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4 July 2013

Mr Jim Casey  
State Secretary  
Fire Brigade Employees' Union of NSW  
1-7 Belmore Street  
SURRY HILLS NSW 2010

Dear Mr Casey

I refer to our discussions on Monday 1 July 2013 regarding the Inspectors Promotion Program (IPP). Firstly I would like to thank you for attending the meeting which I believe was productive.

I have carefully considered the matters you have raised. In response I am pleased to advise that I agree the following changes to the proposed IPP Pre- Entry Test are warranted and will be incorporated:

- The second dot point under 'Competencies in Firefighter Management' will be amended to remove reference to Certificate III or IV in training. This will now simply require experience and skills in training.
- First dot point under 'Fire Investigation' will be amended to remove reference to Certificate or Diploma in Fire Investigation. This will now simply require experience and skills in conducting fire scene investigations.
- All applicants will receive feedback at the end of the selection process. Where the selection process identifies that an applicant might never achieve the attributes required for promotion to Inspector, I confirm that they will be advised and offered appropriate career counselling on other possible internal career opportunities. This will ensure that such applicants don't continually submit future applications in the expectation of selection, and are provided with appropriate guidance.
- Applicants who are unsuccessful will be able to seek a review of the selection panel's decision. Following sign-off on the selection panel's report by the Deputies, applicants will have a defined period following receipt of their feedback to request a review. This review will be undertaken by a two person panel comprising the Commissioner FRNSW and a high level external person from a comparable agency within the Attorney General cluster.
- I confirm that the psychometric testing will be arranged to take place when the employee is normally rostered on-shift.

- While I do not accept that employees who have been studying for the old 'rote' test will be disadvantaged in any way, I am prepared to concede that in the first pre-entry test to be held this year under the new format, applicants will be given the option of undertaking either an exam based on the old 'rote' test, or the practical scenario component of the new pre-entry test. Both these components will be scored out of 25 with each individual applicant's score in either test contributing to their overall score.

For the sake of clarity, I confirm the content and format of the new Pre-Entry test will comprise the following: a portfolio of work to demonstrate capacity to undertake the role; psychometric testing comprising cognitive, emotional intelligence, and personality assessment; merit based interview and referee checks; and a practical 'desk top' test based on a short scenario (the 2013 IPP applicants will have the option to elect to undertake a shortened 'rote' test instead of the practical test).

I note your communication yesterday requesting that the pre-entry test be postponed until 2014. This would create significant practical difficulties and cost impacts. At present there are five Inspector vacancies in regional locations and our workforce planning forecasts that there will shortly be a further five vacancies (total of 10). I hope that you will appreciate that there is therefore a pressing need to commence the IPP process as soon as possible.

I also hope that you will appreciate that I have attempted to genuinely accommodate matters raised by the FBEU as concerns, without eroding the intent of a merit based approach to selection for the IPP.

I hope that the significant changes outlined above will be accepted by the FBEU as this will then enable discussions to commence on extending the concept to the SOPP, but more importantly, for the IPP process to proceed as quickly as possible. Please do not hesitate to contact the Director Human Resources, Darren Husdell on 9265 2623 should any clarification be needed.

Given the pressing need to proceed, accommodation of the bulk of issues raised by the FBEU, the significant numbers of Station Officers who have attended information sessions and expressed support (more than 130), and the level of consultation over the last 12 months on this issue, I intend to form a view next week, in accordance with the Award, on whether consultation has been exhausted on this matter. It is my genuine hope that a joint announcement can be made next week on the basis of what I have outlined above.

Yours sincerely



Greg Mullins AFSM  
**Commissioner**