



103rd ANNUAL GENERAL MEETING AGENDA

**1000 hours, Thursday 24 October 2013
Union Auditorium
1-7 Belmore Street, Surry Hills**

Meeting Open

Adoption of Minutes

“That the draft minutes of the June 2013 Special General Meeting, held on Friday 21 June 2013, as published in SITREP 40/2013 on the Union’s internet site prior to this meeting, be received, noted and adopted as a true and correct record of that meeting.”

State Committee Recommendation: SUPPORT

“That the draft minutes of the Union’s 102nd Annual General Meeting, held on Thursday 18 October 2012, as published in SITREP 40/2013 on the Union’s internet site prior to this meeting, be received, noted and adopted as a true and correct record of that meeting.”

State Committee Recommendation: SUPPORT

“That the draft minutes of the September 2012 Special General Meeting, held on Friday 7 September 2012, as published in SITREP 40/2013 on the Union’s internet site prior to this meeting, be received, noted and adopted as a true and correct record of that meeting.”

State Committee Recommendation: SUPPORT

“That the draft minutes of the June 2012 Special General Meeting, held on Thursday 21 June 2012, as published in SITREP 40/2013 on the Union’s internet site prior to this meeting, be received, noted and adopted as a true and correct record of that meeting.”

State Committee Recommendation: SUPPORT

“That the draft minutes of the June 2012 Special General Meeting, held on Wednesday 13 June 2012, as published in SITREP 40/2013 on the Union’s internet site prior to this meeting, be received, noted and adopted as a true and correct record of that meeting.”

State Committee Recommendation: SUPPORT

State Secretary’s Annual Report

Notices of Motion

Meeting Close

**Jim Casey
State Secretary**

17 October 2013



SPECIAL GENERAL MEETING MINUTES

Friday 21 June 2013

Trades Hall Auditorium, 377 Sussex Street, Sydney

The President, Com. Sullivan occupied the Chair and declared the meeting open at 1100 hours.

State Secretary's Report

The State Secretary, Com. Casey, then reported broadly on the activities of and the issues before the Union following which numerous questions were put through the Chair and answered to the satisfaction of the meeting.

Question on Notice

Flexible Rostering Arrangements

It was then

Moved: Com. J Casey

Seconded: Com. T. Ross

"That in recognition of:

- a) the growing demand of members for flexible hours of work and leave;*
- b) the various trials conducted since 2008 (e.g., part-time roster and job share) which continue to this day despite being outside of (and arguably, contrary to) the Award;*
- c) the lack of certainty for members working outside of the Award's agreed rosters with the apparent agreement of management; and*
- d) the growing trend towards more flexible work arrangements across various industries and industrial relations systems;*

the State Secretary is to commence negotiations with the Department for the amendment of the Crown Employees (Fire and Rescue NSW Permanent Firefighting Staff) Award 2011 to allow for alternative rosters on the understanding that:

- e) flexibility in work hours should not be unfettered, and that alternative work arrangements will therefore still be rostered;*
- f) alternative rosters will be developed across an eight-week cycle, and in consultation with the member, at least fourteen days prior to the commencement of the next eight-week roster cycle;*
- g) it remains the case that no member will be able to be directed to work an alternative roster to that in operation at the station/location to which they are attached;*
- h) a member who elects to work an alternative roster will also be able to elect to return to their default roster (being the roster in operation at the station/location to which they are attached) at any time with 14 days notice;*
- i) alternative rosters will not require members to work split or broken shifts, and that any rostered shifts will be separated by a break of no less than eight hours;*
- j) members who choose to work less than full time hours will be paid and accrue leave on a pro-rata basis;*
- k) overtime will continue to be payable for all time worked outside of rostered hours (including*

- alternative rosters) or in excess of 336 hours over an eight-week cycle;*
- l) alternative rosters will allow at least 8 consecutive hours between the cessation of one rostered shift and the commencement of the next rostered shift;*
 - m) alternative rosters will limit work to no more than five days in any rolling seven day period;*
 - n) change of shift arrangements, which currently operate outside of (and arguably, contrary to) the Award, will cease to be regulated by FRNSW Standing Orders and will instead be inserted into the Award;*
 - and finally*
 - o) the Award's current 16 hour limit on continuous work will remain, but a new subclause (similar in intent to the existing 12.17.2) will be inserted to allow members to elect (but not be directed) to work for up to 24 hours straight if they wish."*

Debate followed, at the conclusion of which the question was put and the SGM vote recorded as 202 for and 29 against, with 1 abstention.

