

QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

Industrial Relations Act 1999 - s. 125 - making, amending and repealing awards

**Department of Environment and Heritage Protection and National Parks, Recreation, Sport and Racing AND
Australian Institute of Marine and Power Engineers' Union of Employees, Queensland District AND The
Australian Workers' Union of Employees, Queensland (A/2012/7)**

CONSERVATION, PARKS AND WILDLIFE EMPLOYEES' AWARD - STATE GOVERNMENT 2012

DEPUTY PRESIDENT SWAN

26 June 2012

AMENDMENT

This matter coming on for hearing before the Commission at Brisbane on 26 June 2012 this Commission orders that the said Award be amended as follows as from 26 June 2012:

1. By deleting clause 1.2 and inserting the following in lieu thereof:

1.2 Arrangement

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Subject Matter	Clause No.
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2. By deleting clause 1.4 and inserting the following in lieu thereof:

1.4 Coverage

1.4.1 This Award will apply to those employees of the Chief Executive of the Department of National Parks, Recreation, Sport and Racing and those employees of the Chief Executive of the Department of Environment and Heritage Protection whose rates of pay are fixed by this Award and who are appointed pursuant to section 147 of the *Public Service Act 2008*.

Any reference to "Chief Executive" or "department" in this Award will relate to the relevant Chief Executive or department of the employee, or employees, affected by the provision.

1.4.2 This Award will also apply to employees of contractors and/or sub-contractors performing work, pursuant to this Award, for the Department of National Parks, Recreation, Sport and Racing or the Department of Environment and Heritage Protection.

3. By deleting clause 1.6.7 and inserting the following in lieu thereof:

1.6.7 "Union" means The Australian Workers' Union of Employees, Queensland and the Australian Institute of Marine and Power Engineers' Union of Employees, Queensland District.

4. By deleting clause 1.6.8.

5. By deleting clause 5.5 and inserting the following in lieu thereof:

5.5 Performance of higher duties

The entitlements for higher duties are prescribed in the Higher Duties Directive, as issued and amended by the Minister responsible for industrial relations under section 54 of the *Public Service Act 2008*.

Subject to the Directive relating to Higher Duties issued by the Minister responsible for industrial relations, an employee who temporarily fills a position at a higher classification level within the same stream as determined by this Award is to be paid at the first paypoint of the classification level of the position being temporarily filled.

Where the salary of the employee's substantive position exceeds the lowest paypoint of the position which the employee is filling temporarily at the higher classification level, the employee's salary is determined as the paypoint that is closest to but higher than the paypoint of the employee's substantive position.

6. By deleting clause 5.7.2 and inserting the following in lieu thereof:

5.7.2 Construction, reconstruction, alteration, repair and/or maintenance work allowance

In addition to the rates prescribed by this Award all employees whilst actually engaged on construction, reconstruction, alteration, repair and/or maintenance work (as defined herein) on site and in accordance with an approved work program will be paid an allowance at the rate of \$43.00 per week which will be treated as part of the ordinary weekly wage for the purposes of this Award to compensate for all disabilities associated with construction or reconstruction work. Construction, reconstruction, alteration, repair and/or maintenance work for the purposes of this Award will mean track development and maintenance and assisting in the construction, reconstruction, alteration, repair or maintenance of:

- toilet blocks;
- information centres;
- offices;
- look-outs;
- platforms;
- campgrounds;
- carparks;
- fences; or

- marine vessel maintenance (a marine vessel is defined as any kind of ship/vessel used in navigation by water, however propelled or moved, and includes:
 - (a) a barge, lighter or other floating vessel;
 - (b) an air-cushion vehicle, or other similar craft, used wholly or primarily in navigation by water;
 - (c) an off-shore industry mobile unit;
 but does not include an off-shore industry mobile unit that is not self-propelled.)

Provided that an employee will not be entitled to any payment of this allowance in relation to work in wet places except where working in water to a depth of 0.762m or more.

