

Attachment 4

ACTPS Classification Review

Work Value Summary Report

Rangers



ACT
Government

1. OVERVIEW

The analysis of Rangers was conducted as a Priority Group that included positions from a number of classification groups. The positions are located in the Environment, Planning and Sustainable Development Directorate and the Transport Canberra and Transport Canberra and City Services Directorate working under the Infrastructure Services Enterprise Agreement 2018-2021, the Technical and Other Professionals Enterprise Agreement 2018-2021 and the Administrative and Related Classifications Enterprise Agreement 2018-2021. The classifications that make up this priority group are:

Table 1: Ranger Priority Group Classifications

<p>Park Ranger Levels:</p> <ul style="list-style-type: none"> • Senior Park Ranger 3 • Park Ranger 2 • Park Ranger 1 • Ranger in Charge (SOG C) 	<p>City Ranger Levels:</p> <ul style="list-style-type: none"> • City Ranger 1 (ASO 2) • City Ranger 2 (ASO 3) • City Ranger 3 (ASO 4) • City Ranger 4 (ASO 5) • Senior City Ranger (ASO 6) 	<p>TO Ranger Levels:</p> <ul style="list-style-type: none"> • Ranger in Charge (TO 4) • Grasslands Ranger (TO 4) • Ranger (TO 4) • Project Ranger (TO 3) • Park care Ranger (TO 3) • Ranger (TO 3) 	<p>Sportsground Ranger:</p> <ul style="list-style-type: none"> • Sportsground Ranger
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Figure 1: Overview of the Ranger priority group.

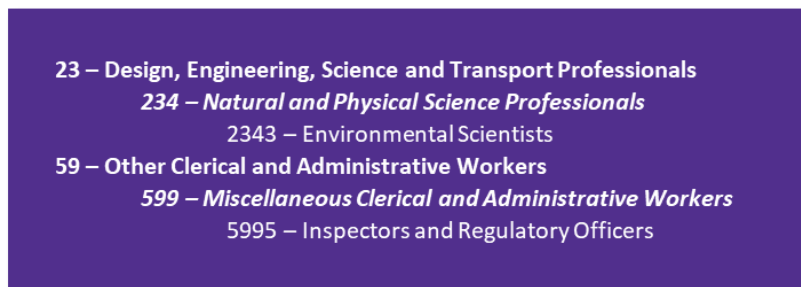


The roles within this priority group provide somewhat specialised services, maintaining and providing for the ACT’s Parks and Reserves and regulatory services within urban areas .

The cross-section of roles reviewed in this analysis were categorised into two job families *Environmental Scientists* and *Inspectors & Regulatory Officers*. These were based on the Australian and New Zealand Standard Classification of Occupations (ANZSCO) model¹ (see *Figure 2*).

The *Environmental Scientists* occupational classification includes occupations such as Park Rangers and Conservation Officers. The *Inspectors and Regulatory Officers* occupational classification includes occupations such as Dog Catchers, Water Inspectors, and Noxious Weeds and Pests Inspectors.

Figure 2: ANZSCO model mapping



The Rangers operating under the Park Ranger and Technical Officer classifications were identified as those falling under the *Environmental Scientists* job family.

The Rangers operating under the City Ranger and Sportsground Ranger classifications were identified as those falling under the *Inspectors and Regulatory Officers* job family.

¹ ANZSCO is a skills-based classification model used to classify all occupations and jobs in the Australian and New Zealand labour markets. It provides a basis for the standardised collection, analysis, and dissemination of occupation data.

