

ENTERPRISE AGREEMENT

NO: E.A. 113 /1993

DATE REGISTERED: 23-7-93

PRICE: \$ 24-00

**ENTERPRISE AGREEMENT
FIELD OFFICERS - NATIONAL PARKS AND WILDLIFE SERVICE**

ENTERPRISE AGREEMENT made the _____ day of _____ in the year 1993 between the Public Employment Industrial Relations Authority, a corporation constituted under Section 56 of the Public Sector Management Act 1988, on the one part and the Australian Worker's Union, New South Wales Branch and the Public Service Association of New South Wales representing the officers or employees hereinafter referred to of the other part.

(1) PARTIES TO THE AGREEMENT

This Agreement is made between the Public Employment Industrial Relations Authority and the Public Service Association of New South Wales in respect of Kosciusko National Park and Georges River National Park, and the Australian Workers' Union, New South Wales Branch in respect of all other National Parks, in accordance with the provisions of Section 115 - 142 of the Industrial Relations Act 1991.

This Agreement shall be binding upon the National Parks and Wildlife Service and all officers as defined herein and the Association and the Union.

(2) INCIDENCE AND APPLICATION

This Agreement is to regulate salaries and conditions of employment of officers classified as Field Officer, Senior Field Officer, Field Supervisor and Senior Field Supervisor in the National Parks and Wildlife Service.

The Agreement shall be binding on the parties as defined herein for a period of two years from the date of registration of the Agreement.

This Agreement shall replace the Wages Field Staff, National Parks and Wildlife Service, Agreement No. 2272 of 1980, the Wages Field Staff, Kosciusko National Park, National Parks and Wildlife Service, Agreement No. 2303 of 1981, the National Parks and State Recreation Areas (Wages Field Staff - Trust Controlled Parks) Agreement No. 2287 of 1980 and the Georges River State Recreation Area (Wages Field Staff) Agreement 2403 of 1982, in respect of the classifications of Park Worker, Tractor Driver, Driver Operator, Leading Hand, Foreman, Stonemason, Collector and Treatment Plant Operator

This Agreement shall also replace the General Division (Trade Based Groups) Agreement 2301 of 1980 and Amending Agreement 2317 of 1981 in respect of the classification of Maintenance Supervisor.

(3) CONDITIONS FIXED BY OTHER AWARDS AND AGREEMENTS

- 3.1 The following Awards and Act, insofar as they fix conditions of employment applying to officers covered by this Agreement which are not fixed by this Agreement, shall continue to apply:

Crown Employees (Transferred Officers' Compensation) Award - Clauses 1-18;
Crown Employees (Travelling Compensation) Award - Clauses 1-11;
Crown Employees (Overtime) Award - Clauses 1-9;
Crown Employees (Holidays) Award - Clauses 1-3;
Public Sector Management Act 1988;
Public Sector Management General Regulation 1988.

- 3.2 The following Agreement made pursuant to Section 64 of the Public Sector Management Act 1988, insofar as it fixes conditions applying to officers covered by this Agreement which are not fixed by this Agreement, shall continue to apply:

Crown Employees (Transferred Officers Excess Rent) Agreement No. 2354 of 1981 - Clauses 1-5

- 3.3 This Agreement will apply, with the necessary changes, with the following provisions of the Personnel Handbook of the NSW Public Service:

Division 1 - Guidelines and Procedures
Division 2 - Conditions of Employment
Division 3 - Conduct and Discipline

(4) DECLARATION

The parties to this Agreement declare that this Agreement:

- (i) is not contrary to the public interest;
- (ii) is not unfair, harsh or unconscionable;
- (iii) was not entered into under duress;
- (iv) is in the interests of the parties

(5) DEFINITIONS

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

"Department Head" means the Director of the National Parks and Wildlife Service.

"Field Officer" means an officer appointed to a position as such.

"Field Supervisor" means an officer appointed to a position as such.

"Officer" means and includes all persons permanently or temporarily employed under the provisions of the Public Sector Management Act 1988, who, on or after the first pay period commencing after the....., were occupying positions covered by this Agreement, or who, after that date, are appointed to one of such positions.

"Public Holiday" means any day deemed as such for the purposes of the Crown Employees (Holidays) Award.

"Senior Field Officer" means an officer appointed to a position as such.

"Senior Field Supervisor" means an officer appointed to a position as such.

