

# VICTORIAN PUBLIC SERVICE AGREEMENT 2006

## APPENDIX 6 – ENVIRONMENT PROTECTION AUTHORITY

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#### 1 STANDBY ALLOWANCES

- 1.1 By agreement, experienced employees may be rostered to perform standby duties to broadly cover EPA after hours response to emergency situations and pollution reports.
- 1.2 There may be other circumstances where the standby allowances may be payable or may arise, in which the allowance will be considered and paid on a case by case basis.

#### 1.3 Emergency Response Officers

- 1.3.1 Emergency Response Officers, (ERO) rostered to perform after hours emergency response functions, including telephone work, will be paid an allowance per 7 day week (including Saturday and Sunday) for being on standby.

- 1.3.2 The following allowance rates per 7 day week will apply:

With effect date	Allowance Rate
1 March 2006	\$375.00
1 October 2006	\$386.30
1 October 2007	\$397.90
1 October 2008	\$409.80

- 1.3.3 Rostered EROs are entitled to claim overtime for any duties performed while either on site or at the workplace, including travel time. *Workplace does not include an employee's private place of residence unless a formal working from home agreement exists between the employee and the Authority.*

- 1.3.4 Rostered EROs will be entitled to an extra \$50 per public holiday for being on standby.

#### 1.4 Support Emergency Response Officers

- 1.4.1 Support Emergency Response Officers, (SERO) or Laboratory Emergency Response Officers, (LERO), rostered to be on standby to perform support emergency response functions, will be paid an allowance for a 7 day week (including Saturday and Sunday).

- 1.4.2 The following SERO & LERO allowance rates per 7 day week will apply:

With effect date	Allowance Rate
1 March 2006	\$190.00
1 October 2006	\$195.70
1 October 2007	\$201.60
1 October 2008	\$207.60

- 1.4.3 Rostered SEROs or LEROs are entitled to claim overtime for any duties performed while either on site or at the workplace, including travel time. *Workplace does not include an Employee's private place of residence unless a formal working from home agreement exists between the Employee and the Authority.*

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**1.4.4** A SERO or LERO will be entitled to an additional \$50 for each public holiday rostered on standby.

#### **1.5 Pollution Complaints Response Officers**

**1.5.1** Pollution Complaints Response Officers (PCRO) rostered to be on standby to perform after hours pollution complaints response functions, including telephone work, will be paid an allowance for a 7 day week (including Saturday and Sunday).

**1.5.2** The following PCRO allowance rates per 7 day week will apply:

With effect date	Allowance Rate
1 March 2006	\$205.90
1 October 2006	\$212.10
1 October 2007	\$218.50
1 October 2008	\$225.10

**1.5.3** Employees will be entitled to claim overtime for any duties performed while either on site or at the workplace, including travel time. *Workplace does not include an employee's private place of residence unless a formal working from home agreement exists between the Employee and the Authority.*

**1.5.4** A PCRO will be entitled to an additional \$50 for each public holiday rostered on standby.

#### **1.6 After Hours Response Officers - Duty**

**1.6.1** After Hours Response Officers - Duty, (AHRO - Duty) rostered to perform after hours response functions including telephone work on Saturday and Sunday evenings from 4pm to 10pm, including telephone work, will be paid an allowance per week.

**1.6.2** The following AHRO - Duty allowance rates will apply:

With effect date	Allowance Rate
1 March 2006	\$211.20
1 October 2006	\$217.50
1 October 2007	\$224.00
1 October 2008	\$230.70

**1.6.3** The AHRO-Duty allowance outlined in **clause 1.6.2** is to compensate the Employee for any telephone coordination work undertaken during the period of work from 4pm to 10pm Saturday and Sunday.

**1.6.4** An AHRO-Duty who is rostered to work on a week where a public holiday occurs is entitled to receive an additional allowance equivalent to 50% of the weekly AHRO-duty allowance rate for each additional shift worked on a public holiday. An AHRO-Duty is also entitled to receive an additional \$50 for each public holiday rostered to work.

