

VICTORIAN PUBLIC SERVICE AGREEMENT 2006

APPENDIX 11 – VICTORIA POLICE

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PART 1- GENERAL

1 ALLOWANCES

Expenses reimbursed to unsworn Employees for travel, meal and relocation will be consistent with reimbursement of expenses to sworn members of Victoria Police.

2 COMMUTED ALLOWANCE

Commuted allowances agreed on a case-by-case basis with the Employee concerned and/or the CPSU may be paid in substitution for allowances provided for elsewhere in this Agreement, in circumstances where the requirements of the relevant work unit result in members working overtime and/or on-call. An Employee must not receive less as a commuted allowance over the period that the commuted allowance is paid, than the Employee would have received had the allowance(s) being commuted been paid over that period.

3 STANDBY / ON CALL ALLOWANCE

3.1 Eligibility

- 3.1.1** Standby for work is when an Employee is required by the Employer to be ready to perform work outside of ordinary working hours as part of a formal standby, but is not required to be at his/her place of work during that period of standby.
- 3.1.2** The Employee and the Employer must make arrangements about where and how the Employee may be contacted by the Employer to be recalled or be released from standby.
- 3.1.3** The Employee's movements will be unrestricted except that he/she must be able to be contacted immediately outside work hours and must be able to attend work within a reasonable time set by the Employer.

3.2 Rates

From	Per night	Per day/night
1 March 2006	\$20.30	\$40.60
1 October 2006	\$20.90	\$41.80
1 October 2007	\$21.50	\$43.10
1 October 2008	\$22.10	\$44.40

PART 2- FORENSIC OFFICERS

4 FORENSIC OFFICER PROVISIONS

- 4.1** For the purposes of Clauses 4 to 8:

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Employee means Forensic Officers employed pursuant to Division 4 of Part 3 of the Public Administration Act 2004.

Normal Hourly Rate means the hourly rate calculated on the salary as prescribed in **Table 3** of **Schedule D** to this Agreement.

5 PRODUCTIVITY BENEFITS

5.1 The *Victoria Police Force (Forensic Officer) Agreement 2002* provided for a commitment to restructure and review the Forensic Services Department. The parties agree to implement the following productivity improvements over the life of this Agreement:

5.1.1 Create further efficiencies by developing ongoing succession planning, training employees to world class standards of forensic techniques and improving facilities and resources.

5.1.2 Development of Service Level Agreements which will identify the protocols to facilitate better work flows for the Forensic Services Department.

6 NEW TECHNOLOGY BENEFITS

6.1 Victoria Police has invested in and will continue to upgrade a range of new processes, technologies and techniques in Forensic Science to identify ongoing productivity savings as the technologies and techniques are introduced. The parties agree to the continuing:

6.1.1 Introduction of ‘test of essentiality’ forms and triage teams to ensure that only samples of evidentiary value are forwarded into the lab for analysis and other administrative efficiencies;

6.1.2 Examination of expert systems to introduce efficiencies in analysis and interpretation of results;

6.1.3 Agreement to implement, contingent on funding, a Laboratory Information Management System (LIMS) that will introduce significant efficiencies in Exhibit tracking/management and management reporting.

6.2 Victoria Police will link these strategies into the major crime management model developed in partnership with the Departments of Premier and Cabinet and Justice; and the new service delivery model that is being developed by Victoria Police.

7 PERFORMANCE BASED PROGRESSION

7.1 The current performance pay system, PEP will remain in place.. The parties agree to form a working party to review the performance assessment system and its components.

7.2 For the purposes of this clause the employee’s anniversary date is the date of appointment to their current classification.

7.3 Performance based progression increases, as per the classification structure in **Table 3** of **Schedule D** to this Agreement, for Forensic Officers will be available annually on the employee’s anniversary date.

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7.4 Performance Based progression will occur in accordance with **clause 7.3** based on agreed progression criteria between the employee and the employer unless:

7.4.1 The employee's performance has been assessed as unsatisfactory or not competent; and/or

7.4.2 The employee is unable to successfully complete a Performance Improvement Plan.

8 RECALL PROVISIONS

“Unforeseen” for the purposes of this clause means the necessary attendance at work or a recall to court outside of normal hours or after a period of leave has commenced.

8.1 Where employees are recalled to duty outside their normal hours for unforeseen circumstances they will be paid at the following rates:

8.1.1 Monday to Saturday (except Public Holidays)

Time and a half of the normal hourly rate for the first three hours, and double time for the rest of the recall duty.

8.1.2 Sunday (except Public Holidays)

Double the normal hourly rate.

8.1.3 Public Holidays

Time and a half of the normal hourly rate in addition to the normal time being paid for a Public Holiday.

8.1.4 Recall from Leave

Employees will be paid for up to 7.6 hours per day unless otherwise authorised by the Director, FSD. Employees may choose to be compensated in either of the following manners:

8.1.4(a) In addition to the re-crediting of leave, a rate of 50% of the normal hourly rate for the first 7.6 hours and a rate of 100% of the normal hourly rate for the remaining duty; or

8.1.4(b) No re-crediting of leave with a rate of 150% of the normal hourly rate for the first 7.6 hours and a rate of 200% of the normal hourly rate for the remaining duty.

8.2 Where employees are required to extend their duty beyond their normal hours, on an unforeseen basis, for three hours or more, the provisions in **clause 8.1** will apply.