

## Issues Forum – Senior Officers Union - MINUTES

**Deputy Commissioners Office - Kedron Park Building - Corner Kedron Park and Park Roads Kedron  
20 April, 2010 - 10:00am – 12: noon**

Attendees	
Iain MacKenzie - Deputy Commissioner QFRS	John Cawcutt - State President SOU
Phil Horn – Deputy Commissioner’s Staff Officer QFRS	Peter Dawson – SE Branch Councillor (in place of Andrew Short - State Secretary SOU)
Christiane Strong – Employment Relations Officer	John Martin – Principal Advisor Industrial Relations

Item No.	Topic	Action Item/s
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<b>Action Items from previous meetings:-</b>		
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<b>1.1 - SO04-09-05</b>	<b>Demarcation Between Industrial Bodies:-</b> <ul style="list-style-type: none"> <li>The SOU are still awaiting a decision from the Industrial Commission.</li> </ul>	<b>Action:</b> <ul style="list-style-type: none"> <li>Update to be provided at next SOU Issues Forum.</li> </ul>
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<b>1.2 - SO-04-09-06</b>	<b>PDO’s:-</b> <ul style="list-style-type: none"> <li>Discussion around “actual” hours being deployable hours with roster hours being actual hours. Staff have been filling out timesheets in a variety of ways. If a PDO is taken, perhaps list it as “0” hours and place it in the “Remarks” column, not in the TOIL column as it is not considered TOIL.</li> <li>SSA have had a problem interpreting what SO’s place on their timesheets, taking their PDO’s off their Annual Leave balance when this should not have occurred;</li> </ul>	<b>Action:</b> <ul style="list-style-type: none"> <li>Phil Horn to liaise with Judy Henderson (or Tony Cockerill) to provide administrative clarity on how to fill out timesheets for PDO’s for the purposes of consistency across the board;</li> <li>SOU to provide in writing their preferred way to fill out timesheets, if applicable;</li> <li>John R Martin (ERU) to then liaise with SSA to go through the standard agreed format to ensure that this is applied consistently;</li> <li>DC-QFRS to put out a Memorandum to all AC’s regarding how timesheets are to be filled out for PDO’s and also place into a Business Rule.</li> </ul>
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Item No.	Topic	Action Item/s
1.3 - SO-12-09-03	<p><b>Rural and Remote Issues</b></p> <ul style="list-style-type: none"> <li>• SOU tabled the latest Transport and Main Roads Rural and Remote Area Incentive Policy;</li> <li>• QFRS indicated that research into rural and remote policy has been well progressed by Sue Smith and Neil Gallant with input by AC-Steve Rothwell and AC-Tom Dawson on incentives;</li> <li>• Discussion from QFRS ERU around the need to be cautious when comparing Rural and Remote Policies between the two Departments and the constraint imposed by the “no further claims” clause. The SOU believed that it had been part of prior minutes that these matters were to be negotiated separate to the EB;</li> <li>• QFRS are formulating their position on this issue.</li> </ul>	<p><b>Action:</b></p> <ul style="list-style-type: none"> <li>• Update to be provided at next SOU Issues Forum</li> </ul>
SO-2010-02-03	<p><b>ERV's for Scientific Inspectors/Inspectors</b></p> <ul style="list-style-type: none"> <li>• It was agreed that a range of issues pertinent to this agenda item should be discussed in a separate meeting outside of the SOU Issues Forum;</li> <li>• Meeting to involve Iain MacKenzie, Phil Horn, John R Martin (ERU), Andrew Short, John Cawcutt, Dr. Michael Logan and Ray Bott. Meeting has now been arranged for Tuesday, 4<sup>th</sup> May, 2010.</li> </ul>	<p><b>Action:</b></p> <ul style="list-style-type: none"> <li>• <b>No further action required in this Forum.</b></li> </ul>

