

**TECHNICAL OFFICER - AGRICULTURAL INSTRUCTION STAFF
AGREEMENT 1997**

NO. PSAAG 8 OF 1997

1. - TITLE

This Agreement shall be known as the Technical Officer - Agricultural Instruction Staff Agreement 1997.

2. - ARRANGEMENT

1. Title
2. Arrangement
3. Application to Award
4. Scope of the Agreement
5. Number of Employees Covered
6. Term of Agreement
7. Definitions
8. Commuted Overtime Allowance
9. Overtime to be Worked
10. Dairy Allowance
11. Dispute Settlement Procedure
12. Signatories to this Agreement

3. - APPLICATION TO AWARD

The Award that applies to Technical Officers - Agricultural Instruction is the Government Officers Salaries, Allowances and Conditions Award 1989 No. PSA A3 of 1989. This Agreement shall be read in conjunction with that Award. The Education Department of Western Australia (CSA) Enterprise Agreement 1996 and the Education Department of Western Australia (CSA) Enterprise Agreement 1997 ("the Enterprise Agreements") also apply to Technical Officers - Agricultural Instruction.

This Agreement must be read in conjunction with the Award and Enterprise Agreement. In the case of any inconsistencies between this Agreement and the Award or Enterprise Agreement, this Agreement shall have precedence to the extent of the inconsistencies.

4. - SCOPE OF THE AGREEMENT

This Agreement will apply to all Technical Officers - Agricultural Instruction employed by the Education Department of Western Australia.

5. - NUMBER OF EMPLOYEES COVERED

This Agreement will cover approximately 55 employees.

6. - TERM OF AGREEMENT

This Agreement shall operate from date of registration and shall remain in force for a period of two (2) years.

7. - DEFINITIONS

“Employer” shall mean the Director-General of the Education Department of Western Australia.

“Employee” shall mean all employees classified as Technical Officers - Agricultural Instruction.

“Extended Leave” shall mean a period of paid or unpaid leave in excess of 4 weeks i.e. long service leave, leave without pay, parental leave, extended sick leave, or workers’ compensation.

“GOSAC” shall mean the Government Officers Salaries, Allowances and Conditions Award 1989.

“CSA” shall mean the Civil Service Association of WA (Inc).

“Hours to be accounted for” shall mean hours actually worked and hours counted as if worked on public holidays and other approved leave (other than annual leave and extended leave).

8. - COMMUTED OVERTIME ALLOWANCE

- (1) All employees covered by this Agreement who are required to work 1950 hours per annum in accordance with Clause 9. - Overtime to be Worked of this Agreement, shall receive an allowance of 15.38% of their salary, which will be counted as salary for all purposes.
- (2) Part-time employees are required to work the appropriate proportion of ordinary hours and overtime in accordance with their employment contract and will receive the same proportion of this allowance.

9. - OVERTIME TO BE WORKED

The following provisions replace subclause 18(3)(a), (b)(i) & (ii), (d), (f), (g) and (j) of Clause 18. - Overtime in the GOSAC Award.

- (1) In addition to the standard hours prescribed in the GOSAC Award (the equivalent of 1800 hours per year, 37 ½ hours per week, in each of 48 weeks), each employee covered by this Agreement will be required to work an extra 150 hours in each calendar year, a total of 1950 hours per year. 1950 hours (pro-rata for part-time employees) are to be accounted for by the employee during 48 weeks of the year. The majority of the additional 150 hours will be allocated at each School site and advised to employees through an equitable roster posted with reasonable notice. Unrostered overtime for unforeseen circumstances will also count towards the 150 overtime hours per annum.

- (2) All time worked in excess of 1950 hours will be overtime paid at time and one half or, by agreement between the employee and employer, time in lieu taken at 1½ hours for each hour worked.
- (3) Where an employee has a period of extended leave during any calendar year, they will be only required to work the appropriate proportion of 1950 hours referred to in Clause 8. - Commuted Overtime Allowance of this Agreement. This will not affect payment of the commuted overtime allowance.

10. - DAIRY ALLOWANCE

Where duties of an employee include regular milking of cows, the employee will work rostered hours, but will not be required to work more than 5 hours without a meal break.

Rostered breaks will not exceed 4 hours, but where the rostered break exceeds 1 hour, an allowance of 0.866% of normal base salary (equivalent to 20 minutes normal base salary) will be paid for every day so rostered.

The spread of ordinary hours for employees engaging in regular milking of cows will be from 6am to 6pm.

11. - DISPUTE SETTLEMENT PROCEDURE

In the event of any questions, disputes or difficulties that arise under this Agreement the following procedures shall apply:

- (1) The CSA representative and/or the employee/s concerned shall discuss the matters with the immediate supervisor in the first instance. An employee may be accompanied by a CSA representative, or a support person of their choice.
- (2) If the matter is not resolved within 5 working days following the discussion in accordance with subclause (1) hereof the matter shall be referred by the CSA representative to the Director-General of the Education Department of Western, or his/her nominee for resolution.
- (3) If the matter is not resolved within 5 working days of the CSA representative's notification of the dispute to the Education Department of Western Australia it may be referred by either party to the Western Australian Industrial Relations Commission.

Provided that with effect from 22 November, 1997 it is required that persons involved in the question, dispute or difficulty shall confer among themselves and make reasonable attempts to resolve questions, disputes or difficulties before taking those matters to the Commission.

12. - SIGNATORIES TO THIS AGREEMENT

Signatories

Signed for and on behalf of
CIVIL SERVICE ASSOCIATION OF WESTERN
AUSTRALIA (Inc) by:

D. ROBINSON
Date: 4/8/97

Signed for and on behalf of the
EDUCATION DEPARTMENT OF
WESTERN AUSTRALIA by:

C. VARDON
Date: 21/7/97

VARIATION RECORD**TECHNICAL OFFICER - AGRICULTURAL INSTRUCTION STAFF AGREEMENT
1997**Delivered 04/08/97 at 77 WAIG 2346
Consolidated

CLAUSE NO.	EXTENT OF VARIATION REFERENCE	ORDER NO.	OPERATIVE GAZETTE DATE		
1.Title 2346	as delivered	PSAAG8/97	03/09/97	77	WAIG
2.Arrangement 2346	as delivered	PSAAG8/97	03/09/97	77	WAIG
3.Application to Award 2346	as delivered	PSAAG8/97	03/09/97	77	WAIG
4.Scope of the Agreement 2346	as delivered	PSAAG8/97	03/09/97	77	WAIG
5.Number of Employees Covered 2346	as delivered	PSAAG8/97	03/09/97	77	WAIG
6.Term of Agreement 2346	as delivered	PSAAG8/97	03/09/97	77	WAIG
7.Definitions 2346	as delivered	PSAAG8/97	03/09/97	77	WAIG
8.Commuted Overtime Allowance 2346	as delivered	PSAAG8/97	03/09/97	77	WAIG

9.Overtime to be Worked

as delivered	PSAAG8/97	03/09/97	77	WAIG
2346				

10.Dairy Allowance

as delivered	PSAAG8/97	03/09/97	77	WAIG
2346				

11.Dispute Settlement Procedure

as delivered	PSAAG8/97	03/09/97	77	WAIG
2346				

(3) ins. text	2053/97	22/11/97	77	WAIG
3079				

12.Signatories to this Agreement

as delivered	PSAAG8/97	03/09/97	77	WAIG
2346				