The allowance is paid on an hourly basis with a minimum payment of four (4) hours per day on any day the allowance is payable. This allowance is not paid for general estate maintenance work e.g. mowing and slashing; minor maintenance of buildings, shelters, picnic tables, fire places, carparks and fences; and cutting of timber for barbeques.

7. By deleting clause 5.7.3 and inserting the following in lieu thereof:

5.7.3 *Restricted area allowance*

A restricted area allowance of \$45.60 per week will be payable to employees who are engaged at the designated centres in the table below which satisfy the following criteria:

- (a) The employee has to be accommodated on the work site due to insufficient alternative private permanent accommodation, and the nearest major centre with a population of at least 1500 is greater than 150 road kilometres or 1.5 hours vehicular travel time under normal circumstances.

Where the delegate determines that exceptional circumstances exist in relation to the location of a National Park they may approve the payment of the allowance. The approval for payment of the allowance under exceptional circumstances is at the direction of the delegate and there will be no right of appeal against the delegate's decision.

Although Blackdown Tableland, Taunton, Coen and Weipa do not satisfy the criteria they have been included due to historical and special circumstances.

- (b) Locations eligible for restricted area allowance:

Location	Operative from
Artemis Station	19 July 2010
Birdsville (Simpson Desert)	19 July 2010
Blackbraes	19 August 2002
Blackdown Tableland	1 August 2006
Cape Melville	6 January 1997
Cape Tribulation	1 August 2006
Carnarvon Gorge	31 March 1994
Coen	19 July 2010
Chillagoe-Mungana Caves	1 August 2006
Culgoa Flood Plain	1 August 2006
Currawinya	31 March 1994
Diamantina	31 March 1994
Fraser Island	31 March 1994
Fitzroy Island	3 February 2000
Green Island	19 July 2010
Heathland	31 March 1994
Heron Island	31 March 1994
Idalia	31 March 1994
Iron Range	31 March 1994
Lakefield	31 March 1994
Laura	31 March 1994
Lawn Hill	31 March 1994
Lindeman Island	31 March 1994
Lochern	1 August 2006
Low Isles	31 March 1994
Moorrinya	19 August 2002
Moreton Island	31 March 1994

Location	Operative from
Mt Moffatt	31 March 1994
Mungkan Kandju	1 August 2006
Musselbrook	31 March 1994
Nairana	19 August 2002
Peel Island	31 March 1994
Princess Hills	31 March 1994
Riversleigh	31 March 1994
Rokeby	31 March 1994
Salvator Rosa	19 August 2002
St Helena Island	31 March 1994
Stradbroke Island	31 March 1994
Taunton	1 August 2006
Thargomindah (Lake Bindigolly)	19 July 2010
Undara	1 August 2006
Welford	31 March 1994
Weipa	19 July 2010
Winton (Bladensburg)	19 July 2010

The parties to this Award may agree to include a new park or base that meets the criteria from the date that an employee commences duty at the location. An application to the commission by either party to include the new park or base may be made at any stage.

8. By deleting clause 5.7.4 and inserting the following in lieu thereof:

5.7.4 *Wet conditions*

- (a) All time lost through wet weather will be paid for, provided employees turn up at work and hold themselves in readiness. The supervising officer, under whose direction the employees are working, is to decide whether or not it is too wet to work.

When employees are prevented by wet weather from following their usual avocation, unless the employees are willing to perform during such wet weather any work the employer may direct them to do they will not be entitled to payment for such time lost.

- (b) Work in the rain - Where practicable suitable water proof clothing will be supplied by the employer to the employees who are required to work in the rain.

Despite the above provisions, if in the performance of work the employee gets their clothes wet, the employee will be paid double-time for all work performed, and such payment will continue until the employee is able to change into dry clothing or until that person ceases work, whichever is the earlier.

- (c) The supervising officer, under whose direction the employees are working, will determine working arrangements during wet conditions.

9. By deleting clause 5.7.6 and inserting the following in lieu thereof:

5.7.6 *Wet places*

Employees who are required to work in water of a depth of .762 metres or more will be paid \$1.654 per hour with a minimum payment of four (4) hours, in addition to the rates prescribed by this Award.

