

s. 22(1)(a)(ii)

From: s. 22(1)(a)(ii)
Sent: Thursday, 14 March 2024 7:31 AM
To: s. 22(1)(a)(ii)
Subject: FW: New EA - Shift rosters [SEC=OFFICIAL:Sensitive]
Attachments: Hours per 4 weeks [SEC=OFFICIAL]; FW: Roster [SEC=OFFICIAL]
Importance: High

fyi

From: s. 22(1)(a)(ii)
Sent: Thursday, March 14, 2024 7:31 AM
To: s. 22(1)(a)(ii) <s. 22(1)(a)(ii)@aff.gov.au>; s. 22(1)(a)(ii) <s. 22(1)(a)(ii)@aff.gov.au>; s. 22(1)(a)(ii) <s. 22(1)(a)(ii)@aff.gov.au>; s. 22(1)(a)(ii) <s. 22(1)(a)(ii) @aff.gov.au>
Subject: RE: New EA - Shift rosters [SEC=OFFICIAL:Sensitive]
Importance: High

Hi s. 22(1)(a)(ii)

Sorry for delay in this but I needed to have a fact check with s. 22(1)(a)(ii)

- VicDDops currently work a 7 week roster pattern that balances out the 150 hours over the settlement period. Hours over the period vary from a low of 119.86 hours to 175.18 hours. More detail in attached email from s. 22(1)(a)(ii)
- SADDO to the best of my knowledge comply with the new standard of 150 hours

I have also attached an email from s. 22(1)(a)(ii) that , based on CPSU advice , he is requesting an explanation as to why the current roster does not meet the new standard. I will construct a response and run it past you however it will be based on the process that was undertaken under the old EA , noting that the new EA has not been endorsed by the relevant authority yet.

Regards
s. 22(1)(a)(ii)

From: s. 22(1)(a)(ii) <s. 22(1)(a)(ii)@aff.gov.au>
Sent: Friday, March 8, 2024 4:08 PM
To: s. 22(1)(a)(ii) <s. 22(1)(a)(ii)@aff.gov.au>; s. 22(1)(a)(ii) <s. 22(1)(a)(ii)@aff.gov.au>; s. 22(1)(a)(ii) <s. 22(1)(a)(ii) @aff.gov.au>; s. 22(1)(a)(ii) <s. 22(1)(a)(ii)@aff.gov.au>
Subject: RE: New EA - Shift rosters [SEC=OFFICIAL:Sensitive]

Hi s. 22(1)(a)(ii)

WA rosters are compliant but I'm not confident Bne's are (looks to be an 8-week settlement). I'm checking with Bne and will come back to you.

Thanks

s. 22(1)(a)(ii)

From: s. 22(1)(a)(ii) <s. 22(1)(a)(ii)@aff.gov.au>

Sent: Friday, March 8, 2024 12:26 PM

To: s. 22(1)(a)(ii) <s. 22(1)(a)(ii)@aff.gov.au>; s. 22(1)(a)(ii) <s. 22(1)(a)(ii)@aff.gov.au>; s. 22(1)(a)(ii) <s. 22(1)(a)(ii)@aff.gov.au>; s. 22(1)(a)(ii) <s. 22(1)(a)(ii)@aff.gov.au>

Subject: FW: New EA - Shift rosters [SEC=OFFICIAL:Sensitive]

You all have teams working shifts so would appreciate your advice on the highlighted bit below. I believe our rosters comply with the clause but please confirm.

Regards

s. 22(1)(a)(ii)

s. 22(1)(a)(ii)

Director

Mail Operations | Mail Policy and Operations and Finance | Biosecurity Operations Division

Detector Dog Operations | Travellers and Detector Dog Pathway Operations | Biosecurity Operations Division

Tel: s. 22(1)(a)(ii) | s. 22(1)(a)(ii)