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- 1.6.5** An AHRO-Duty who is eligible for an allowance in accordance with **clause 1.6.1** can also be rostered on standby to assist with, or if required, perform pollution complaint (PCRO) and support emergency response (SERO) functions.
- 1.6.6** In addition to the AHRO-Duty allowance set out in **clause 1.6.2**, an AHRO – Standby allowance for a 7 day week will be paid where employees are also rostered on standby in accordance with **clause 1.6.5**.
- 1.6.7** The following **AHRO-Standby** allowance rates for a 7 day week will apply:

With effect date	Allowance Rate
1 March 2006	\$165.60
1 October 2006	\$170.60
1 October 2007	\$175.70
1 October 2008	\$181.00

- 1.6.8** An AHRO-Duty who is rostered on standby will be entitled to claim overtime for any duties performed while either on site or at the workplace, including travel time. These standby functions are undertaken at all times during the 7 day period except between 4pm and 10pm Saturday and Sunday. *Workplace does not include the employee's private place of residence unless a formal working from home agreement exists between the Employee and the Authority.*

#### **1.7 Rural Emergency Response Officers**

- 1.7.1** Rural Emergency Response Officers (RERO) are entitled to be paid an annual allowance to be generally available to respond to rural emergency and major pollution incidents e.g.: Fish Kills.
- 1.7.2** The parties are to establish agreed and consistent procedures for communication with ERO's to provide them with certainty of a response from the RERO of their availability to respond to the incident.
- 1.7.3** The following annual allowance rate will apply per person for being generally available to respond to rural emergency and major pollution incidents. Two annual allowances per Region will be paid. Where appropriate alternative arrangements as to the allocation of allowances may be agreed between Employees and EPA.

With effect date	Allowance Rate
1 March 2006	\$2920
1 October 2006	\$3008
1 October 2007	\$3098
1 October 2008	\$3191

- 1.7.4** In the case of an emergency any employees required to assist will be eligible for overtime at the appropriate rate for the time of day of the incident.

#### **1.8 I.T. Standby allowance**

- 1.8.1** Information Technology Employees rostered to be on standby for a 7 day period, will be paid an allowance for that 7 day period.

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**1.8.2** The following allowance rates will apply for that 7 day period:

With effect date	Allowance
1 March 2006	\$156.60
1 October 2006	\$161.30
1 October 2007	\$166.10
1 October 2008	\$171.10

**1.8.3** IT employees on standby will be entitled to an additional \$50 for each public holiday rostered on standby.

#### **1.9 Media Standby allowance**

**1.9.1** Media employees rostered to be on standby in order to respond to media issues for a 7 day period, will be paid an allowance for that 7 day period.

**1.9.2** The following allowance rates will apply for that 7 day period:

With effect date	Allowance
1 March 2006	\$207.00
1 October 2006	\$213.20
1 October 2007	\$219.60
1 October 2008	\$226.20

**1.9.3** Media employees on standby will be entitled to an additional \$50 for each public holiday rostered on standby.

## **2 OVERTIME PAYMENTS**

Overtime payments for employees paid standby allowances shall be paid in accordance with **clause 35, Section I, of this Agreement**.

## **3 DIVING ALLOWANCE**

**3.1** An allowance will be paid to employees qualified and required in the course of their work to dive underwater with the aid of underwater breathing apparatus.

**3.2** The following daily rates will apply, for each day an employee actually undertakes a dive:

With effect date	Rate per day
1 March 2006	\$27.00
1 October 2006	\$27.80
1 October 2007	\$28.60
1 October 2008	\$29.50

## **4 TEMPORARY LOCATION EXPENSES**

**4.1** In addition to **clause 62, Section I of this Agreement**, where an employee is required to temporarily relocate their workplace reasonable temporary accommodation and/or travel expenses, whichever is applicable, will be paid to Employees.

**4.2** Employees undertaking graduate development or like placements will be reimbursed reasonable accommodation and/or travel costs.

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- 4.3 Temporary location to another workplace will generally not exceed 3 months duration.
- 5 **OVERSEAS TRAVEL**
- 5.1 EPA will reimburse all work related expenses, upon provision of receipts, incurred by employees while engaged in work overseas. Ninety per cent of the applicable rates will be paid in advance of travel.
- 5.2 The employee may be paid an additional allowance where the project undertaken by the employee provides for it to be paid.