"Service" means the National Parks and Wildlife Service.

"Trainee Field Officer" means an officer appointed to a position as such.

"Union" means the Australian Worker's Union.

(6) SALARIES

Officers shall be paid the following salaries:

<u>Trainee</u>	<u>\$ Per Annum</u>
1st Year of Service	22,334
2nd Year of Service	22,909
<u>Field Officer</u>	
<u>Grade 1</u>	
1st Year of Service	24,416
2nd Year of Service	24,874
<u>Grade 2</u>	
1st Year of Service	25,246
2nd Year of Service	25,730
<u>Grade 3 (A)</u>	
1st Year of Service	26,198
2nd Year of Service	26,661
<u>Grade 3 (B) PLANT</u>	
1st Year of Service	26,198
2nd Year of Service	26,661
<u>Grade 4 (A) (Special)</u>	
1st Year of Service	27,142
2nd Year of Service	27,632

<u>Grade 4 (B) PLANT - (Special)</u>	<u>\$ Per Annum</u>
1st Year of Service	27,142
2nd Year of Service	27,632
 <u>Senior Field Officer and Senior Field Officer (Plant)</u>	
<u>Grade 1</u>	
1st Year of Service	28,112
2nd Year of Service	28,498
 <u>Grade 2</u>	
1st Year of Service	28,981
2nd Year of Service	29,496
 <u>Grade 3 (Geographic)</u>	
1st Year of Service	29,746
2nd Year of Service	30,257
 <u>Field Supervisor</u>	
<u>Grade 1</u>	
1st Year of Service	30,507
2nd Year of Service	31,040
 <u>Grade 2</u>	
1st Year of Service	31,436
2nd Year of Service	31,997
 <u>Senior Field Supervisor</u>	
1st Year of Service	33,151
2nd Year of Service	33,717

(7) APPOINTMENT, PROGRESSION AND PROMOTION

All Field Officer positions shall be at the level of Field Officer Grade 1\3. Officers shall progress from Field Officer Grade 1 to Grade 3 by annual increment subject to meeting the required progression criteria and competency levels. Further progression to Field Officer Grade 4 shall also be dependant upon an officer meeting the required progression criteria and competency level. Refer to Schedule 1.

Where an officer fails to progress, it shall be the responsibility of the District Manager to discuss the reasons for the decision with the officer concerned. The discussion should also identify areas of additional necessary training where appropriate.

A percentage of the total training budget will be allocated to the training of the Field Officer classification. This allocation will be reviewed each financial year. Training will be provided to encourage increased multiskilling and enhance career progression opportunities.

A training committee will be convened to oversee the equitable allocation of training resources to Field Officers. This committee will meet at least four times a year to examine training allocations on a statewide basis. The composition of the training committee is defined in Clause 8.

Trainee Field Officer

The preferred qualification for appointment is a current drivers licence.

Such positions are temporary positions only and apply to people who the Service may wish to target for trainee programmes designed to equip people with skills to enable them to apply for permanent positions, though not necessarily in the Service.

Field Officer, Grade 1

Appointment to this grade shall be subject to competitive selection for advertised vacancies.

Appointment to this grade shall also be subject to

- a) possession of a current drivers licence AND
- b) the officer having demonstrated the appropriate level of competency in a range of skills as prescribed in the schedule to this Agreement.

Field Officer, Grade 2

Progression to the level of Field Officer, Grade 2 shall be subject to:

- (i)
 - a) at least 12 months satisfactory service at the level of Field Officer, Grade 1; AND
 - b) possession of a current drivers licence; AND
 - c) the officer having demonstrated the appropriate level of competency in a range of skills as prescribed in the schedule to this Agreement.
- (ii) In addition to (i)
Joint assessment and certification by the District Manager and the direct supervisor that the officer is competent at performing the range of work required of a Grade 2 and is also able to demonstrate the efficient application of the skills/qualifications attained.

Senior Field Officer, Grade 3 (Geographic)

This is a geographic position which will apply to smaller Districts where by virtue of their size, a Field Supervisor is not justified, but where as a consequence of the range of duties undertaken the Senior Field Officer would do the work of a Field Supervisor.

This position shall also apply to officers residing on-site in isolated locations where the officer is accessible to the public twenty four hours a day.

Appointment to the positions of Senior Field Officer, Grade 3 (Geographic) is subject to

- a) the officer having demonstrated the appropriate level of skill and competency for the level of Senior Field Officer, Grade 1 and Grade 2.

