business Management		11.30-1.30pm 2.00-4.00pm	Russell Neuendorf
	3	Community Safety Operations	Kedron Auditorium	Wed 20/02/08 9-11am 11.30-1.30pm 2.00-4.00pm	Reg Christiansen
	1	Community Safety Operations CONT			
	2	Professional Development	Kedron Warilda Conference Centre	Thurs 21/02/08 9-11am	Reg Christiansen
				11.30-1.30pm 2.00-4.00pm	
State Groups CONT...	2	Professional Development CONT	Kedron EMQ Media Room	Tues 26/02/08 9-11am 11.30-1.30pm	Reg Christiansen
	2	Operations Management	Kedron EMQ Media Room	Wed 27/02/08 9-11am 11.30-1.30pm	John Cawcutt

Groups	No.	Location	Location	Dates/Times	Coordinator
Regional Groups – Phase 2	1	South Western Region	Regional Training 201 Anzac Avenue Toowoomba	Mon 03/03/08 11:00-1:00pm	Tom Dawson
	2	South Eastern Region	32 Tansey St Beenleigh 4207	Tues 04/03/08 9:30-11:30am 1:00-3:00pm	Peter Beauchamp
	1	Far Northern Region	Level 4 State Government Building 36 Shields St Cairns 4870	Mon 10/03/08 10:00-12:00noon	Mark Roche
	1	Northern Region	12 Wickham St Townsville 4810	Tues 11/03/08 10:00-12:00noon	Ron Twomey
	1	Central Region	Level 5, Suncorp Metway building 34 East St Rockhampton 4700	Wed 12/03/08 10:00-12:00noon	Neil Gallant
	1	North Cast Region	98 Lennox St Maryborough 4650	Tues 18/03/08 11:00-1:00pm	Ray Eustace