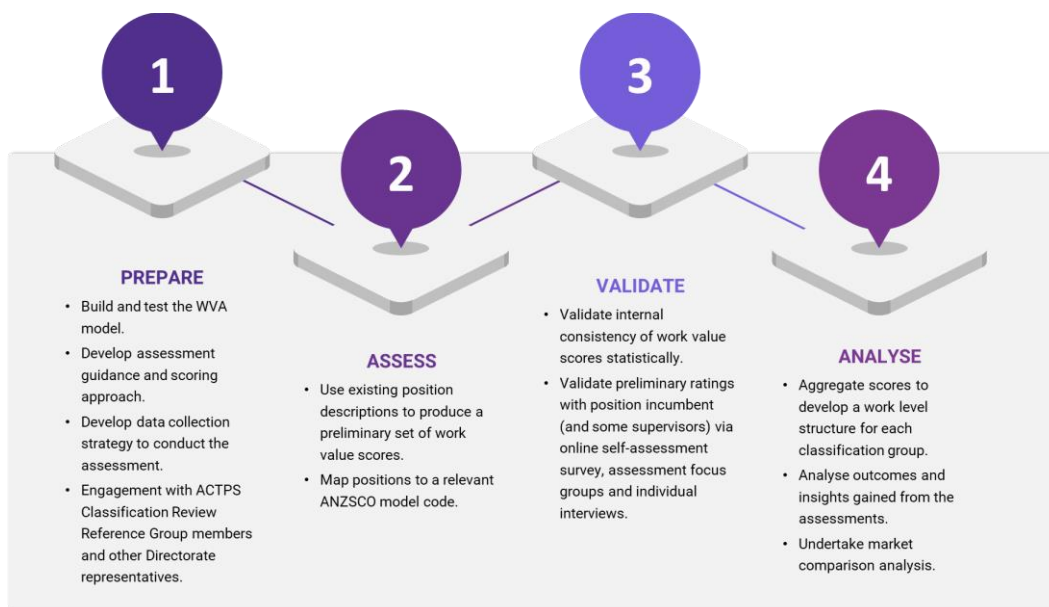
2. RESEARCH APPROACH

2.1. Methodology

An overview of the methodology applied to undertake the work value analysis is summarised in *Figure 3*. Further details on this methodology and the work value model used for the review are provided in the *ACTPS Classification Review Report*.

Limitations and assumptions related to the methodology are provided in *Section 4.3* of the main *ACTPS Classification Review Report*. Any additional limitations and assumptions specifically related to the analysis for this priority group have been included as footnotes in this summary report.

Figure 3: Overview of work value analysis methodology

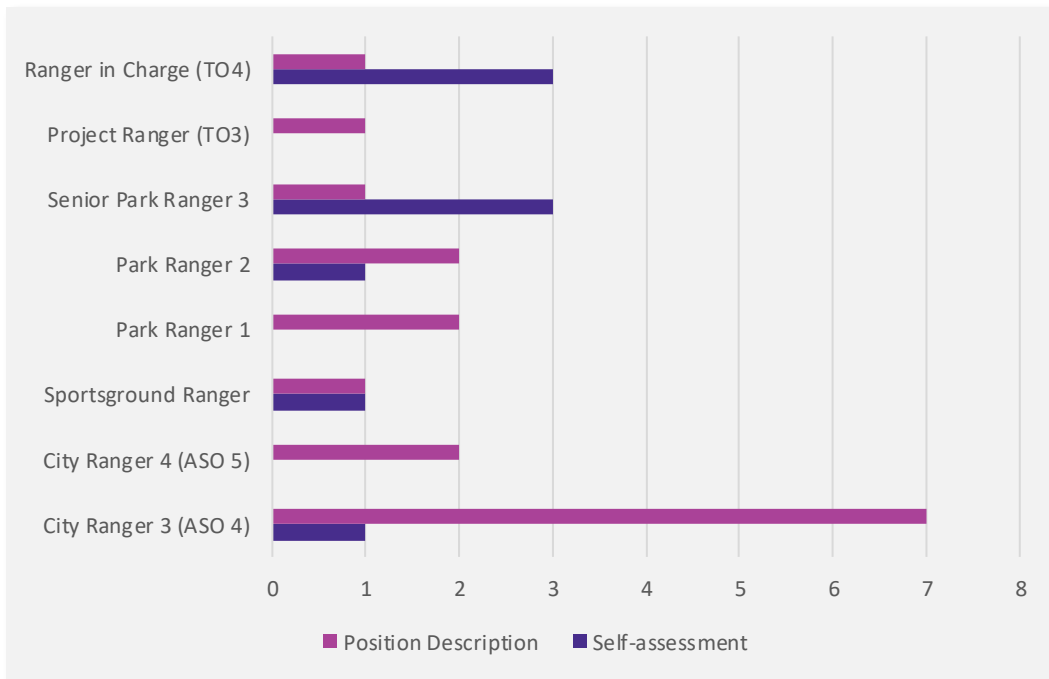


A summary of the number of assessment and validation activities is provided in *Figure 4* below. Engagement with employees working in a cross-section of ranger-related roles was conducted via five focus groups. Approximately 20 positions² were included in the cross-section of ranger-related roles³.