Employees engaged in maritime open vessel operations and/or undertaking snorkelling or diving duties are eligible for the allowance provided they become wet while performing their duties. For snorkelling and diving duties the allowance applies regardless of the depth of water.

10. By deleting clause 5.7.8 and inserting the following in lieu thereof:

5.7.8 *Fire operations*

In addition to the rates prescribed by this Award all employees whilst actually engaged on fire operations will be paid an allowance at the rate of \$75.00 per week which will be treated as part of the ordinary weekly wage for the purposes of this Award to compensate for all disabilities associated with fire operations work.

Fire operations for the purpose of this Award will mean on the ground, front line fire operations during wild fire and prescribed burns:

Provided that only employees who hold current accreditation for Fire Fighting Level 1 will be entitled to payment of this allowance.

Provided further that the allowance is paid on an hourly basis with a minimum payment of four (4) hours per day on any day the allowance is payable.

Should an employee be recalled again to perform duties separately within the minimum four (4) hour period, no further minimum period payment will apply. Payment will be per hour after the initial four (4) hour period has expired.

The Agency will determine the allocation of employees to undertake the fire fighting accredited training. This determination will be made, taking into consideration workplace health and safety assessments and the requirements of the Agency.

11. By inserting new clause 5.7.9:

5.7.9 *Commercial vessel masters allowance*

In addition to the rates of pay in this Award, those employees who are required to possess a certificate of competency i.e. Coxswain or higher qualification, in order to perform their day-to-day duties will be paid an allowance of \$21.40 per fortnight.

12. By inserting new clause 5.7.10:

5.7.10 *Anchoring out allowance*

Whilst at sea and away from their appointed headquarters overnight, employees will, in addition to travelling allowance, be paid an anchoring out allowance of \$13.81 for each such overnight absence.

13. By inserting new clause 5.7.11:

5.7.11 *Shipkeeping allowance*

Shipkeeping allowance will be paid as follows when it is deemed necessary by the Master of the vessel for shipkeeping duties to be undertaken:

- (a) to be paid only when the ship is at anchor overnight;
- (b) to be paid to one employee per night who must stay on board the vessel;
- (c) shipkeeping responsibilities are to be allocated by the Master, taking into account competency levels and fatigue management requirements;
- (d) at least two checks to be conducted following the completion of an ordinary day's roster;
- (e) the allowance to be paid will be 2 hours at time and a-half (at person's substantive classification level);
- (f) the two-hour period is cumulative, so if additional time is required outside the two-hour period, it will be paid at the prescribed overtime rates for the time actually worked;
- (g) rest periods totalling at least 10 hours per 24 hour day, including a minimum uninterrupted rest period of 6 hours, will apply. The total break of 10 hours has to be taken within a 24-hour period from the commencement of the day's work; and
- (h) the provisions of clause 6.9 of the Award will not apply.

14. By deleting clause 6.4 and inserting the following in lieu thereof:

6.4 Changing ordinary hours of work

The employer can change how the 38 hour week is implemented however the ordinary starting and finishing times can only be changed by agreement between the employer and majority of employees concerned.

15. By inserting the following proviso to clause 6.5.3:

Provided that employees are not entitled to an additional holiday in lieu for Easter Saturday or any other public holiday declared on a Saturday or Sunday if their normal rostered hours of work does not involve working on a weekend.

16. By inserting new clause 6.13:

6.13 Late work allowance

Where an employee works all or part of their ordinary rostered hours of duty after 6.00 p.m. and up until 6.00 a.m., that employee will be paid an allowance of 15% per hour for all time worked during those hours. The allowance is not payable for hours worked on weekends or public holidays, which are ordinary rostered hours.

In those cases the weekend penalty rates as prescribed in clause 6.10 of the *Conservation, Parks and Wildlife Employees' Award - State Government 2012* will apply for ordinary hours worked between midnight on Friday and midnight on Sunday. Likewise all work performed on public holidays will be paid in accordance with clause 7.10 of the Award.

The provisions of clause 6.13 do not alter the provisions contained in clause 6.3 of the Award.