Annual Leave Rosters

It was then

Moved: Com. J Casey

Seconded: Com. M. Nairn

"That this meeting endorses the changing of the present leave groups from 1 January 2014 so that the A and B Platoon leave groups will thereafter start 2 days later and the C and D Platoon leave groups will start two days earlier, thereby:

- 1) avoiding the problem with the current leave groups whereby members either start or finish their leave groups half way through a set of shifts;*

and

- 2) reducing the break between the last and first shifts worked following the first annual leave period from 30 to 28 days but increasing the break between the last and first shifts worked following the second annual leave period from 30 to 36 days."*

Debate followed, at the conclusion of which the question was put and the SGM vote recorded as 214 for and 14 against, with 4 abstentions.

Future voting on industrial matters

It was then

Moved: Com. J Casey

Seconded: Com. P. Gardner

"That where a proposed alteration to pay and/or conditions of employment arises which has peculiar application to an individual award (i.e. the Permanent Award or Retained Award), it shall normally be voted upon, or considered for adoption by, only those members who work under that award, however, where the Committee of Management is of the view that the pay and/or conditions of employment under consideration may have implications for, or a direct or indirect impact upon the pay and/or conditions of employment for firefighters generally it may put any such proposal to a vote of members generally".

Debate followed, at the conclusion of which the question was put and the SGM vote recorded as 9 for and 216 against, with 7 abstentions.

Medical First Responder

It was then

Moved: Com. J Casey

Seconded: Com. L. Drury

"That this meeting recognises:

- a) the intention of the O'Farrell Government and FRNSW management to pursue a Medical First Responder (MFR) role for permanent firefighters, without any extra pay;*
- b) that MFR work may be introduced even if a serious and sustained industrial campaign is undertaken to resist it;*
- c) that remaining uncommitted as to whether or not we should perform this work is no longer an option;*

and therefore confirms the Union's in-principle support for the performance of this work by permanent firefighters subject to two conditions, being:

- 1) the O'Farrell Government's agreement to a 12.5% wage increase for all members who agree to perform MFR duties; and*
- 2) the endorsement of any proposed MFR model for FRNSW by a subsequent General Meeting of members;*

and further resolves to actively and stridently resist any attempt by FRNSW management to implement MFR unless and until conditions 1 and 2 above have been met."

Debate followed, at the conclusion of which the question was put and the SGM vote recorded as 209 for and 23 against, with 0 abstentions.

There being no further business at 1300 hours the Chair, Com. Sullivan declared the meeting adjourned until midday, Thursday 27 June and thanked the members present for their attendance.

Declaration of the final vote pursuant to Rule 11(3)(d)

The Chair, Com. Sullivan at midday on Thursday 27 June at the Union Office then confirmed the combined membership vote on the first question from various Sub-Branches and the 21 June SGM and declared the first question:

"That in recognition of:

- a) the growing demand of members for flexible hours of work and leave;*
- b) the various trials conducted since 2008 (e.g., part-time roster and job share) which continue to this day despite being outside of (and arguably, contrary to) the Award;*
- c) the lack of certainty for members working outside of the Award's agreed rosters with the apparent agreement of management; and*
- d) the growing trend towards more flexible work arrangements across various industries and industrial relations systems;*

the State Secretary is to commence negotiations with the Department for the amendment of the Crown Employees (Fire and Rescue NSW Permanent Firefighting Staff) Award 2011 to allow for alternative rosters on the understanding that:

- e) flexibility in work hours should not be unfettered, and that alternative work arrangements will therefore still be rostered;*

- f) *alternative rosters will be developed across an eight-week cycle, and in consultation with the member, at least fourteen days prior to the commencement of the next eight-week roster cycle;*
- g) *it remains the case that no member will be able to be directed to work an alternative roster to that in operation at the station/location to which they are attached;*
- h) *a member who elects to work an alternative roster will also be able to elect to return to their default roster (being the roster in operation at the station/location to which they are attached) at any time with 14 days notice;*
- i) *alternative rosters will not require members to work split or broken shifts, and that any rostered shifts will be separated by a break of no less than eight hours;*
- j) *members who choose to work less than full time hours will be paid and accrue leave on a pro-rata basis;*
- k) *overtime will continue to be payable for all time worked outside of rostered hours (including alternative rosters) or in excess of 336 hours over an eight-week cycle;*
- l) *alternative rosters will allow at least 8 consecutive hours between the cessation of one rostered shift and the commencement of the next rostered shift;*
- m) *alternative rosters will limit work to no more than five days in any rolling seven day period;*
- n) *change of shift arrangements, which currently operate outside of (and arguably, contrary to) the Award, will cease to be regulated by FRNSW Standing Orders and will instead be inserted into the Award;*
and finally
- o) *the Award's current 16 hour limit on continuous work will remain, but a new subclause (similar in intent to the existing 12.17.2) will be inserted to allow members to elect (but not be directed) to work for up to 24 hours straight if they wish."*