Provided further that appointment to this grade shall be subject to competitive selection for advertised vacancies.

Field Supervisor Grade 1 and Grade 2

Appointment to the positions of Field Supervisor Grade 1 and Grade 2 shall be subject to:

- a) Competency requirements for appointment to Senior Field Officer, Grade 3. Senior Field Officers (Plant) are also eligible for appointment but must demonstrate the wider skills required for general Senior Field Officers
- b) The officer having demonstrated the appropriate level of competency in a range of skills as prescribed in the schedule to this Agreement

Provided further that appointment to this level shall be subject to competitive selection for advertised vacancies.

Senior Field Supervisor

Appointment to the level of Senior Field Supervisor shall be subject to :

- a) Competency requirements for appointment to Field Supervisor, Grades 1 and 2.
- b) The officer possessing an appropriate trade qualification OR
- c) The officer having demonstrated the appropriate level of competency in a range of skills as prescribed in the schedule to this Agreement.

Provided further that appointment to this level shall be subject to competitive selection for advertised vacancies.

Field Officer, Grade 3(A)

Progression to the level of Field Officer, Grade 3 shall be subject to:

- (i)
 - a) at least 12 months satisfactory service at the level of Field Officer, Grade 2
AND
 - b) drivers licence and trade qualifications OR
 - c) competency requirements for Field Officer, Grade 2 AND
 - d) the officer having demonstrated the appropriate level of competency in a range of skills as prescribed in the schedule to this Agreement.

- (ii) In addition to (i)
Joint assessment and certification by the District Manager and the direct supervisor that the officer is competent at performing the range of work required of a Grade 3 and is also able to demonstrate the efficient application of the skills/qualifications attained.

Field Officer, Grade 3 (b) Plant

This is an established position for a full time plant operator.

Appointment to this position shall be subject to

- a) the officer having demonstrated the appropriate level of competency in the range of specific skills as prescribed in the schedule to this Agreement.
- b) the officer possessing the relevant certificate of competency from the Work Cover Authority.

Provided further that appointment to Field Officer, Grade 3 (b) (Plant) shall be subject to competitive selection for advertised vacancies.

Field Officer, Grade 4(A) - Special Grade

This is a special grade designed to recognise and reward exceptional Field Officers whose knowledge, skills, qualifications and competencies are so superior to those normally required of a Grade 3 as to justify remuneration beyond that rate.

Progression to Grade 4 Special Grade shall be subject to:

- a) 12 months satisfactory service on the maximum of Grade 3; AND
- b) the competency requirements for a Grade 3; AND
- c) Joint assessment and certification by the District Manager and the direct supervisor that the officer has demonstrated that he/she warrants progression because the range of knowledge, skills, qualifications and competencies possessed and the work undertaken is so superior to that which would ordinarily be required of a Field Officer, Grade 3.

This grade may also be utilised where a person is placed in charge of a special project for a specific period of time.

Field Officer Grade 4 (b) Special Grade (Plant)

This is a special grade for full-time Plant Operators whose range of experience with equipment and level of skill and competency is so superior to that normally required of a Grade 3 Plant Operator, that it justifies remuneration beyond that rate.

Progression to Special Grade shall be subject to:

- a) 12 months satisfactory service on the maximum of Grade 3; AND
- b) competency requirements of a Grade 3 (Plant); AND
- c) Joint assessment and certification by the Superintendent and the direct supervisor that the officer has demonstrated that he/she warrants progression because the range of knowledge, skills, qualifications and competencies possessed and the work undertaken is so superior to that which would ordinarily be required of a Field Officer, Grade 3.

Senior Field Officer and Grade 1 and 2

Appointment to the positions of Senior Field Officer Grade 1 and Grade 2 shall be subject to:

- a) Competency requirements for appointment to Field Officer, Grade 3 and preferably those required of a Grade 4; AND
- b) The officer having demonstrated the appropriate level of skill and competency required to operate a range of the equipment for a Field Officer Grade 1 to 3, as prescribed in the schedule to this Agreement.

Provided further that appointment to the level of Senior Field Officer, Grade 1 and Grade 2 shall be subject to competitive selection for advertised vacancies.

The Senior Field Officer Grade 1 is the minimum classification for officers responsible for direct supervision.

