

REGISTER OF
ENTERPRISE AGREEMENTS

ENTERPRISE AGREEMENT NO: EA98/295

TITLE: Murray Rural Lands Protection Board Enterprise Agreement

I.R.C. NO: 98/5725

DATE APPROVED/COMMENCEMENT: 18 November 1998

TERM: 36 months

NEW AGREEMENT OR
VARIATION: New

GAZETTAL REFERENCE:

DATE TERMINATED:

NUMBER OF PAGES: 5

COVERAGE/DESCRIPTION OF

EMPLOYEES: Applies to employees engaged as Rangers and District Veterinarians employed by the Murray Rural Lands Board

PARTIES: Murray Rural Lands Protection Board -&- Public Service Association of New South Wales



MURRAY

RURAL LANDS PROTECTION BOARD

Enterprise Agreement



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2. PARTIES TO THE AGREEMENT

This Enterprise Agreement, made pursuant to the provisions of Section 29-47 of the Industrial Relations Act 1996, was entered into between:

The Murray Rural Lands Protection Board
and
The Public Service Association of NSW

3. TITLE OF THE AGREEMENT

This Agreement will be known as the Murray Rural Lands Protection Board Enterprise Agreement.

4. INTENTION

The purpose of this Agreement is to regulate the salaries and conditions of Rangers and the conditions of District Veterinarians employed by Murray Rural Lands Protection Board.

5. INCIDENCE

This Agreement will replace Clause 4 of Part B of the Rural Lands Protection Board's ~~Wages~~ and Conditions Award ~~1995~~.

6. PERIOD OF OPERATION

- (i) The term of this Agreement will be for a period of 3 years.
- (ii) This Agreement can only be terminated by mutual agreement during the term of the Agreement, or at or after its expiration by one of the parties giving at least three months notice of intention to terminate to all the other parties.

*Amended
Sams, D.P.
18/11/98*

7. **DEFINITIONS**

"**Association**" means the Public Service Association of New South Wales.

"**Board**" means the Murray Rural Lands Protection Board.

"**Dispute**" is a disagreement between employees and the Board concerning the employment relationship.

"**Employee**" means any District Veterinarian or Ranger employed by the Board.

"**Grievance**" is any workplace problem which causes an employee concern.

8. **CLASSIFICATIONS AND SALARY STRUCTURES**

RANGERS		
Years of Service	Commencement	01/01/1999
1	\$33,599	\$35,019
2	\$34,577	\$36,046
3	\$35,675	\$37,198
Year 4	\$36,844	\$38,427
Multi-skilled	\$37,511	\$39,126
Senior	\$38,625	\$40,296
Marketing ^{Managing}	\$39,739	\$41,466
*Inclusive of Supervision Allowance	\$41,200	\$43,000



*Scmt. DP.
amended *
18/7/98*

9. **MOTOR VEHICLE USAGE AND ALLOWANCE**

Employees of the Board required to use a vehicle in the course of their duties may, at the discretion of the Board, be granted private use of the vehicle on such conditions as the Board determines.

10. **TELEPHONE EXPENSES**

The Board may, at its discretion, pay such proportion of private calls from employees' private telephones as the Board determines and under such conditions as the Board determines.



11. GRIEVANCE AND DISPUTES PROCEDURE

- (i) When any grievance or dispute arises at the workplace, the employee(s) must attempt to resolve the grievance with the person concerned in the first instance. Throughout these procedures, employee(s) may be represented by the Association.
- (ii) If this is not possible, the employee refers the grievance/dispute to their immediate supervisor or manager. The supervisor is to be given the opportunity to fully investigate the matter and must provide written response to the dispute or grievance. The supervisor will advise the employee(s) concerned of the time by which an answer will be provided. Grievances should be resolved within forty-eight (48) hours.
- (iii) If the matter remains unresolved, the employee and/or their representative will take the matter to the Board Chairman, who will attempt to solve the matter.
- (iv) If the grievance or dispute remains unresolved, the parties agree that it may be referred to an appropriate independent arbitrator or mediator (this includes the Industrial Relations Commission).
- (v) Nothing contained in these procedures will preclude the parties from entering into direct negotiations on any matter.
- (vi) Each stage is to be handled expeditiously.
- (vii) Whilst these procedures or negotiations are continuing, no stoppage of work or any other form of limitation of work shall be applied.
- (viii) The parties reserve the right to vary this procedure where it is considered that a safety factor is involved.

12. SAVINGS OF RIGHTS

- (i) At the time of entering into this Agreement, no employee covered by this Agreement will suffer a reduction of his or her rate of pay or any loss or diminution in his or her conditions of employment as a consequence of entering into this Agreement.
- (ii) Should there be a variation to the Crown Employees (Public Sector Salaries - June, 1997) Award or an award replacing that award, employees of the Board will maintain the same salary relationship to the rest of the public service. Any such salary increase will be reflected in this Agreement either by variation to it or by entering into a new Agreement.

13. DECLARATION

The parties to this Agreement declare that this Agreement is the outcome of negotiations freely entered into by the parties and that this Agreement was not signed by either party under duress.

This Agreement was made at Sydney on 23rd day of October, 1998.

Signed for and on behalf of the Murray Rural Lands Protection Board by:

Chairman:



B. J. Lane

Witness:

[Signature]

and for the Public Service Association of New South Wales:

Mr M O'Sullivan, President,
Public Service Association of
New South Wales

[Signature]

and

Ms Janet Good, General Secretary,
Public Service Association of
New South Wales

[Signature]