The implementation of a late work allowance will be via consultation and agreement with the unions.

17. By inserting new clause 7.11:

7.11 Leave and travel arrangements applying to rangers stationed in isolated centres

7.11.1 Application

The leave and travel arrangements will apply to rangers who are serving at eligible isolated centres to the extent set out in Table A - eligible centres in Schedule 1 of this Award.

7.11.2 Approval criteria

The arrangements will operate on a twelve (12) monthly basis from the date of commencement at the eligible centre.

It is not necessary for a ranger to have served at the isolated centre for twelve (12) months before becoming eligible for the leave and travel arrangements. The Regional Manager may grant these arrangements at any time during each year of service at the isolated centre having regard to the particular circumstances of each case and the length of service at the isolated centre.

7.11.3 Leave and travel arrangements

<p>Leave</p> <p><u>Amount</u></p> <p>Additional five (5) working days per annum (noncumulative)</p>	<p><u>Conditions</u></p> <p>Leave may be granted for purposes consistent with the intent of this arrangement as contained in the overview eg. to transact business, receive dental treatment, attend specialist examinations and undertake other personal matters which cannot be attended to in the centre of engagement.</p>
<p>Travel arrangements</p> <p><u>Amount</u></p> <p>Travel arrangements on the basis of -</p> <p><i>Air Fare</i></p> <p>Air Fares one (1) return air fare from the centre of engagement to the designated major centre per annum (noncumulative) or private motor vehicle.</p> <p><i>Private vehicle</i></p> <p>Where a ranger elects to use a private motor vehicle in lieu of air travel, payment of -</p> <p>a motor vehicle allowance; and overnight accommodation and meals for the distance</p>	<p><u>Conditions</u></p> <p>Where a ranger and spouse are both employed in the areas as provided for in these arrangements only one (1) set of travel arrangements will apply.</p> <p>No requirement for a ranger's spouse and/or dependent children to avail themselves of concessional travel at the same time as the ranger.</p> <p>The dependent child not residing at the isolated centre and attending a boarding school or other educational institution will be allowed concessional travel from the boarding school or educational institution to the selected destination and return provided that -</p>

<p>travelled from the centre of appointment to the designated major centre and return on the same basis as that applicable to rangers on transfer using their private motor vehicle.</p> <p>(As per the Domestic Travelling and Relieving Expenses Directive.)</p> <p><i>Department vehicle</i></p> <p>Where a ranger desires to use alternative forms of transport in lieu of air travel or private motor vehicle, the Regional Manager may approve of such travelling expenses from the centre of appointment to the designated major centre and return.</p>	<p>The travel is taken at the same time the ranger and/or the ranger's spouse avails themselves of concessional travel; and</p> <p>The cost does not exceed the travel costs had the child been resident at the isolated centre.</p>
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18. By deleting clause 8.2 and inserting the following in lieu thereof:

8.2 Travelling and relieving expenses

An eligible employee who is required to:

- (a) travel on official duty; or
- (b) to take up duty away from the employee's usual place of work to relieve another employee or to perform special duty

is allowed actual and reasonable expenses or allowances for accommodation, meals and incidental expenses necessarily incurred by the employee.

The conditions and entitlements for travelling and relieving expenses are found in the Domestic Travelling and Relieving Expenses Directive as issued and amended by the Minister responsible for industrial relations under section 54 of the *Public Service Act 2008*.

19. By inserting a new clause 8.3:

8.3 Victualling allowance

Whilst at sea and away from their appointed headquarters overnight employees will be entitled to a travelling allowance in the Domestic Travelling and Relieving Expenses Directive as issued and amended by the Minister responsible for industrial relations under section 54 of the *Public Service Act 2008*.

This allowance is provided to cover the cost of provisions purchased by the employee.

Employees will be responsible for the preparation of their own meals in their own time.

20. By inserting new clause 8.4:

8.4 Ration runs

Permanent employees who permanently reside in centres eligible for restricted area allowance under clause 5.7.3 will be provided with up to twelve (12) working days per calendar year, non cumulative, plus transportation to enable them and their immediate family members to visit major centres for the purchase of provisions and to transact business. Subject to prior approval from their supervising officer these can be taken as single days or multiple days (to a maximum of three (3) days). A Regional Manager may approve an employee taking more than three (3) consecutive days up to the maximum of six (6) days for ration run purposes.