² This is only an approximation as this number is based on position numbers. There are some cases where there are different position numbers for the same role and others where no position number was evident in the information provided to the research team.

³ There were several ranger-related roles in which no current data was available to the research team and therefore were not included as part of this analysis. These include: Ranger in Charge (SOG C), City Ranger 1 (ASO 2), City Ranger 2 (ASO 3), Senior City Ranger (ASO 6), Grasslands Ranger (TO4), Parkcare Ranger (TO3).

Figure 4: Assessment and validation summary



3. FINDINGS, INTERPRETATION, AND ANALYSIS

3.1. Work value assessment

A set of recommended work value scores for each classification is provided in *Section 4.4* of the main *ACTPS Classification Review Report*.

Figure 5 below shows the spread of work value scores for each Ranger-related role/classification that was included in the cross-section analysed as part of this review. *Figure 6* shows the average score for each work value evaluation factor for each Ranger-related role/classification.

Figure 5: Work value scores for each ranger-related role/classification.

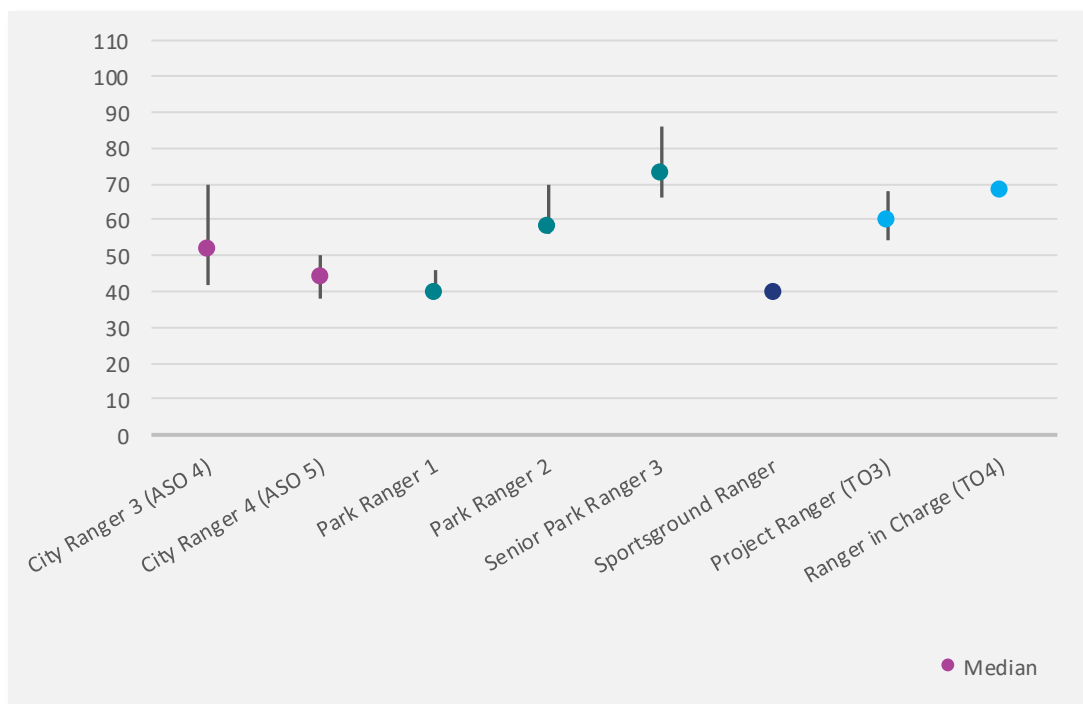
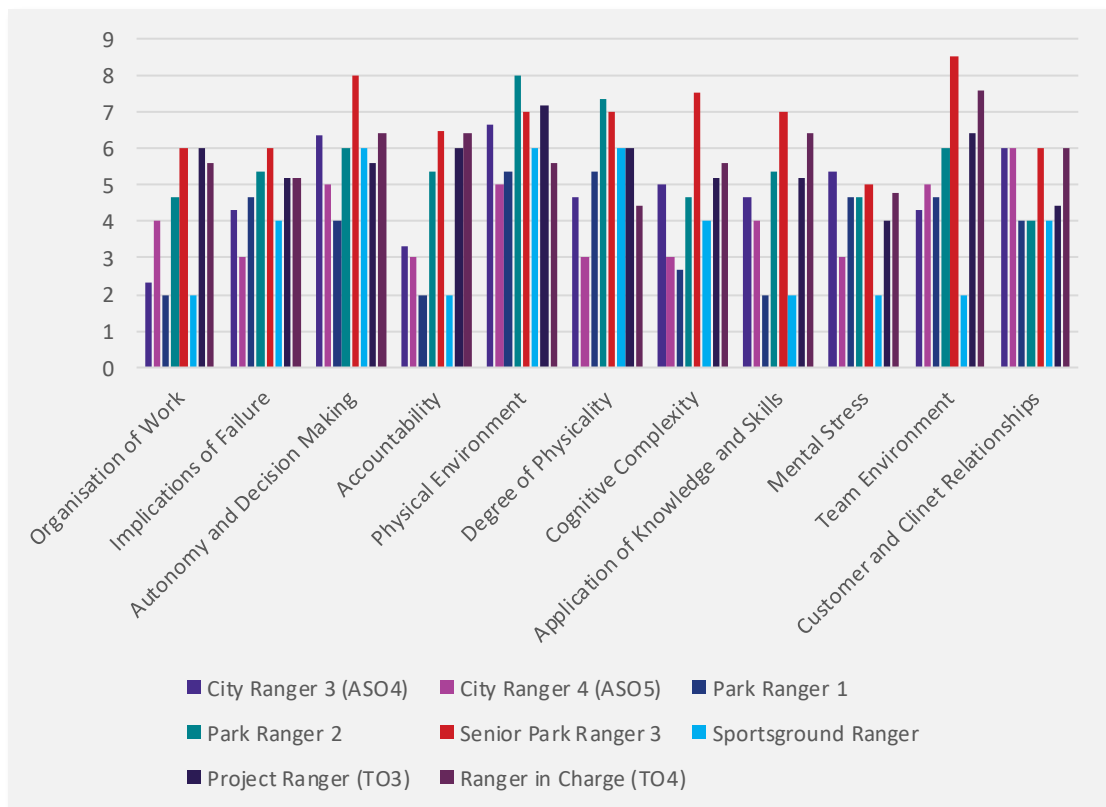