From: s. 22(1)(a)(ii) <s. 22(1)(a)(ii)@aff.gov.au>

Sent: Friday, March 8, 2024 12:39 PM

To: s. 22(1)(a)(ii) <s. 22(1)(a)(ii)@aff.gov.au>; s. 22(1)(a)(ii) <s. 22(1)(a)(ii)@aff.gov.au>; s. 22(1)(a)(ii) <s. 22(1)(a)(ii)@aff.gov.au>; s. 22(1)(a)(ii) <s. 22(1)(a)(ii)@aff.gov.au>; s. 22(1)(a)(ii) <s. 22(1)(a)(ii)@aff.gov.au>; s. 22(1)(a)(ii) <s. 22(1)(a)(ii)@aff.gov.au>; s. 22(1)(a)(ii) <s. 22(1)(a)(ii)@aff.gov.au>

<s. 22(1)(a)(ii)@aff.gov.au>; Fischer, Vikki <Vikki.Fischer@aff.gov.au>; Willis, Cecilia <Cecilia.Willis@aff.gov.au>

Subject: New EA - Shift rosters [SEC=OFFICIAL:Sensitive]

Hi Everyone

As way of any update, I have asked s. 22(1)(a)(ii) to go through the new EA to look for critical changes in shift roster arrangements. Although the new EA requires final approval, I would think that this will be in place before the end of March if not earlier, and I think there's a few things we need to some initial preparation work on.

s. 22(1)(a)(ii) s. 22(1)(a)(ii) s. 22(1)(a)(ii) Vikki and I were part of the bargaining team, and a lot of work was done on the shift roster arrangements – thank you all, and I think we did a great job! However, it appears to me that what has transpired is that we engaged with the bargaining team and understood our preferred position on topics, such as shift work, and did not have visibility if our recommendations were upheld during the actual bargaining process.

As we move forward, my preference is that we work on this together, inclusive of mail as they also work shift, and have a very clear understanding of the intend of the new EA clauses, how they apply to our work environment, and have a consistent review (if needed), and approach to any change ensuring communication to staff. Engagement with the WPR will be essential to this.

One example s. 22(1)(a)(ii) has raised with me is the following:

Working hours

201. The ordinary hours of work for:

- 201.1 full time employees (other than shift workers) are 37.5 hours per week, 7.5 hours per day, Monday to Friday within the bandwidth. Hours may be averaged over a four week settlement period.
- 201.2 shift workers are 150 hours averaged over a 4 week settlement period.
- 201.3 part time employees are the hours of work agreed in their part time work agreement.

Once ^{s. 22(1)(a)(ii)} has some time to work through the new EA I will provide a range of topics to discuss with you. This will be mid next week.

It's important that understanding and applying the new EA is everyone's responsibility, it's about the employment rights for all employees, plus the rules for how we design and manage our business and our people.

As far as next steps go, I'm interested if your shift rosters have staff working more than 150 hours averaged over a 4 week settlement period, noting that some rosters are across longer periods of time.

Thanks everyone, and I'll come back to you with more information next week.

@Fischer, Vikki and @Willis, Cecilia – checking you're okay with this approach and open to suggestions.

Thanks

^{s. 22(1)(a)(ii)}

Kind regards

^{s. 22(1)(a)(ii)}

Principal Director | Traveller and Detector Dog Biosecurity Operations | Mobile: ^{s. 22(1)(a)(ii)}

s. 22(1)(a)(ii)

From: s. 22(1)(a)(ii)
Sent: Wednesday, 13 March 2024 4:00 PM
To: s. 22(1)(a)(ii)
Subject: Hours per 4 weeks [SEC=OFFICIAL]
Attachments: 7 week roster pattern.xls

Hi s. 22(1)(a)(ii)

Please see below, I have taken 4-week time periods consecutively starting from 14th March. You can see by totals that hours change varying from **119hrs** through to **175hrs** dependant on where you are in the 7-week pattern. I have also attached the 6 shift 7-week roster pattern for you to look at.