Carried (656 for, 147 against, 23 abstentions)

The Chair, Com. Sullivan then confirmed the combined membership vote on the second question from various Sub-Branches and the 21 June SGM and declared the second question:

"That this meeting endorses the changing of the present leave groups from 1 January 2014 so that the A and B Platoon leave groups will thereafter start 2 days later and the C and D Platoon leave groups will start two days earlier, thereby:

- 1) *avoiding the problem with the current leave groups whereby members either start or finish their leave groups half way through a set of shifts;*

and

- 2) *reducing the break between the last and first shifts worked following the first annual leave period from 30 to 28 days but increasing the break between the last and first shifts worked following the second annual leave period from 30 to 36 days."*

Carried (728 for, 60 against, 36 abstentions)

The Chair, Com. Sullivan then confirmed the combined membership vote on the third question from various Sub-Branches and the 21 June SGM and declared the third question:

"That where a proposed alteration to pay and/or conditions of employment arises which has peculiar application to an individual award (i.e. the Permanent Award or Retained Award), it shall normally be voted upon, or considered for adoption by, only those members who work under that award, however, where the Committee of Management is of the view that the pay and/or conditions of employment under consideration may have implications for, or a direct or indirect impact upon the

pay and/or conditions of employment for firefighters generally it may put any such proposal to a vote of members generally”.

Lost (166 for, 614 against, 35 abstentions)

The Chair, Com. Sullivan then confirmed the combined membership vote on the fourth question from various Sub-Branches and the 21 June SGM and declared the fourth question:

“That this meeting recognises:

- a) the intention of the O’Farrell Government and FRNSW management to pursue a Medical First Responder (MFR) role for permanent firefighters, without any extra pay;*
- b) that MFR work may be introduced even if a serious and sustained industrial campaign is undertaken to resist it;*
- c) that remaining uncommitted as to whether or not we should perform this work is no longer an option;*

and therefore confirms the Union’s in-principle support for the performance of this work by permanent firefighters subject to two conditions, being:

- 1) the O’Farrell Government’s agreement to a 12.5% wage increase for all members who agree to perform MFR duties; and*
- 2) the endorsement of any proposed MFR model for FRNSW by a subsequent General Meeting of members;*

and further resolves to actively and stridently resist any attempt by FRNSW management to implement MFR unless and until conditions 1 and 2 above have been met.”

Carried (682 for, 614 against, 28 abstentions)

The President, Com. Sullivan then declared the Special General Meeting closed.

Darin Sullivan
President

24 October 2013



102nd ANNUAL GENERAL MEETING MINUTES

Thursday 18 October 2012
Auditorium, 1-7 Belmore Street, Surry Hills

The Vice President, Comrade Henry occupied the Chair and declared the Union's 102nd Annual General Meeting open at 1000 hours.

It was then

Moved: Com. D. Scott

Seconded: Com. S Cresswell

"That the draft minutes of the Union's 101st Annual General Meeting, held on Tuesday 18 October 2011, as placed on the Union's internet site prior to this meeting, be received, noted and adopted as a true and correct record of that meeting."

The question was put and the vote recorded 27 for, 0 against and 0 abstentions.

State Secretary's Annual Report

The State Secretary, Com. Casey, then reported broadly on the activities of and the issues before the Union over the preceding 12 months following which numerous questions were put through the Chair and answered to the satisfaction of the meeting.

Notices of Motion

Appointment of the Union's Auditors

It was then

Moved: Com. Casey

Seconded: Com. L. Drury

"That the accounting firm of Grant Thornton Pty Ltd (formerly BDO) be re-appointed as the Union's auditors for a further period of two years and until the 2014 Annual General Meeting is held in accordance with Rule 40."