Figure 6: Spread of work value scores for each work value evaluation factor for each Ranger-related role/classification.



Analysis of City Ranger roles showed an atypical pattern of scores across City Ranger 3 and City Ranger 4 levels. The median score for the City Ranger 3 level (median = 52) was higher than the median score for the City Ranger 4 level (median = 44). A possible reason for the atypical spread is that a limited sample was used to analyse the City Ranger 4 role. Also, the City Ranger 3 roles included Ranger – Domestic Animal Services roles which scores higher than other City Ranger 3 roles in the *Degree of Physicality* and *Physical Environment* work value evaluation factors (see Figure 6). It is also important to note that it is difficult to make a sound assessment of the City Ranger classification group due to the lack of data available across all four levels of the classification group. The lack of data was due to City Ranger 1 and 2 roles not currently being used in TCCS operations (and therefore no role incumbents or position descriptions were available to analyse).

The work value scores (as displayed in Figure 5) for the Park Ranger classification levels show a clear linear increase in work value across levels. The Sportsground Ranger classification is on par with the work value for the Park Ranger 1 classification.

The work value score for the Project Ranger (TO3) aligns closely to that of the Park Ranger 2 classification and likewise, the Ranger in Charge (TO4) role aligns closely to that of the Senior Park Ranger 3 classification (as depicted in Figure 5). The work value scores for the Project Ranger (TO3) and Ranger in Charge (TO4) are also on par with the work value scores for the respective Technical Officer 3 and 4 classifications that were identified as part of the work value assessment for Technical Officers (refer to Appendix 6, ACTPS Classification Review Work Value Summary Report for Technical Officers).

3.2. Remuneration – Market Comparison

For the purposes of the market comparison, the primary data source used was Australian Bureau of Statistics (ABS) census data mapped to ANZSCO. Further details on the methodology are available in *Section 4.4* of the main ACTPS Classification Review Report.

