



9 August 2013

Mr. Greg Mullins AFSM
Commissioner
Fire and Rescue NSW
PO Box A249
SYDNEY SOUTH NSW 1232

Dear Mr Mullins,

Re: Proposed change of Roster at Holmesville Fire Station

I write in response to your letter dated 5 August 2013 regarding the Department's proposed change of roster at Holmesville Fire Station.

I remind you of the provisions of Clause 36.3 of the *Crown Employees (Fire and Rescue NSW Permanent Firefighting Staff) Award 2011* which requires you to consult with the Union prior to making any decision to effect change under a specified clause (in this case Clause 8, Hours of Work).

Your provocative handling of this and other matters of late suggests to me that you are being poorly advised. Being an ex-official of the FBEU, you more than most should understand what constitutes genuine consultation. Suffice it to say that addressing some of the affected staff to tell them of your intentions neither satisfies your legal obligation to do so under the Awards, nor your ethical obligation to do so as a major employer in this state.

The Union has not yet reached a firm view on your proposal, and cannot reasonably be expected to do so before the parties have met to discuss and consider what is clearly a multi-faceted issue. Please contact me directly in order to arrange a mutually convenient meeting.

Yours sincerely,

Jim Casey
State Secretary