Senior Field Officer Grade 1 and Grade 2 (Plant)

Appointment to the positions of Senior Field Officer Grade 1 and Grade 2 (Plant) shall be subject to:

- a) Competency requirements for appointment to Grade 3 (Plant) and preferably those required of a Grade 4 Special Grade (Plant) AND
- b) The officer having demonstrated the appropriate level of skill and competency as prescribed in the schedule to this Agreement.

Provided further that appointment to this grade shall be subject to competitive selection for advertised vacancies.

(8) TRAINING COMPETENCY

(i) The Service may direct an officer to carry out such duties as are within the limits of the officer's skill, competence and training consistent with the classification structure of this agreement provided that such duties are not designed to promote deskilling.

(ii) The Service may direct an officer to carry out such duties and use such tools and equipment as may be required provided that the officer has been properly trained in the use of such tools and equipment.

(iii) Any direction issued by the Service pursuant to subclauses (i) and (ii) shall be consistent with the Service's responsibilities to provide a safe and healthy working environment.

(iv) The parties agree to an ongoing commitment to the development and implementation of appropriate competencies based on the relevant skill and qualification requirements at each level within the Field Officer classification. Such competencies shall be developed having regard to National Training Competency Standards. Further, such competencies shall be completed by 30 October 1993.

(v) The parties agree that a review of the competency based progression criteria shall be undertaken after six (6) months of the operation of this Agreement. Any matters raised by either party shall be dealt with through negotiation between the parties and shall be implemented after twelve (12) months of operation of this Agreement.

(vi) The training committee as referred to in Clause 7 will be established to monitor the equitable distribution of training amongst Field Officers. Training will be provided to encourage increased multiskilling and enhance career progression opportunities.

(vii) The training committee will either be the Regional Staff Development Committee or will be a sub-committee of the Regional Staff Development Committee. Field Officers shall have proportionate representation to all other classifications on the Regional Staff Development Committee. The Field Officer representatives shall be elected by officers covered by this Enterprise Agreement.

(9) HOURS

A total of 152 hours are to be worked in a 4 week period. This is to be worked as 5 eight hour days, Monday to Sunday between the hours of 6.00am to 6.00pm.

0.4 of one hour on each day accrues toward one Allocated Day Off (ADO) within that 4 week period which will be paid as though worked.

Ordinary hours may also be worked as 4 ten hour days with the fifth day taken as a paid day off, where agreement is reached between the officer and the District/Regional Manager.

0.5 of one hour on each day will also accrue toward one Allocated Day Off (ADO) within that 4 week cycle.

The working of 4 ten hour days can only occur with the District Manager's approval. The officer shall give two weeks prior notice of this arrangement to the District/Regional Manager where possible and two weeks notice of its cessation.

(10) STARTING AND CEASING TIMES

- (i) The hours worked shall be within the span of 6.00am to 6.00pm.
- (ii) Starting and Ceasing times can be staggered by management in consultation with staff in the development of the roster.
- (iii) Management shall give two weeks notice of any changes in starting and ceasing times outside rostered hours, except in cases of emergency fire or search and rescue operations, which shall be paid at appropriate overtime rates, as specified in the Crown Employees (Overtime) Award.

(11) MEAL BREAKS

- (i) Employees are entitled to a unpaid meal break of 30,45 or 60 minutes which should be taken no later than 5 hours after commencing duty.
- (ii) The length of the lunch break shall be determined mutually by a majority of the employees concerned and their Supervisor
- (iii) There shall be one tea break of 10 minutes to be taken in the morning or afternoon in addition to sub-clause (i).
- (iv) The tea break shall be taken at a time determined mutually by a majority of employees concerned and their supervisor.
- (v) Meal breaks and tea breaks can be staggered.

(12) ALLOCATED DAYS OFF (ADO)

- (i) When an ADO falls on a public holiday, the ADO can be taken on a mutually agreed day.
- (ii) Where possible the ADO shall be taken in conjunction with a rostered day off.
- (iii) Where Allocated Days Off are cancelled, in certain circumstances such as emergency fire or search and rescue operations, appropriate overtime rates shall be payable as specified in the Crown Employees (Overtime) Award.
- (iv) Any paid leave, eg. recreation leave, sick leave, short leave etc and any public holidays occurring during any cycle of four weeks shall be regarded as a day worked for accrual of an ADO.
- (v) Days taken as Leave Without Pay do not accrue any time toward an ADO.

