

Issues Forum – Senior Officers Union - MINUTES

Kedron Park Building – Thursday 26 June 2014 – 10:00am-12:00 hours

ATTENDEES		
Mark Roche (A-DC) – Acting Deputy Commissioner - QFES	John Cawcutt (JC) – State President - SOU	
Marie Daniec (MD) – DC Staff Officer - QFES	Kevin Walsh (KW) – SOU	
Christiane Strong (CS) – Employee Relations Officer – ERU	Glenn Carthew (GC) – Employee Relations Manager – Employee Relations Unit	
Andrew Short (AS) – State Secretary – SOU	Tim Watkins/Shellie-Anne King – IHRIS Implementation Project	
Item No.	Topic	Action
Minutes of the previous meeting were approved as circulated.		
Action Items from previous meetings:		
SOU-2011-06-29-02	EB Update <ul style="list-style-type: none"> EB arbitration has now been completed. Now awaiting outcome to be articulated by full bench. 	Action <ul style="list-style-type: none"> In progress.
SOU-2013-03-27-02	Malone/PACSR Review Update <ul style="list-style-type: none"> Brief update provided – SOU asked that they be engaged as early as possible with any changes. 	Action <ul style="list-style-type: none"> In progress.
SOU-2014-02-27-01	New HR Implementation Program – Tim Watkins/Shellie-Anne King – Standing Agenda Item <ul style="list-style-type: none"> Tender process closed 23 May, 2014 for HR Payroll/HRM Solutions. Evaluation team currently going through process to vet and assess evaluations with a shortlisting process and competitive dialogue happening; Once this has been finalised, will go through the Design Phase. It will be 2016/2017 before this will be in place with a lot of work to be undertaken in the meantime, especially with the need to endeavour to find a way for systems like OMS to talk to the payroll system in an effort to reduce the amount of duplication of information; New system will mean that employees will be able to self-manage their own information – this again needs a whole lot of background work to be undertaken to make this happen. 	Action <ul style="list-style-type: none"> In progress.
New Agenda Items:		
SOU-2014-06-26-01	SER DMO Award Conditions <ul style="list-style-type: none"> Question raised as to what Award conditions the SER DMO's are on now that they are filled by substantive officers on a "shift" basis (4days on-4 days off) – would it be the same as BR DMO's? QFRS CA 2006 - Additional Leave for Senior Operations Coordinators Working the Continuous Shift Roster - 7.11.1 Senior Operations Coordinators are to accrue and access leave as per the rotating leave roster whilst they are in the Senior Operations Coordinators position. This is in recognition that these officers are working the 10/14 continuous shift roster; 	Action <ul style="list-style-type: none"> In progress.

	<p>SER DMO Award Conditions continued.....</p> <ul style="list-style-type: none"> • 2 x DMO's in SER who were SO's and now Inspectors – not on 10/14 roster but work 4 x 12's on a progressive rotating roster. The SER and BR DMO's work the same amount of rostered hours per week (48 hours averaged to 42 hours per week over an 8 week cycle) but BR DMO's accrue holidays at the same rate as a SO and FF and the SER DMO does not; • The proposal from the SOU is that the SER DMO's are rostered to day work with the days worked at 10/14 rostering arrangement – this they believe would resolve the issue of the reference to the 10/14 roster in Clause 7.11.1 of the QFRS Certified Agreement 2006. By changing the hours, the SOU believe that this should meet the criteria for the extension of the leave arrangements applying to the Brisbane DMO's under the Agreement. • The SOU also seek the new arrangement to be backdated to the date of appointment for the SER DMO's; • QFES is considering as to whether these hours arrangements are of benefit to the organisation. The Acting Deputy Commissioner has scheduled further discussions with the SOU on this matter for 14 August, 2014. 	
<p>SOU-2014-06-26-02</p>	<p>Inspector TOIL Provisions</p> <ul style="list-style-type: none"> • SOU asked for an interpretation of paying out of Inspector TOIL provisions in SO as they believe that there is current inconsistency in application for pay out of TOIL around the Regions as per e-mail from Kevin Walsh to A/DC Roche 10 May, 2014; • There may be a need to update the SO in order to provide further clarification. 	<p>Action</p> <ul style="list-style-type: none"> • A/DC Roche to follow up; • Update to be provided at next meeting.
<p>General Business: Nil</p>		
<p>Next Meeting: Thursday 28 August, 2014 – A/DC's Office – 10am-12 noon</p>		