The question was put and the vote recorded 27 for, 0 against and 0 abstentions.

Appointment of Returning Officer

It was then

Moved: Com. Casey

Seconded: Com. G. Brown

"That in accordance with Rule 22(1), this meeting appoints Comrade Travis Broadhurst as Returning Officer for the ensuing three years through until the Union's 2015 Annual General Meeting."

The question was put and the vote recorded 27 for, 0 against and 0 abstentions.

There being no further business at 1130 hours the Chair, Com. Henry declared the meeting adjourned

until midday, and thanked the members present for their attendance.

Declaration of the final vote pursuant to Rule 11(3)(d)

The Chair, Com. Henry at midday confirmed the membership vote on the first question and declared the first question:

“That the draft minutes of the Union’s 101st Annual General Meeting, held on Tuesday 18 October 2011, as placed on the Union’s internet site prior to this meeting, be received, noted and adopted as a true and correct record of that meeting.”

Carried (27 for, 0 against and 0 abstentions)

The Chair, Com. Henry then confirmed the membership vote on the second question and declared the second question:

“That the accounting firm of Grant Thornton Pty Ltd (formerly BDO) be re-appointed as the Union’s auditors for a further period of two years and until the 2014 Annual General Meeting is held in accordance with Rule 40.”

Carried (27 for, 0 against and 0 abstentions)

The Chair, Com. Henry then confirmed the membership vote on the third question and declared the third question:

“That in accordance with Rule 22(1), this meeting appoints Comrade Travis Broadhurst as Returning Officer for the ensuing three years through until the Union’s 2015 Annual General Meeting.”

Carried (27 for, 0 against and 0 abstentions)

The Chair, Com. Henry then declared the Special General Meeting closed.

Darin Sullivan
President

24 October 2013



SPECIAL GENERAL MEETING MINUTES

Friday 7 September 2012
Auditorium, 1 -7 Belmore Street, Surry Hills

The President, Com. Sullivan occupied the Chair and declared the meeting open at 1000 hours.

State Secretary's Report

The State Secretary, Com. Casey, then reported broadly on the activities of and the issues before the Union following which numerous questions were put through the Chair and answered to the satisfaction of the meeting.

Questions on Notice

Response to 2012/13 Budget and the NSW Government's Labour Cost Cap

It was then

Moved: Com. J. Casey

Seconded: Com. M. Dixon

"That the initiatives and award variations proposed by the Union's State Committee of Management to avoid the immediate TOLing of permanent appliances and firefighter job losses following the O'Farrell Government's Labour Cost Cap forced reduction of FRNSW employee-related expenditure by \$15.3M this financial year, as set out in the document headed '2012/13 Budget and the NSW Government's Labour Cost Cap' and placed on the Union's internet site prior to this meeting, be received, noted and endorsed."

Debate followed, at the conclusion of which the question was put and the SGM vote recorded as 97 for and 111 against, with 3 abstentions.

Endorsement of 2012 Death and Disability Award

It was then

Moved: Com. J. Casey

Seconded: Com. M. Reilly

"That the proposed 2012 Death and Disability Award and associated terms of settlement, as placed on the Union's internet site prior to this meeting, be received, noted and endorsed."

Debate followed, at the conclusion of which the question was put and the vote recorded as 207 for and 0 against, with 4 abstentions.

There being no further business at 1250 hours the Chair, Com. Sullivan declared the meeting adjourned until midday, Wednesday 12 September and thanked the members present for their attendance.

Declaration of the final vote pursuant to Rule 11(3)(d)

The Chair, Com. Sullivan at midday on Wednesday 12 September at City of Sydney Fire Station then confirmed the combined membership vote on the first question from various Sub-Branches and the 7 September SGM and declared the first question:

“That the initiatives and award variations proposed by the Union’s State Committee of Management to avoid the immediate TOLing of permanent appliances and firefighter job losses following the O’Farrell Government’s Labour Cost Cap forced reduction of FRNSW employee-related expenditure by \$15.3M this financial year, as set out in the document headed ‘2012/13 Budget and the NSW Government’s Labour Cost Cap’ and placed on the Union’s internet site prior to this meeting, be received, noted and endorsed.”

Lost (803 for, 1220 against, 42 abstentions)

The Chair, Com. Sullivan then confirmed the combined membership vote on the second question from various Sub-Branches and the 7 September SGM and declared the second question:

“That the proposed 2012 Death and Disability Award and associated terms of settlement, as placed on the Union’s internet site prior to this meeting, be received, noted and endorsed.”

