

APPENDIX 6 – ENVIRONMENT PROTECTION AUTHORITY

1. STAND-BY ALLOWANCES

1.1 General Stand-by Allowance

1.1.1 Where required and by agreement, experienced Employees may be rostered to perform after hours duties. If so rostered, they will be paid an allowance per 7 day week (including Saturday and Sunday) for being on stand-by.

1.1.2 Unless otherwise specified in this Appendix, stand-by conditions will be in accordance with **clause 30.5, Section 1** of this Agreement, and stand-by rates will be in accordance with **clauses 1.1.4** and **1.1.6** of this Appendix.

1.1.3 For rostered or generally available Employees on stand-by, overtime payments and the overtime rates payable will be in accordance with **clause 35, Section 1** of this Agreement.

1.1.4 The following stand-by allowance rates per 7 day week will apply:

Date of Effect	Allowance Rate
4 May 2009	\$266.10
1 July 2009	\$271.50
1 February 2010	\$275.00
1 October 2010	\$283.90

1.1.5 The allowance specified in **clause 1.1.4** compensates a rostered Employee for all after hours telephone and electronic communication duty that does not require the rostered Employee to then carry out follow up work.

1.1.6 Rostered or generally available Employees are entitled to an extra \$50 per public holiday for being on stand-by.

1.1.7 Rostered or generally available Employees who have been recalled to duty will be entitled upon the cessation of such work, and prior to the resumption of normal duties, to a clear break of 10 hours without loss of pay, and prior to the resumption of normal duties.

1.2 Emergency Response Duty Officer Stand-by Allowance

1.2.1 Where required, an Emergency Response Duty Officer (EROD) 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 stand-by.

1.2.2 The following EROD allowance rates per 7 day week will apply:

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Date of Effect	Allowance Rate
4 May 2009	\$435.50
1 July 2009	\$444.40
1 February 2010	\$450.00
1 October 2010	\$464.70

- 1.2.3 The allowance specified in **clause 1.2.2** compensates a rostered Employee for all after hours telephone and electronic communication duty that does not require the rostered Employee to then carry out follow up work.
- 1.2.4 EROD Employees on rostered stand-by are entitled to overtime payments and the overtime rates in accordance with **clause 35, Section 1** of this Agreement.

1.3 Ballast Water Duty Officer and After Hours Response Officer Stand-by and Duty Allowances

- 1.3.1 Where required, an Employee rostered to perform after hours Ballast Water Duty Officer (BOWD) functions, including telephone and electronic communication work, will be paid an allowance per 7 day week (including Saturday and Sunday) for being on stand-by. The allowance also compensates the Employee for routine ballast water administration work undertaken for up to 5 hours, including intermittent duty, on Saturday and Sunday.
- 1.3.2 Where required, an Employee rostered to perform After Hours Response Officer Duty (AHRO) functions, including telephone and electronic communication work, will be paid an allowance per 7 day week (including Saturday and Sunday) for being on stand-by. The allowance also compensates the Employee for telephone and electronic communication work undertaken between 4pm and 10pm on Saturday and Sunday.
- 1.3.3 The following BOWD and AHRO allowance rates per 7 day week will apply:

Date of Effect	Allowance Rate
4 May 2009	\$411.30
1 July 2009	\$419.70
1 February 2010	\$425.00
1 October 2010	\$438.80

- 1.3.4 The allowance specified in **clause 1.3.3** compensates a rostered Employee for all after hours telephone and electronic communication duty that does not require the rostered Employee to then carry out follow up work.
- 1.3.5 BOWD and AHRO Employees on rostered stand-by are entitled to overtime payments and the overtime rates in accordance with **clause 35, Section 1** of this Agreement. Exceptions are described in **clause 1.3.6**.
- 1.3.6 BOWD Employee is not entitled to claim overtime for routine ballast water administration work undertaken for up to 5 hours, including intermittent duty, on Saturday and Sunday. AHRO Employee is not entitled to claim overtime for Second

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Shift, telephone, and electronic communication coordination work undertaken between 4pm and 10pm on Saturday and Sunday.

1.4 Rural Emergency Response Officer Allowance

1.4.1 A Rural Emergency Response Officer (RERO) is entitled to be paid an annual allowance for being on stand-by to be generally available to respond to rural emergency and major pollution incidents, e.g. fish deaths.

1.4.2 The following annual RERO allowance rates will apply per Employee for being generally available to respond to rural emergency and major pollution incidents:

Date of Effect	Allowance Rate
4 May 2009	\$3,387
1 July 2009	\$3,456
1 February 2010	\$3,500
1 October 2010	\$3,615

1.4.3 The allowance specified in **clause 1.4.2** compensates an Employee for all after hours telephone and electronic communication duty that does not require the Employee to then carry out follow up work.

1.4.4 RERO Employees on stand-by are entitled to overtime payments and the overtime rates in accordance with **clause 35, Section 1** of this Agreement.

2. SECOND SHIFT DUTY

2.1 An Employee rostered as a Second Shift Officer (SSO) First or Second Officer to perform Second Shift functions will be paid a loading for a 7 day week (including Saturday and Sunday), and be eligible to take time off in lieu.

2.2 The following SSO shift loading and time off in lieu per 7 day week will apply:

Officer	Loading on hourly rate for each Second Shift hour worked	Time off in lieu
First Officer	20%	3 days in lieu of Saturday and Sunday worked; plus a further day off in lieu of any public holiday worked.
Second Officer	15%	3 days in lieu of Saturday and Sunday worked; plus a further day off in lieu of any public holiday worked.

3 DIVING ALLOWANCE

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

3.2 The following diving allowance rates will apply for each day an Employee undertakes one or more dives:

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Date of Effect	Rate per day
4 May 2009	\$29.52
1 July 2009	\$30.12
1 February 2010	\$30.50
1 October 2010	\$31.50

4 TEMPORARY LOCATION EXPENSES

- 4.1** In addition to **clause 31.11 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.

5 OVERSEAS TRAVEL

- 5.1** Upon provision of receipts, EPA will reimburse all work-related expenses, incurred by Employees while engaged in work overseas.
- 5.2** Where reasonable estimates of travel costs can be predicted, and as agreed by EPA, 90% of the applicable expenses will be paid in advance of travel.