

SCHEDULE 2

MINIMUM STAFFING PROVISIONS

1.1 Safe Staffing Numbers

The parties have agreed for reasons including employee health, safety and welfare the below safe staffing numbers will be maintained as a minimum at all applicable classifications and for all times as set out in the tables provided.

1.2 Any alteration to the numbers specified in the below tables may be implemented for a period not exceeding 7 days by agreement between the parties. Any such agreement or dispensation shall be confirmed in writing.

1.3 Safe Staffing Tables

FSV

THO	BAL
TL - 1	TL - 1
ATL - 1	ATL - 1
MFB RADIO - 4	
CFA RADIO - 6	CFA RADIO - 6
TURNOUT - 5	TURNOUT - 2
CALL-TAKERS - 6	CALL-TAKERS - 4
TRAINERS - 2	TRAINERS - 2

POLICE

WTC	BAL	THO
TL - 2	TL - 2	TL - 2
ATL - 1	ATL - 1	ATL - 1
DP (DS) - 11	DP (DS) - 9	DP (DS) - 9
DP (NS SUN-THURS) - 12	DP (NS SUN-THURS) - 9	DP (NS SUN-THURS) - 10
DP (NS FRI-SAT) - 17	DP (NS FRI-SAT) - 10	DP (NS FRI-SAT) - 11
CT (DS) - Total of 30 no less than 6 at each for manual ops	CT (DS) - 6	CT (DS) -
CT (NS SUN-WED) -	CT (NS SUN-WED) - 6	

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30 no less than 6 but after 2.30AM – 7AM 22 Minimum 6 across all sites		
CT (NS THUR-SAT) – 40 2.30AM – 7AM 30	CT (NS THUR-SAT) – 8	
TRAINERS – 2	TRAINERS – 2	

AV EMERG

THO	BAL
TL – 2	TL – 2
ATL – 1	ATL – 1
DP – 8 (4 CH, 1 ARO, 2 BREAK/CT)	DP – 6 (3 CHANNEL, 1 ARO, 2 BREAK/CT)
CT – 24 across the state minimum of	CT – 12
TRAINERS – 2	TRAINERS – 2

NB – CT numbers will be maintained as a minimum of 24 across both sites and cannot drop below minimum of 9 at Ballarat & minimum 12 at Tally Ho to allow for redundancy & manual ops.

AV NETCOM

THO	BAL
TL – 1	TL – 1
ATL – 1	ATL – 1
DP – 3	DP – 3
CT – 8 (14 COMBINED)	CT – 6 (14 COMBINED)
	TRAINER – 1

1.4 Principles to Maintain Safe Staffing Levels

Where numbers drop below the specified safe staffing levels as contained in the above tables the following three steps will be followed to maintain the minimum numbers:

- Step 1 – ESTA will use qualified people currently on shift above minimums to backfill vacant shifts
- Step 2 – ESTA will backfill shift via overtime with such overtime being offered firstly to employees whose primary service aligns to that which is required and only to employees with the relevant skill set needed (i.e a dispatcher will be replaced with a dispatcher and a team leader with a team leader).

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- Step 3 – Where no employee from the primary service is available ESTA may seek to backfill the position via overtime from multi-skilled employees who holds the necessary skill set. Please note, this does not apply to ATL and TL positions which must be backfilled by a substantive ATL and TL from the primary service.
- Step 4 – If no substantive ATL or TL is available ESTA will utilise a higher duties arrangement to backfill the position. I.e. where no substantive TL accepts the overtime the TL position will be performed by the ATL in accordance with the higher duties clause of this Agreement. In that instance, or where the ATL position is vacant due to some other means and no substantive ATL accepts the overtime the ATL position will be backfilled in the first instance by an Dispatcher with ATL experience. Where no such dispatcher is available ESTA will backfill the position via a dispatcher with at least 2 years experience in dispatch.

1.5 Implementation

Due to the increase in staffing required to achieve these numbers the Unions are proposing that the operative date of the clause would be at a date agreed to between the Unions and ESTA during bargaining but no later than 2 years from the start date of the Agreement.

1.6 Team Leader Ratios

The parties also agree that team leader numbers will increase on a ratio basis. i.e. where numbers of employees to be supervised by a team leader at any given time increases above 16 an additional team leader per every 16 employees to be supervised will be rostered for duty.