



ARFFS EA Negotiations 2021

Continued in 2022

UNION LOG OF CLAIMS

Items for inclusion in the EA from the existing deed dated 23 July 2018

Clause 2 (Hamilton Island)

Agreed in Part

Current deed arrangements to remain, not for inclusion in EA

AND

Clause 4 (Temporary Transfer Allowance – Food and Drink)

Agreed

Recruits will be entitled to seek reimbursement of their expenses incurred

For inclusion into EA

- **Career Break**

(ATC EA)

Agreed

To be included in the EA

- **Emergency Duty**

(ATC EA)

Not agreed

Existing provisions to remain

- **Higher Duties**

(ATC EA)

Not agreed

Existing provisions remain

PART A – AGREEMENT ADMINISTRATION

Clause	Proposed Amendment	Agreed/Pending /Not Agreed
2 For insertion	FDV Definitions Domestic Violence: means domestic violence as defined in the Crimes (<i>Domestic and Personal Violence</i>) Act 2007 (NSW)	In part agreed Definition will be included
2(i)	Definitions Overtime: achieve consistency in all AirServices to be equal to Air Traffic Control EA	Not Agreed No change to existing definition
For insertion: 3.3 Period of operation	Period of Operation Negotiations for a new agreement will commence no later than nine (9) months prior to the expiry of this agreement. See for example Fire Rescue Victoria EA	Agreed subject to condition(s) “Negotiations for a new agreement will commence no later than six (6) months prior to the nominal expiry of the agreement”
4.1 For insertion	Parties bound Include - United Fire Fighters Union of Australia Aviation Branch	Agreed subject to condition(s)
8 For insertion	Service obligation WHS Clause Fire Rescue Victoria EA has some of the most advanced and model employer with respect to PPE	Agreed in Part Creation of ARFFS specific WHS Committee Existing EA provisions, policy and procedure to remain
11(d)	Categories of Employment Casuals Inclusion of current Annexure A wording	Agreed Mere formality no substantive change
15	Consultation on Change Work Health Safety Again, FRV EA has some of the most advanced detail Minimum staffing Rostering	In Part Agreed Establishment of WHS Committee Not agreed: Minimum Staffing Rostering
16	Rights of Employee Representatives Paid leave to attend union training Paid time to complete employee representative duties Paid travel to attend employee representative duties ACT Fire & Rescue EA	Not agreed No improvement to existing EA provisions
For insertion: New Clause	Infrastructure National Joint Review of Facilities	Not agreed ARFFS do not want to include in EA, for policy and procedure only

PART B – HOURS OF WORK

Clause	Proposed Amendment	Agreed/Pending /Not Agreed
Existing Clause 21	Principles of Rostering Definitions Rostering Principles To include in definitions 24-hour (Sydney) Roster Other roster requirements Make 24-hour (Sydney) Roster available for employee majority vote and then accordingly endorsement by LOM/AALL	Pending ARFFS rely upon current EA provisions of the Group Flexibility Agreement. Offered further discussions with Sydney specific GFA
Existing Clause 22	Overtime Time x Base Salary 1.5 x First 3 Hours 2x Excess of 3 Hours 2x Sundays 2.5 x Public Holidays Consistency throughout Airservices i.e. Air Traffic Control EA	Not agreed No increase to overtime rates
Existing Clause 24	TOIL 24.2 Remove words "within 12 months of it accruing" 24.3 Remove	Not agreed Existing provisions remain