Employees who are engaged in the position at a centre eligible for restricted area allowance under clause 5.7.3 on a temporary basis will be provided with up to one (1) day per month, cumulative to a maximum of three days, plus transportation to enable them and their immediate family members to visit major centres for the purchase of provisions and to transact business.

Casual employees are not eligible for paid ration run arrangements.

Where possible, visits should be coordinated to undertake official duty obligations at the major centre within the same trip for efficient and effective use of resources.

Where employees are required to stay overnight for ration run purposes they will be paid travelling allowance in accordance with Domestic, Travelling and Relieving Expenses Directive.

Where an eligible employee is unable to access a major centre, the employer will arrange for the delivery of provisions to such employees.

21. By deleting clause 9.1 and inserting the following in lieu thereof:

9.1 Training, learning and development

The parties to this Award recognise that in order to increase efficiency and productivity a greater commitment to learning and development is required. Accordingly, the parties commit themselves to developing a more highly skilled and flexible workforce and providing employees with career opportunities through appropriate training to acquire additional skills and knowledge for performance of their duties.

Within each agency a consultative mechanism and procedures involving representatives of management, employees and the Union will be established as determined by the Chief Executive having regard to the size, structure and needs of that agency.

Following consultation the Chief Executive will develop a learning and development strategy consistent with:

- (a) the current and future needs of the agency;
- (b) the size, structure and nature of the operations of the agency;
- (c) the need to develop vocational skills relevant to the Agency through courses conducted wherever possible by accredited educational institutions and providers.

Learning and development may be both on-the-job or off-the-job and either internal or external to the organisation.

Learning and development provided should assist employees in obtaining knowledge and skills recognised by the national training authority. All such learning and development should be directed at enabling employees to enhance skills relevant to duties to be performed. Employees will be expected to attend scheduled learning and development activities.

Clause 9.1 will operate as an interim provision and will be subject to review after 12 months' operation.

22. By deleting clause 10.1 and inserting the following in Lieu thereof:

10.1 Tools, equipment and protective equipment

10.1.1 The employer will provide, where necessary, all tools and equipment, for the use of employees to carry out their duties.

10.1.2 Where necessary the employer will provide standard protective apparel and safety equipment which will be worn by the employees as specified in existing safety codes.

10.1.3 All provisions of relevant workplace health and safety legislation apply.

23. By inserting new clause 10.3:

10.3 Employee accommodation

Dwellings are made available where departmental services exist and require accommodation to efficiently deliver that service. Accommodation as a rule is only provided in those areas where there is a recognised shortfall in the private rental market.

10.3.1 Aim of the Arrangement

The aim of the arrangement is to provide standard requirements for Rangers employed under this Award which may be considered for purchase, construction and rental to departmental personnel. This arrangement applies to the maintenance of existing and new dwellings. It seeks to specify the **minimum** standards required for Rangers employed under this Award, but at the same time, provides sufficient scope for a range of design options.

10.3.2 Discussion

Accommodation provided for departmental employees should conform to contemporary and local community standards in size, design, features (including climate control), and the use of building materials.

The design of accommodation will be such that spaces within the dwelling and adjacent to it, relate to each other so as to provide functional, liveable accommodation, planned for the convenient arrangement of furniture, and for the maximum use of the available space. While reflecting minimum and desired requirements, the standards will be applied with sensible flexibility, and in that context, wherever there is a need for discretion, and this is no overall decrease in the level of amenity, compromise solutions should be considered.