14th March – 10 April (4weeks)
17 days x 9hrs 22mins
Total 156.74hrs

11th April – 8th May (4 weeks)
14 days x 9hrs 22mins
Total 129.08hrs

9th May – 5th June (4 Weeks)
19 days x 9hrs 22mins
Total 175.18hrs

6th June – 3rd July (4 weeks)
13 Days x 9hrs 22mins
Total 119.86hrs

4th July – 31 July (4 weeks)
18 days x 9hrs 22mins
Total 165.96hrs

1st August – 28th August (4 weeks)
15 days x 9hrs 22mins
Total 138.3hrs

29th August – 25 September (4 weeks)
16 days x 9hrs 22mins
Total 147.52

Please let me know if you require anything further.

Regards,

s. 22(1)(a)(ii)

Operation Manager (a/g) | Detector Dog Operations | Mobile s. 22(1)(a)(ii)
Department of Agriculture, Fisheries and Forestry
Air & Sea Travellers, Mail and Detector Dogs | Biosecurity Operation Division
GPO Box 858 Canberra ACT 2601Australia
awe.gov.au



s. 22(1)(a)(ii)

From: s. 22(1)(a)(ii)
Sent: Wednesday, 13 March 2024 2:48 PM
To: s. 22(1)(a)(ii)
Subject: FW: Roster [SEC=OFFICIAL]

Hi s. 22(1)(a)(ii)

I have received the following correspondence from s. 22(1)(a)(ii) today and would appreciate time to discuss when you are available.

Regards,

s. 22(1)(a)(ii)

Operation Manager (a/g) | Detector Dog Operations | Mobile s. 22(1)(a)(ii)
Department of Agriculture, Fisheries and Forestry
Air & Sea Travellers, Mail and Detector Dogs | Biosecurity Operation Division
GPO Box 858 Canberra ACT 2601Australia
awe.gov.au



s. 11C(1)(a)

s. 11C(1)(a)

s. 47F(1)

s. 11C(1)(a)

s. 22(1)(a)(ii)

From: s. 22(1)(a)(ii)
Sent: Thursday, 14 March 2024 2:26 PM
To: s. 22(1)(a)(ii)
Subject: RE: Roster [SEC=OFFICIAL]

Hi ^{s. 22(1)(a)(ii)}

Thank you for your email and your observations around the average total working hours of 150 hours per 4-week period for shift workers. The roster that you are currently working is the same as when you worked in Travellers at the airport and the consultation process for that roster involved the CPSU, workplace relations and most importantly staff, who all voted overwhelmingly for the current roster. I do not believe that the CPSU raised any issue around the 150 hours.

I have previously advised all handlers that I intend to conduct a roster review when all new handlers have been onboarded and trained. This review will involve consultation with all staff the CPSU and other stakeholders identified in the guidelines that currently exist for roster reviews in the Traveller and Detector Dog pathway.

I am seeking advice on your concerns and will provide further feedback.

From: s. 22(1)(a)(ii) <s. 22(1)(a)(ii)@aff.gov.au>
Sent: Wednesday, March 13, 2024 2:48 PM
To: s. 22(1)(a)(ii) <s. 22(1)(a)(ii)l@aff.gov.au>
Subject: FW: Roster [SEC=OFFICIAL]

Hi ^{s. 22(1)(a)(ii)}

I have received the following correspondence from ^{s. 22(1)(a)(ii)} today and would appreciate time to discuss when you are available.

Regards,

s. 22(1)(a)(ii)

Operation Manager (a/g) | Detector Dog Operations | Mobile s. 22(1)(a)(ii)
Department of Agriculture, Fisheries and Forestry
Air & Sea Travellers, Mail and Detector Dogs | Biosecurity Operation Division
GPO Box 858 Canberra ACT 2601Australia
awe.gov.au



s. 11C(1)(a)

S. 11C(1)(a)

S. 47F(1)

S. 11C(1)(a)

S. 11C(1)(a)

s. 22(1)(a)(ii)

From: s. 22(1)(a)(ii)
Sent: Thursday, 14 March 2024 9:14 AM
To: s. 22(1)(a)(ii)
Subject: RE: Roster [SEC=OFFICIAL]

Maybe this,

I have discussed your email with s. 22(1)(a)(ii) and he will consider your comments and provide you with a response early next week.