(13) OVERTIME

- i) Except in cases of fire-fighting and search and rescue incidents, all time worked outside ordinary hours shall be paid in accordance with the Crown Employees (Overtime) Award.
- ii) Meal breaks shall be paid at the rate specified in the Crown Employees (Overtime) Award and as varied under that award.
- iii) Meal breaks whilst working overtime shall be taken two hours after normal ceasing time and every five hours thereafter.

(14) TRAVEL

- A) Fares
 - i) As a general rule the cost of getting to and from work must be met by an officer/employee.
 - ii) Where an officer is required to travel to a work place, other than the usual starting place, which is more distant in kilometres than from home to the usual starting place, a work vehicle will be provided where possible.

Where a work vehicle is not available, an officer may choose to use their private vehicle and receive mileage allowance at the Specified Journey Rate as prescribed in the New South Wales Public Service Personnel Handbook.

No officer shall be compelled to use his/her private vehicle.

- B) Travelling Time
- i) Excess travelling time shall be paid in accordance with the Crown Employees (Travelling Compensation) Award

(15) PICNIC DAY

- i) A picnic day shall be taken annually on a day mutually agreed to by the Service and officers.
- (ii) This day shall be treated as a public holiday for the purpose of payment should an officer be required to work on it.

(16) PENALTY RATES

The following penalty rates shall be paid:

- a) 50 per cent extra for Saturdays
b) 75 per cent extra for Sundays
c) 150 per cent extra for Public Holidays

(17) CASUAL EMPLOYMENT

A casual is an employee who is engaged and paid as such.

A casual is deemed to be hired hourly. A casual receives the hourly equivalent of the appropriate rate plus 15% casual loading plus 1/12th of their gross earnings in lieu of annual leave.

Where a casual is employed on a Saturday, Sunday or Public Holiday the casual loading shall be substituted by the appropriate penalty rates.

A casual employee, employed specifically for the purposes of collecting duties, shall be engaged for a minimum period of four (4) hours. The penalty rates prescribed for Saturday work shall apply for all collecting work undertaken on a Saturday, Sunday or Public Holiday. Payment shall be the casual equivalent of the salary of a Field Officer, Grade 1.

(18) PUBLIC HOLIDAYS

- (i) No reduction shall be made from the wages of employees in respect of the following holidays: New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Eight Hour Day, Christmas Day, Boxing Day and any other day proclaimed throughout the State as a Public Holiday.
- (ii) An employee shall be paid for all ordinary time worked on public holidays at the rate of double time and one-half.
- (iii) If an Allocated Day Off falls on a public holiday an employee shall be allowed one day additional recreation leave at ordinary rates in lieu of the public holiday; provided that such day shall be taken by the employee within three months of the public holiday.

(19) ALLOWANCES

- (ii) Officers shall be entitled to a maximum Boot Allowance of \$60.00 per pair to be payable on production of a receipt and on condemnation of the previous pair of boots, endorsed by the District or Regional Manager.
- iii) Officers required to undertake duties, such as mapping, surveying, shooting etc, whilst flying shall receive a Flying Allowance of \$8.62 per hour.

(20) ANNUAL LEAVE

Field Officers shall receive Annual Leave at the rate of six (6) weeks per annum plus 17.5% Annual Leave Loading.

(21) SAVINGS CLAUSE

No officer shall suffer a reduction to their current rate of pay as a result of implementing this Agreement.

(22) TRANSITIONAL ARRANGEMENTS

- i) Existing officers appointed to positions covered by this Agreement shall be deemed to have the level of skill and competency required of the positions to which they are appointed.

From
Park Worker 1-5 yrs Experience

To
Field Officer
Grade 1, Year 1

Park Worker 5 yrs + Experience	Field Officer Grade 2, Year 1
Park Worker, Grade 1 1-3 yrs Experience	Field Officer Grade 2, Year 2
Park Worker, Grade 1 3 yrs + Experience	Field Officer Grade 3, Year 1
Plant Operator (Full time)	Field Officer Grade 4, Year 1
Tractor Driver/Driver Operator	Field Officer Grade 3, Year 1
Leading Hand/Stonemason	Senior Field Officer Grade 1, Year 2
Foreman, Grade 1, /Treatment Plant Operator	Field Supervisor Grade 1, Year 1
Foreman, Grade 2, Maintenance Supervisor, Foreman Kosciusko	Field Supervisor, Grade 2, Year 1
Maintenance Supervisor Kosciusko/ South Met.	Senior Field Supervisor, Year 1

All officers, who at the time of implementation of this Agreement, were undertaking a level of work commensurate with a higher level position and have been undertaking that work for a period in excess of 12 months, will be appointed to the new structure at the higher level.