For the Ranger-related roles analysed as part of this review, two ANZSCO 4-digit codes were identified within the sample group:

- 2343 - Environmental Scientists
- 5995 - Inspectors and Regulatory Officers

Utilising ABS census data, an average wage for individuals who work in these ANZSCO codes was calculated for the NSW State Government, ACT private sector and ACT Federal Government markets⁴. They were compared to the ACTPSEA data which contained the wages for the various ranger-related classifications. *Tables 1 and 2* below show the variance⁵ in the market comparison across the two job families.

For the purposes of additional analyses, tables with salary ranges (as opposed to average salary) have also been provided for each category. Noting these should be viewed with caution as the range includes outliers and therefore in some cases shows a significantly large salary range when analysing market comparators.

The comparison shows a general trend for lower-level roles lagging behind the average market comparators, whilst higher levels are on par. This is an expected result given the market comparators are based on an average salary range and therefore lower-level roles will fall into the lower-end of the salary scale based on work value, and the capability and experience required to perform at those levels.

⁴ There are certain ANZSCO codes which do not have an associated ACT Federal Government comparator. This is due to the Federal Government not containing individuals who fall under those ANZSCO codes.

⁵ Within market defined as within 10% of the average wage designated for the ANZSCO code

Table 1: Market comparison based on ABS Census Data for Ranger classifications under the Environmental Scientists job family.

ENVIRONMENTAL SCIENTISTS					
Level	ACTPS EA Average Wage	ANZSCO Code	ACT Private Sector	ACT Federal Gov	NSW State Gov
PARK RNG1	\$ 67,557.25	2343 - Environmental Scientists	\$ 88,723.11	No data available	\$ 94,129.34
PARK RNG2	\$ 75,342.50	2343 - Environmental Scientists	\$ 88,723.11	No data available	\$ 94,129.34
PARK RNG3	\$ 82,699.33	2343 - Environmental Scientists	\$ 88,723.11	No data available	\$ 94,129.34
TO3	\$ 79,815.17	2343 - Environmental Scientists	\$ 88,723.11	No data available	\$ 94,129.34
TO4	\$ 92,334.80	2343 - Environmental Scientists	\$ 88,723.11	No data available	\$ 94,129.34

KEY Lag Market Lead

Level	ACTPS EA Wage Range	ANZSCO Code	ACT Private Sector	ACT Federal Gov	NSW State Gov
PARK RNG1	\$ 65,097.00 - \$ 70,058.00	2343 - Environmental Scientists	\$ 65,646.77 - \$ 130,284.20	No data available	\$ 30,019.18 - \$226,425.38
PARK RNG2	\$ 72,272.00 - \$ 78,254.00	2343 - Environmental Scientists	\$ 65,646.77 - \$ 130,284.20	No data available	\$ 30,019.18 - \$226,425.38
PARK RNG3	\$ 80,323.00 - \$ 85,020.00	2343 - Environmental Scientists	\$ 65,646.77 - \$ 130,284.20	No data available	\$ 30,019.18 - \$226,425.38
TO3	\$ 74,973.00 - \$ 84,729.00	2343 - Environmental Scientists	\$ 65,646.77 - \$ 130,284.20	No data available	\$ 30,019.18 - \$226,425.38
TO4	\$ 86,547.00 - \$ 99,051.00	2343 - Environmental Scientists	\$ 65,646.77 - \$ 130,284.20	No data available	\$ 30,019.18 - \$226,425.38

Table 2: Market comparison based on ABS Census Data for Ranger classifications under the Inspections and Regulatory Officers job family.

INSPECTORS AND REGULATORY OFFICERS					
Level	ACTPS EA Average Wage	ANZSCO Code	ACT Private Sector	ACT Federal Gov	NSW State Gov
SPORTS RNG1	\$ 60,453.20	5995 - Inspectors and Regulatory Officers	\$ 88,955.53	\$ 86,765.41	\$ 83,921.49

CITY RNG1	\$ 60,453.20	5995 - Inspectors and Regulatory Officers	\$ 88,955.53	\$ 86,765.41	\$ 83,921.49
CITY RNG2	\$ 67,557.25	5995 - Inspectors and Regulatory Officers	\$ 88,955.53	\$ 86,765.41	\$ 83,921.49
CITY RNG3	\$ 75,342.50	5995 - Inspectors and Regulatory Officers	\$ 88,955.53	\$ 86,765.41	\$ 83,921.49
CITY RNG4	\$ 82,699.33	5995 - Inspectors and Regulatory Officers	\$ 88,955.53	\$ 86,765.41	\$ 83,921.49
SNR CITY RNG	\$ 92,139.40	5995 - Inspectors and Regulatory Officers	\$ 88,955.53	\$ 86,765.41	\$ 83,921.49
KEY Lag Market Lead					