From: s. 22(1)(a)(ii) <s. 22(1)(a)(ii)@aff.gov.au>
Sent: Thursday, March 14, 2024 9:04 AM
To: s. 22(1)(a)(ii) <s. 22(1)(a)(ii)@aff.gov.au>
Subject: RE: Roster [SEC=OFFICIAL]

Hi s. 22(1)(a)(ii)

Is this response OK?

Hi s. 22(1)(a)(ii)

I have forwarded this email to s. 22(1)(a)(ii) who will be looking into this situation for you. I am aware that s. 22(1)(a)(ii) is unavailable Friday and Monday however assume that with your concerns raised a response will follow sometime early next week.

Regards,

s. 22(1)(a)(ii)

Operation Manager (a/g) | Detector Dog Operations | Mobile s. 22(1)(a)(ii)
Department of Agriculture, Fisheries and Forestry
Air & Sea Travellers, Mail and Detector Dogs | Biosecurity Operation Division
GPO Box 858 Canberra ACT 2601Australia
awe.gov.au



s. 11C(1)(a)

S. 11C(1)(a)

S. 47F(1)

S. 11C(1)(a)

s. 11C(1)(a)

s. 22(1)(a)(ii)

From: s. 22(1)(a)(ii)
Sent: Tuesday, 12 March 2024 8:13 PM
To: s. 22(1)(a)(ii); s. 22(1)(a)(ii); s. 22(1)(a)(ii) s. 22(1)(a)(ii)
Subject: RE: Shift rosters [SEC=OFFICIAL]

Hi s. 22(1)(a)(ii)

I have also gone through our roster and can confirm that we do work more than 150 hours in an average period of 4 weeks.

This has been questioned with Traveller Management previously and the response given has been that it averages out over 7 weeks.

In our previous expired E.A and our current E.A it states that 'Ordinary hours for shift workers are an average total of 150 hours per 4 week period'

Kind Regards,

s. 22(1)(a)(ii)

Technical Supervisor | Detector Dog Operations

s. 22(1)(a)(ii)

Department of Agriculture, Fisheries and Forestry
Air & Sea Travellers, Mail and Detector Dogs | Biosecurity Operation Division
GPO Box 858 Canberra ACT 2601Australia
aff.gov.au



From: s. 22(1)(a)(ii) <s. 22(1)(a)(ii)@aff.gov.au>
Sent: Tuesday, March 12, 2024 3:05 PM
To: s. 22(1)(a)(ii) <s. 22(1)(a)(ii)@aff.gov.au>; s. 22(1)(a)(ii) <s. 22(1)(a)(ii)@aff.gov.au>; s. 22(1)(a)(ii) <s. 22(1)(a)(ii)@aff.gov.au>; s. 22(1)(a)(ii) <s. 22(1)(a)(ii)@aff.gov.au>
Subject: RE: Shift rosters [SEC=OFFICIAL]

Hi s. 22(1)(a)(ii)

I had a look at what you asked and within a 4 week period we range on average from 140 hours to 190 hours depending on when you begin counting the 4 weeks.

Our roster is a 7 week roster.

Kind Regards,

s. 22(1)(a)(ii)

Acting Technical Supervisor | Detector Dog Operations

Department of Agriculture, Fisheries and Forestry
Air & Sea Travellers, Mail and Detector Dogs | Biosecurity Operation Division
GPO Box 858 Canberra ACT 2601Australia
aff.gov.au



From: s. 22(1)(a)(ii) <s. 22(1)(a)(ii)@aff.gov.au>

Sent: Tuesday, March 12, 2024 8:50 AM

To: s. 22(1)(a)(ii) <s. 22(1)(a)(ii)@aff.gov.au>; s. 22(1)(a)(ii) <s. 22(1)(a)(ii)@aff.gov.au>; s. 22(1)(a)(ii) <s. 22(1)(a)(ii)@aff.gov.au>; s. 22(1)(a)(ii) <s. 22(1)(a)(ii)@aff.gov.au>; s. 22(1)(a)(ii) <s. 22(1)(a)(ii)@aff.gov.au>

Subject: RE: Shift rosters [SEC=OFFICIAL]

