

On 31 July 2023, in-principle agreement (IPA) was reached in relation to the proposed *State Government Entities Certified Agreement – 2023 (2023 Core)*.

The following provides a summary of the key changes and/or enhancements to be provided through the proposed 2023 Core Agreement to assist you to understand the effect of the changes.

Department of Environment and Science (DES) – Employees covered by the Queensland Parks and Wildlife Service Employees Award – State 2016 (Rangers and Wildlife Officers)

Appendix	7
New Clauses	Details
<p>1. to 1.4, Provisions applicable to persons covered by the <i>Parks and Wildlife Employees Award – State 2016</i></p>	<p>It is recognised that Rangers and Wildlife Officers have unique working arrangements, such as:</p> <ul style="list-style-type: none"> - an uncommon and unlimited spread of hours that allows ordinary hours from midnight to midnight, 7 days per week; - the unique nature of the work, such as the wide range of work locations, from the far west of the State to the tip of Cape York and often in remote locations and National Parks, as well work on vessels offshore for several days or weeks at a time; - increased additional hours required to be worked to enhance work efficiencies, emerging issues, and significant unforeseen events – e.g. responding to client needs, facility/plant and equipment breakdowns, emergency/disaster responses etc; and - the existence of a standalone award, which applies only to this cohort. <p>In recognition of these arrangements, and to assist with providing greater flexibility, clauses have been included in the appendix to provide flexibility in how Rostered Days Off (RDOs) arrangements are treated under the Award.</p> <p>The detail of the flexible RDO arrangements will be given effect through an Hours of Work Policy to be developed in consultation with the unions, within 3 months of the commencement of the proposed 2023 Core Agreement.</p> <p>The inclusion of these clauses will allow the ability to change the minimum arrangements provided for in the award and will be enhanced.</p> <p>While the details of the policy are to be settled by the parties, and will contain the specific changes, it will allow employees to:</p> <ul style="list-style-type: none"> - bank additional RDOs (beyond the 5 days currently allowed under the), and - access RDOs in periods of less than one day. At present an RDO must be taken as a full day.
<p>Continuing, reviewed and updated provisions originally prescribed in the <i>Queensland Cultural Centre Car Park Officers Certified Agreement 2005</i></p>	<p>Please see document relating to: Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts.</p>

Provisions applicable to Employees Engaged at the State Library of Queensland	
Provisions Applicable to Certain Professional Staff Employed in the Department of Communities, Disability Services and Seniors	

If you have any questions in relation to Appendix 7 or the broader Core information, please contact your agency representatives:

- Randall Swain: Randall.Swain@des.qld.gov.au or 3181 2480
- Jackson Burgess: Jackson.Burgess@des.qld.gov.au or 07 3516 0534

If you wish to discuss with your union, contact details can be located [here](#)