Item No.	Topic	Action Item/s
SO-2010-02-05	<p><b>Mandatory Retirement</b></p> <ul style="list-style-type: none"> <li>• ADCQ position regarding age based termination of employment - the legal position is they have an exemption as per s. 106 A of the Anti-Discrimination Act (1991);</li> <li>• Police Service do have age based retirement but they also have service based retirement as a police officer should not be in service for more than a number of years – this is under review;</li> <li>• With police, there is a capacity for the Commissioner to change the status of a police officer if they see they are no longer fit for duty. They can then make them a public servant, if suitable to the situation;</li> <li>• SOU concerned regarding the disparity between the mandatory retirement age of 65 but not being able to access superannuation benefits until the age of 67;</li> <li>• QFRS happy to pursue medical retirement, however will also look at :- <ul style="list-style-type: none"> <li>▪ Testing for fit for duty;</li> <li>▪ Streaming for job;</li> <li>▪ Pursuing Public Service Directive on Medical Redeployments.</li> </ul> </li> </ul>	<p><b>Action:</b></p> <ul style="list-style-type: none"> <li>• Update to be provided at next Forum.</li> </ul>
SO-2010-02-06	<p><b>Allowing for Increased Energy Costs</b></p> <ul style="list-style-type: none"> <li>• Enquiry about the electricity portion of salary sacrificing which is currently \$1333 per FBT year – given the increase in costs between 15%-30%, was there any intention to increase the allowable SS limit to keep pace with the rise in electricity costs? New figure suggested is around \$1725 with a commitment to review annually;</li> <li>• DC-QFRS stated that from the taxation perspective, the “employer” here is deemed to be the whole of Queensland government and that the figure set for electricity for salary sacrificing as such is across the whole of Queensland government;</li> <li>• SOU to pass on to Michael Thomas from the QPSU to liaise with the Queensland Council of Unions in order to ascertain a way forward.</li> </ul>	<p><b>Action:</b></p> <ul style="list-style-type: none"> <li>• Update to be provided by the SOU on an as needs basis emanating from action item.</li> </ul>

Item No.	Topic	Action Item/s
<b>New Agenda Items:-</b>		
SO-2010-04-20-01	<p><b>Senior Officers Deployment Conditions</b></p> <ul style="list-style-type: none"> <li>• SOU tabled the QFRS Deployment Conditions – SOCC Information Sheet for Station Officers, Firefighters, Communications Officers and Rural Fire Management Officers (L1/L2), specific reference to Interstate Deployment, asking for the same conditions of 24 hours clear of duty upon returning home, which is outside Award deployment conditions;</li> <li>• QFRS cited Clause 8.1.3 (Fares &amp; Travelling) – QFRS Interim Award – 2003 where it specifies “If an employee required in the course of the employee’s work to live away from home for a period of not less than five consecutive days and which would incur a period of time spent travelling, shall be allowed 24 hours free from duty immediately preceding the employee’s departure from home and 24 hours free from duty upon returning home immediately after the conclusion of the period of duty”.</li> </ul>	<p><b>Action:</b></p> <ul style="list-style-type: none"> <li>• SOU to draft a summary of conditions of employment for Senior Officers into a one page ready reckoner.</li> </ul>
<b>General Business:-</b>		
SO-2010-04-20-02	<p><b>Positive Workplace Program</b></p> <ul style="list-style-type: none"> <li>• SOU asked if attendance to this program was compulsory for staff above a certain level as there seemed to be a lot of duplication with professional development already covered;</li> <li>• QFRS are aware that this course is compulsory and that the DG is very aware of existing professional development;</li> <li>• DC-QFRS stated he will attend this course if SO’s are required to undertake it.</li> </ul>	<p><b>Action:</b></p> <ul style="list-style-type: none"> <li>• ERU to investigate whether attendance to this course is compulsory by SO’s and provide information back to the SOU;</li> <li>• ERU to brief DC-QFRS on the PWP Program.</li> </ul>
	<p><b>Next Meeting</b>            Tuesday 29 June, 2010            10:00am - 12:00 noon            DC-QFRS Office</p>	