(23) CONSULTATIVE ARRANGEMENTS

The parties agree to continued consultation to ensure the implementation of more flexible work patterns and arrangements in accordance with the requirements of the Structural Efficiency Principle, with a view to achieving improvements in productivity, efficiency and increased job satisfaction.

Such consultation shall include the impact of any decision of the Industrial Relations Commission of NSW in a State Wage Case on the salaries and conditions of employment prescribed by this Agreement.

A meeting of Field Officer representatives from each Region will occur at least twice yearly to examine the operation of the Enterprise Agreement.

(24) DISPUTE SETTLEMENT PROCEDURE

- i) When any claim or dispute arises at the workplace the employee(s) concerned will take the matter up with their immediate supervisor. The supervisor is to be given the opportunity to investigate the matter and provide a response to the grievance or claim. The supervisor will advise the employee(s) concerned of the time by which an answer will be provided within five (5) working days.
- ii) If the claim or dispute is not resolved between the employee(s) and their immediate supervisor, or where the matter is of such a nature that direct discussion between the employee(s) and their supervisor would not be appropriate, the employee(s) shall notify the Association delegate(s) who shall then take the matter up with the appropriate District or Regional Manager. The District or Regional Manager will provide a response in no more than five (5) working days.
- (iii) If the claim or dispute has not been settled by the immediate supervisor or District or Regional Manager or if any party so requests, the matter will be discussed as soon as practicable between a representative of the Association concerned and appropriate senior management representatives, which may include staff of the Human Resources Branch. Officers of the Human Resources Branch will provide a response in no more than five (5) working days.
- (iv) If the claim or dispute remains unresolved the parties agree that it may be referred to the appropriate industrial tribunal.
- (v) Nothing contained in these procedures will preclude the Service and the Association from entering into direct negotiations on any matter.
- (vi) Whilst these procedures or negotiations are continuing no stoppage of work or any other form of limitation of work shall be applied.
- (vii) The parties reserve the right to vary this procedure where it is considered that a safety factor is involved.

(25) TERM

The Enterprise Agreement for Field Officers, National Parks and Wildlife Service shall operate from the date of registration and shall remain in force for the period specified in Clause 2 Incidence and Application of this Agreement. Any variation to the Agreement shall be made in accordance with the provisions of the Industrial Relations Act 1991.

Signed for an on behalf of
THE PUBLIC EMPLOYMENT INDUSTRIAL
RELATIONS AUTHORITY

Signature Colin Gellatly
Printed Name and COLIN GELLATLY
Occupation DIRECTOR - GENERAL
Witness [Signature]
Date 6/6/93

Signed for and on behalf of
THE PUBLIC SERVICE ASSOCIATION
OF NEW SOUTH WALES

Signature [Signature]
Printed Name and JANET GOOD
Occupation PSA PRESIDENT
Witness [Signature]
Date 2.6.93

Signed for an on behalf of
THE AUSTRALIAN WORKERS' UNION
(NEW SOUTH WALES BRANCH)

Signature M. J. O'Shea
Printed Name and M. J. O'SHEA
Occupation SECRETARY
Witness [Signature]
Date 28.5.93

SCHEDULE 1

In order to achieve the appropriate level of competency for the grades prescribed by this Agreement, officers shall be required to satisfactorily complete a range of internal and/or external courses designed to suit the particular duties and responsibilities of the position. Where appropriate, competencies may also be demonstrated by the officer's previous relevant work experience.

The parties agree that the competency levels shall be developed by management and union representatives in accordance with Clause 8 of this Agreement.

Competencies will be developed in accordance with National Training Competency Standards.

Officers who are eligible to apply for progression as distinct from promotion based on competency level, prior to the completion of the competency standards, shall make formal application for such progression to the direct supervisor in the first instance. This application shall be retained by the direct supervisor until the competency standards are completed.

Upon completion of the competency standards, applications for progression shall be assessed jointly by the direct supervisor and the District Manager. Where officers are found to be eligible for progression, the effective date of such progression shall be from the date of application by the officer.