PART C – ALLOWANCES AND REIMBURSEMENTS¹

Clause	Proposed Amendment	Agreed/Pending /Not Agreed
Existing Clause 30 For insertion	Transferability of employees Transfer on recruitment or on an employee's request Per Air Traffic Control EA	Not agreed ARFFS do not want in EA, will keep in current Policy/Procedure
For insertion Clause 30.17(f)	Temporary Transfer When an employee was entitled to a remote locality allowance at the previous location, the employee will continue to be paid the applicable remote locality allowance in accordance with clause 35.	Not agreed
Existing Clause 34	Portfolio Allowance For inclusion: Accredited Trainer	Not agreed ARFFS do not want any new clauses in EA
Existing Clause 35.1	Locality Remote Location Inclusion of further locations (Live and work in Whitsundays region) Hamilton Island (plus all travel time and expenses per deed) Proserpine	Not agreed ARFFS current deed will continue, will not be included in EA, no new locations
Existing Clause 41	<i>To be renamed</i> Complexity Allowance	Not agreed Will remain as current CAT 10

¹ There should be an increase, of all current monetary rates specified, in accordance with any in-principal agreement reached on percentage pay increase(s). **ARFFS position - only if permitted by APSC Bargaining Policy.**

PART D - LEAVE

Clause	Proposed Amendment	Agreed/Pending /Not Agreed
Existing Clause 21 For insertion	Types of Leave and Continuous Service (Paid Leave) to appear in the Fair Work Commission (Unpaid Leave) to take up office as a full-time Employee Representative ACT Fire & Rescue Service EA (Unpaid Leave) taken as Parental Leave (Paid Leave) taken as Family and Domestic Leave Not losing any time towards service	ARFFS rely on current EA provisions Not agreed No change, still break in service
Existing Clause 60	Parental Leave ²	Agreed in Part General neutral provisions to allow any staff member to primary carer leave. No increase to existing paid leave, no new types of paid leave
Existing Clause 63	Supporting Partner Leave 3 weeks paid leave Again, see footnote comments	Not agreed No increase to existing leave, no new types of paid leave
For insertion	Paid Family & Domestic Violence Leave Key item for model/best employer Refer FRV EA	Not agreed Any new type of paid leave Agreed in Part ARFFS has Draft FDV Clause BUT Wants to staff to utilise their existing paid and unpaid leave EA provisions

² There is an opportunity for Airservices to encourage all employees to become primary carers, upon the birth or adoption of a child, that an employee is to take a period of leave to attend to being the primary carer. This will lead to a more equal sharing of the burden of caring responsibilities in families. It will also play a part in achieving greater equality in our society for Same Gendered Parents and Male Parents to be able to take on more child rearing roles. **Not agreed by ARFFS to increase conditions per APSC Bargaining Policy. Despite whole of Airservices identifying these working conditions organisation wide need to be improved!**

PART E – PERFORMANCE, CONDUCT, FITNESS AND TERMINATION

Clause	Proposed Amendment	Agreed/Pending /Not Agreed
Existing Clause 69	Merit and Selection In accordance with Air Traffic Control EA	Not agreed ARFFS do not want to include in EA, want to leave in policy and procedure
Existing Clause 74 Insert New Clause	For equal inclusion as part of health: Mental Health and Wellbeing Air Services to meet the costs of General Practitioner Mental Health Care Plan and Treatment Sessions with Psychologist	Agreed Reimbursement of up to \$500 early intervention costs offered by ARFFS
Existing Clause 75	3year medical examinations Best practice testing Making improvements	Agreed ARFFS Draft incorporates Union wording

PART F – CLASSIFICATIONS AND PAY

Clause	Proposed Amendment	Agreed/Pending /Not Agreed
Existing Clause 82	Progression For inclusion: Training School Instructor Local Operation Manager	Not agreed ARFFS want to keep outside of the EA
Existing Clause 84	Superannuation Increase to contributions to accumulation fund	Not agreed APSC Bargaining Policy is the position taken by ARFFS
Existing Clause 87	Salary Classification Table to include: Training School Instructor LOM/AALL Pay rises With incremental economic recovery Increased revenue anticipated for Airservices Overall consistency with Airservices Employees i.e. ATC EA for total 6% over 3 years 2021 – given no pay increase, EA adoption not likely until Q1 2022 (or later), should be no 6month deferral on first pay increase	Not agreed ARFFS want to keep out of the EA Not agreed APSC Bargaining Policy is the position taken by ARFFS