Level	ACTPS EA Average Wage	ANZSCO Code	ACT Private Sector	ACT Federal Gov	NSW State Gov
SPORTS RNG1	\$57,454.00- \$63,443.00	5995 - Inspectors and Regulatory Officers	\$ 42,390.07 - \$ 201,003.06	\$ 67,322.32 - \$ 103,177.11	\$ 29,263.82 - \$ 174,183.80
CITY RNG1	\$57,454.00- \$63,443.00	5995 - Inspectors and Regulatory Officers	\$ 42,390.07 - \$ 201,003.06	\$ 67,322.32 - \$ 103,177.11	\$ 29,263.82 - \$ 174,183.80
CITY RNG2	\$ 65,097.00 - \$ 70,058.00	5995 - Inspectors and Regulatory Officers	\$ 42,390.07 - \$ 201,003.06	\$ 67,322.32 - \$ 103,177.11	\$ 29,263.82 - \$ 174,183.80
CITY RNG3	\$ 72,272.00 - \$ 78,254.00	5995 - Inspectors and Regulatory Officers	\$ 42,390.07 - \$ 201,003.06	\$ 67,322.32 - \$ 103,177.11	\$ 29,263.82 - \$ 174,183.80
CITY RNG4	\$ 80,323.00 - \$85,020.00	5995 - Inspectors and Regulatory Officers	\$ 42,390.07 - \$ 201,003.06	\$ 67,322.32 - \$ 103,177.11	\$ 29,263.82 - \$ 174,183.80
SNR CITY RNG	\$ 86,547.00 - \$ 99,051.00	5995 - Inspectors and Regulatory Officers	\$ 42,390.07 - \$ 201,003.06	\$ 67,322.32 - \$ 103,177.11	\$ 29,263.82 - \$ 174,183.80

4. FUTURE CONSIDERATIONS

The City Ranger and Sportsground classifications appear to have a classification structure that logically aligns to a single job family – *Inspectors and Regulatory Officers*. Likewise, the Park Ranger classification and Ranger roles that are classified as Technical Officers align to the *Environmental Scientist* job family.

An insight that was gained through undertaking a comparative work value assessment for the Technical Officer classification⁶ was that there are roles that also fall under these two job families. For example, Park Care Support Officer and Wildlife Officer roles that are classified as TOs also fall into the *Environmental Scientist* job family and Environmental Protection Officers and Invasive Plants Officer roles that are classified as TOs could fall into the *Inspectors and Regulatory Officers* job family. The work value assessment results also showed close alignment between the Park Ranger classifications and respective Technical Officer levels:

“The work value score for the Project Ranger (TO3) aligns closely to that of the Park Ranger 2 classification and likewise, the Ranger in Charge (TO4) role aligns closely to that of the Senior Park Ranger 3 classification. The work value scores for the Project Ranger (TO3) and Ranger in Charge (TO4) are also on par with the work value scores for the respective Technical Officer 3 and 4 classifications that were identified as part of the work value assessment for Technical Officers.”

This indicates that there is an opportunity to streamline Ranger-related roles, particularly those within the *Environmental Scientist* job family. This could be achieved either by re-classifying the relevant roles that are currently classified as Technical Officers into the Park Ranger classification. Alternatively, there is an option to reduce the number of classifications by re-classifying existing Park Ranger classified roles into the Technical Officer classification.

Noting, in circumstances where roles are re-classified into an alternate classification group, the qualifications identified in the Work Level Standards for the classification group being used may need to be adjusted to align with the qualification requirements of the roles being re-classified.

There is a similar opportunity for the roles that sit within the *Inspectors and Regulatory Officers* job family (City Rangers and Sportsground Rangers). There are roles that map to this job family across the Technical Officer and General Service Officer classifications, and it is likely that the Administrative Service Officer classification also includes roles within this job family. Therefore, streamlining could be achieved by re-classifying the roles into an existing classification group. Alternately, the City Ranger classification could remain as is. This option should also consider the incorporation of the Sportsground Ranger into this classification group.

⁶ Refer to Appendix 6, ACTPS Classification Review Work Value Summary Report for Technical Officers.