Agreement has been reached by the union and management representatives that the standard for housing may be varied from that set out in clause 10.3.1 hereof. Such houses will be listed in the department's asset management system. The process involved in reaching the agreed standard for these houses will be as follows:

- (a) Joint assessment of each house by the current tenant, a union representative and a management representative in relation to the requirements set out in clause 10.3.1 hereof;
- (b) Arising out of that assessment, the development of an agreed list pertaining to each house which lists all exceptions from the standard set out in clause 10.3.1 hereof;
- (c) A document signed by the current tenant, a union representative and a management representative indicating agreement on the house in question as to its suitability although it does not meet the existing standard set out in clause 10.3.1 hereof;
- (d) An agreement by management that the house will be maintained to the standard now agreed upon, with the acknowledgement that the house does not meet the standard set out in clause 10.3.1 hereof and is not required to; and
- (e) In future tenancy agreements, the new tenant/s should be advised of the exceptions in relation to the standard of the house from those listed in clause 10.3.1 hereof.

10.3.3 *Family Accommodation Standards*

The department has confirmed that single dwellings are not intended to replace family accommodation.

Therefore, whenever management is going to provide accommodation that will, in the first instance, be family accommodation. Single person quarters will be provided in addition to such family accommodation, where necessary.

10.3.4 *Construction*

Lowset accommodation will generally be of brick/timber/hardiplank (or similar alternative) construction and must provide either an attached or free standing covered and secure car accommodation.

Highset accommodation will generally be constructed of timber/hardiplank (or similar alternative), and must provide secure car accommodation.

Dwellings will recognise and comply with the Building Code of Australia and the Building Act, and as far as practicable, Ordinances and Regulations for each location with respect to:

- Town Planning and Civic design;
- Safety;
- Health;
- Electricity Reticulation;
- Water Supply;
- Sewage Disposal;
- Gas Supply;
- Fire Protection;
- Telecom Australia;
- Australia Post; and
- Municipal Maintenance.

The accommodation will provide:

Bedrooms;
Bathroom;

Toilet;
 Kitchen;
 Laundry;
 Lounge;
 Dining;
 Covered car accommodation;
 Verandah (optional in lowset houses);
 Entry (optional); and
 Hallway (optional).

The floor areas will be:

Bedrooms - 9 sq m (excluding built-in wardrobes);
 Kitchen - 12 sq m;
 Bathroom - 6 sq m;
 Toilet - 1.5 sq m;
 Lounge - 22 sq m;
 Dining 12 sq m; and
 Laundry - 6 sq m.

Floor finishes will be:

Bedrooms - carpet/sheet vinyl/sealed timber;
 Kitchen - sheet vinyl;
 Bathroom - semi glazed ceramic tiles;
 Toilet - semi glazed ceramic tiles.
 Lounge - carpet/sheet vinyl/sealed timber;
 Dining - carpet/sheet vinyl/sealed timber;
 Hallway - carpet/sheet vinyl/sealed timber;
 Laundry - Impervious finish;
 Entry - Impervious finish; and
 Car accommodation - Concrete.

Paint finishes will be:

External Wall - stain appropriate timber sealant or gloss finish; and
 Internal Wall - Matt or gloss finish.

Car accommodation will be:

Car accommodation - Single covered car accommodation (if free standing covered access is to be provided to the house).

Landscaping will consist of:

Outdoor recreation area - Paved or concreted recreation area (pergola type) complete with battens and shade cloth;
 Fencing - 900mm weld mesh or equivalent. (subject to local environmental factors) Gates - 900mm weld mesh or equivalent (double gates to driveway);
 Clothes hoist - suitable clothes hoist for environment;
 Pathways - Paved or concreted paths;
 Letter Box - Lockable letterbox where a recognised Official Postal Service exists;
 Garden taps - accessible from the front yard and the back yard; and
 Topsoil and turfing - Sufficient for the establishment and maintenance of lawns and gardens.

Cupboard requirements will be:

Kitchen Cupboards - to provide adequate bench top working space;
 Kitchen bench tops - Laminated plastic;
 Kitchen pantry - to provide adequate shelving; and
 Linen cupboard - to provide adequate shelving.

Doors and screens will be:

Insect screens - removable insect screens or fitted security screens;

Security doors - aluminium security door or equivalent with insect screen to all external doors including sliding door; and

Doors - external doors to be fitted with deadlocks.

