

## Issues Forum – Senior Officers Union MINUTES

**Kedron Park Building - Friday, 18 November 2011 - 10:00am – 12:00 Noon - DC-QFRS's Office**

<b>ATTENDEES:-</b>		
Iain MacKenzie – Deputy Commissioner - QFRS	John Cawcutt – State President - SOU	
Marie Daniec – Deputy Commissioners Staff Officer - QFRS	Andrew Short – State Secretary - SOU	
Glenn Carthew – Employee Relations Manager – Employee Relations Unit	Christiane Strong – ER Advisor	
Item No.	Topic	Action
<b>Action Items from previous meetings:-</b>		
SOU-2010-09-03	<b>Rural &amp; Remote Issues</b> <ul style="list-style-type: none"> <li>SOU raised the issue that rents are increasing in certain areas and that gains may be lost as a result. Attraction and retention may become a more appropriate title.</li> </ul>	<b>Action</b> <ul style="list-style-type: none"> <li>Agreed to deal with individual issues as they arise;</li> <li>Matter to remain open.</li> </ul>
SO-2010-02-03	<b>Scientific Unit</b> <ul style="list-style-type: none"> <li>Progressing with concept of extra crew to drive truck. Crew to fall under BA Hazmat Command;</li> <li>Scientific Unit to draft an Options Paper for consideration by the Deputy Commissioner-QFRS prior to the Christmas break.</li> </ul>	<b>Action</b> <ul style="list-style-type: none"> <li>Update to be provided at next SOU Issues Forum.</li> </ul>
SOU-2011-06-29-02 – Re-raised Agenda Item.	<b>Next EB</b> <ul style="list-style-type: none"> <li>SOU preparing their log of claims for the negotiation period.</li> </ul>	<b>Action</b> <ul style="list-style-type: none"> <li>Update to be provided at next SOU Issues Forum.</li> </ul>
<b>New Agenda Items:-</b>		
SOU-2011-11-18-01	<b>Alternate Strategies for Management of Medical Conditions</b> <ul style="list-style-type: none"> <li>Discussion around the possibility of investigating a middle ground position to allow staff with medical conditions (and unable to undertake operational duties) to retain their position with reasonable adjustment to remuneration and benefits in an effort to retain their skills and capabilities;</li> <li>QFRS – there is a need to develop a better medical deployment policy that balances the needs of the organisation and the individual.</li> </ul>	<b>Action</b> <ul style="list-style-type: none"> <li>Dr. Keith Adam to review the medical standards. SOU to be part of that process;</li> <li>Preliminary work to be undertaken on what a middle ground position would be in order to allow staff to retain their position with reasonable adjustment to their position and remuneration/benefits;</li> <li>Update to be provided at next SOU Issues Forum.</li> </ul>

Item No.	Topic	Action
SOU-2011-11-18-02	<p><b>Points Arising from Meeting With DG</b></p> <ul style="list-style-type: none"> <li>• SOU advised the QFRS that they have met with the new DG and have raised a number of issues:-               <ul style="list-style-type: none"> <li>○ Rural &amp; Remote Issues;</li> <li>○ Zone Commanders in three Regions;</li> <li>○ Inspector/SO parity issues as regards extra responsibilities and accountabilities;</li> <li>○ ERV's (Emergency Response Vehicles) and fit for purpose.</li> </ul> </li> </ul>	<p><b>Action</b></p> <ul style="list-style-type: none"> <li>• <b>No Further Action.</b></li> </ul>
	<p><b>General Business</b></p> <p><b>Nil</b></p>	
	<p><b>Next Meeting:</b>          Wednesday 14 December 2011          10:00am – 12:00 noon          DC-QFRS's Office</p>	