Sorry this is meant to say 150 hours, fat finger syndrome

From: s. 22(1)(a)(ii)

Sent: Tuesday, March 12, 2024 8:29 AM

To: s. 22(1)(a)(ii) <s. 22(1)(a)(ii)@aff.gov.au>; s. 22(1)(a)(ii) <s. 22(1)(a)(ii)@aff.gov.au>; s. 22(1)(a)(ii) <s. 22(1)(a)(ii)@aff.gov.au>; s. 22(1)(a)(ii) <s. 22(1)(a)(ii)@aff.gov.au>; s. 22(1)(a)(ii) <s. 22(1)(a)(ii)@aff.gov.au>; s. 22(1)(a)(ii) <s. 22(1)(a)(ii)@aff.gov.au>

Subject: Shift rosters [SEC=OFFICIAL]

Importance: High

Hi all,

I think I know the answer to this, but could I have confirmation that the shift rosters do not have handlers working more than 1250 hours averaged over a 4 week settlement period. I am aware that the settlement period we have is 8 weeks?

Also, and again I know the answer but could I also have confirmation that s. 22(1)(a) also does not work more than 1250 hours averaged over a 4 week settlement period.

Regards
s. 22(1)(a)(ii)

s. 22(1)(a)(ii)

From: s. 22(1)(a)(ii)
Sent: Tuesday, 12 March 2024 8:50 AM
To: s. 22(1)(a)(ii); s. 22(1)(a)(ii); s. 22(1)(a)(ii); s. 22(1)(a)(ii)
Subject: RE: Shift rosters [SEC=OFFICIAL]

Sorry this is meant to say 150 hours, fat finger syndrome

From: s. 22(1)(a)(ii)
Sent: Tuesday, March 12, 2024 8:29 AM
To: s. 22(1)(a)(ii) <s. 22(1)(a)(ii)@aff.gov.au>; s. 22(1)(a)(ii) <s. 22(1)(a)(ii)@aff.gov.au>; s. 22(1)(a)(ii) <s. 22(1)(a)(ii)@aff.gov.au>; s. 22(1)(a)(ii) <s. 22(1)(a)(ii)@aff.gov.au>; s. 22(1)(a)(ii) <s. 22(1)(a)(ii)@aff.gov.au>; s. 22(1)(a)(ii) <s. 22(1)(a)(ii)@aff.gov.au>
Subject: Shift rosters [SEC=OFFICIAL]
Importance: High

Hi all,

I think I know the answer to this, but could I have confirmation that the shift rosters do not have handlers working more than 1250 hours averaged over a 4 week settlement period. I am aware that the settlement period we have is 8 weeks?

Also , and again I know the answer but could I also have confirmation that ^{s. 22(1)(a)} also does not work more than 1250 hours averaged over a 4 week settlement period.

Regards
s. 22(1)(a)(ii)

s. 22(1)(a)(ii)

From: s. 22(1)(a)(ii)
Sent: Thursday, 14 March 2024 11:19 AM
To: s. 22(1)(a)(ii)
Subject: FW: Roster [SEC=OFFICIAL]

From: s. 22(1)(a)(ii) <s. 22(1)(a)(ii)@aff.gov.au>
Sent: Wednesday, March 13, 2024 2:48 PM
To: s. 22(1)(a)(ii) <s. 22(1)(a)(ii)@aff.gov.au>
Subject: FW: Roster [SEC=OFFICIAL]

Hi s. 22(1)(a)(ii)

I have received the following correspondence from s. 22(1)(a)(ii) today and would appreciate time to discuss when you are available.

Regards,

s. 22(1)(a)(ii)

Operation Manager (a/g) | Detector Dog Operations | Mobile s. 22(1)(a)(ii)
Department of Agriculture, Fisheries and Forestry
Air & Sea Travellers, Mail and Detector Dogs | Biosecurity Operation Division
GPO Box 858 Canberra ACT 2601Australia
awe.gov.au



s. 11C(1)(a)

s. 11C(1)(a)

s. 47F(1)

s. 11C(1)(a)