Electrical equipment and installations will consist of:

Stove - free standing 4-plate stove with splashback, grill and oven or a hot plate and wall oven;

Telephone - Pre-wired telephone cabling from external connection point;

TV antenna/satellite dish - Provide an antenna suitable for clear reception with an internal outlet;

Bore water cooler - Where applicable;

Rain water tanks - 9000 litre tank on concrete slab where applicable;

Water pressure pump - A domestic pressure system to reticulate rainwater to the cold outlet in the kitchen with a minimum output of approximately 30 litre per minute at 140kpa; and

Electricity supply - A 240 volt electricity supply will be provided to the accommodation. If a mains electricity supply is not available, a 240 volt power generator will be provided.

There will be no restriction on the operating times of power generators.

Climate control will consist of:

Sun Screens - Sunscreens to windows on the western wall;

Insulation - Insulation should be provided to dwellings located in areas subject to extreme temperatures; and

Ceiling fans and inductive type controllers; OR

Evaporative cooling units - Where applicable in certain areas can be provided in lieu of air conditioners.

10.3.5 Single Person's Quarters

Construction

In relation to the construction of single person's quarters, a form of accommodation which complies with the Building Code of Australia will be used to accommodate single staff on parks. These quarters will provide:

Bedroom;

Bathroom/Toilet; and

Kitchen/Living area.

The minimum floor areas will be:

Bedroom 9 sq m (excluding built-in wardrobes);

Bathroom/Toilet 4.5 sq m;

Kitchen/Living area 13.5 sq m; and

Decking area.

Doors and screens:

The buildings will be secured and insect screens will be fitted.

Floor finishes will be:

Sheet vinyl or better.

Paint finishes will be:

Low toxicity paint e.g. "Breatheasy" or similar.

Private car accommodation will be provided in a central covered area (where required) Concrete/paved access will be provided to communal facilities Cupboard requirements will be:

Kitchen Cupboards - provide adequate bench top working space;

Kitchen bench tops - laminated plastic;

Kitchen pantry - provide adequate shelving; and

Linen cupboard - provide adequate shelving.

Electrical equipment and installations will consist of:

Stove - 2-plate hot plate and oven;
 Telephone - Pre-wired telephone cabling from external connection point;
 TV antenna/satellite dish - Provide an antenna suitable for clear reception with an internal outlet;
 Bore water cooler - where applicable;
 Rain water tanks - 3000 litre tank on concrete slab where applicable;
 Water pressure pump - a domestic pressure system to reticulate rainwater to the cold outlet in the kitchen with a minimum output of approximately 30 litres per minute at 140kpa; and
 Electricity supply - A 240 volt electricity supply will be provided to the accommodation. If a mains electricity supply is not available, a 240-volt power generator will be provided.

Climate control will consist of:

Sun Screens - sunscreens to windows on the western wall;
 Insulation - insulation should be provided to dwellings located in areas subject to extreme temperatures; and
 Ceiling fans OR evaporative cooling units - where applicable in certain areas can be provided in lieu of air conditioners.

24. By inserting new clause 10.4:

10.4 Accommodation rental

The department will charge standard rents for accommodation permanently occupied by rangers employed under this Award. These standard rents will be varied by applying rebates to account for:

- standard of accommodation;
- services provided;
- official use;
- locality;
- responsibility (protection/caretaker role, out of hours public contact, emergency services).

The department will not charge rent for accommodation occupied on a non-permanent basis by employees.

25. By inserting the following schedule:

Schedule 1

Table A - eligible centres - leave and travel arrangements

Isolated Centres (Parks & Centres)	Designated Major Centre
Heathland	Cairns
Iron Range	Cairns
Lakefield	Cairns
Rokeby	Cairns
Bulleringa	Cairns
Diamantina	Mt Isa
Lawn Hill	Mt Isa
Musselbrook	Mt Isa
	Brisbane
	Rockhampton
	Townsville

Dated 26 June 2012.

By the Commission,
 [L.S.] G.D. SAVILL,
 Industrial Registrar.

Operative Date: 26 June 2012

Released: 2 July 2012