Carried (1986 for, 30 against, 31 abstentions)

The Chair, Com. Sullivan then declared the Special General Meeting closed.

Darin Sullivan
President

24 October 2013



SPECIAL GENERAL MEETING MINUTES

Thursday 21 June 2012
Auditorium, 1-7 Belmore Street, Surry Hills

The President, Com. Sullivan occupied the Chair and declared the meeting open at 1000 hours.

State Secretary's Report

The State Secretary, Com. Casey, then reported broadly on the activities of and the issues before the Union following which numerous questions were put through the Chair and answered to the satisfaction of the meeting.

Question on Notice

Workers Compensation Amendment Strike Actions

It was then

Moved: Com. J. Casey

Seconded: Com. M. Murray

"That this meeting resolves to adjourn and to direct all members (ie, with no exemptions), within the Newcastle, Central Coast, Sydney and Wollongong areas (ie, within the geographical area of the FRNSW Metropolitan Operations Directorate) who are of or below the rank of Chief Superintendent to immediately stop work and to proceed to the designated locations, to be specified by the State Secretary in the notice to be issued immediately following the adjournment of this meeting, by 1300 hours, where this meeting will then reconvene in order to receive a report on the workers compensation dispute and to determine further action(s) in support of our demand that the Government extend the exemption already given to police, coal miners, RFS and other emergency volunteers to all FRNSW firefighters."

Debate opened, at the conclusion of which the question was then put and, following the inclusion of the combined membership votes from the Sub-Branch meetings which had met and voted upon the question prior to the commencement of the Special General Meeting pursuant to Rule 51, declared

Carried (604 for, 132 against, 1 abstention)

There being no further business the Chair, Com. Sullivan declared the meeting adjourned at 1205 hours until 1420 hours, where the meeting then reconvened at Macquarie St, Sydney.

It was then

Moved: Com. J. Casey

Seconded: Com. M. Dixon

That this meeting of the FBEU:

- a) *records our disgust at the deeply regressive amendments to workers compensation before the Parliament, recognising that they are nothing more than a mechanism to redistribute wealth from injured workers and their families to insurance companies and employers;*
- b) *notes that an amendment to the Bill is before the Legislative Council that exempts firefighters and paramedics from these changes;*
- c) *encourages all members of the Legislative Council to support this amendment; and*
- d) *authorises the Union's Committee of Management to determine what action, if any, will occur at the 1800hrs change of shift."*

Carried (unanimous)

There being no further business the Chair, Com. Sullivan declared the meeting closed at 1530 hours and thanked the members present for their attendance.

Darin Sullivan
President

24 October 2013



SPECIAL GENERAL MEETING MINUTES

Wednesday 13 June 2012
Auditorium, 1-7 Belmore Street, Surry Hills

The President, Com. Sullivan occupied the Chair and declared the meeting open at 1040 hours.

State Secretary's Report

The State Secretary, Com. Casey, then reported broadly on the activities of and the issues before the Union following which numerous questions were put through the Chair and answered to the satisfaction of the meeting.

Question on Notice

Secondary Employment Policy

It was then

Moved: Com. J. Casey

Seconded: Com. M. Reilly

"That the Department's correspondence to the Union dated 30 March 2012 proposing a Secondary Employment policy for FRNSW employees which would require members to gain approval from the Department in order to engage in any other employment be received together with the Union's response to the Department dated 5 April 2012 and that the Department's proposal be resisted on the grounds that it is invasive and an unwarranted impost on members' privacy and that while questioning the need for such a policy, this meeting resolves that any such secondary employment policy that is introduced should instead require members to self declare their secondary employment only if it falls outside of the yet to be negotiated policy guidelines which would indicate what might constitute a potential conflict of interest."

Debate followed, at the conclusion of which the question was put and the SGM vote recorded as 156 for and 0 against, with 0 abstentions.

Incident Meals and Refreshments

It was then

Moved: Com. J. Casey

Seconded: Com. T. Ross

"That the Department's correspondence to the Union dated 21 March 2012 concerning its proposed Incident Ground Refreshments and Meals policy, including its intention that refreshments provided under both the Permanent and Retained Awards would no longer include tea, coffee or biscuits on the spurious grounds that 'the Award makes no reference to an obligation to provide firefighters with tea, coffee or biscuits' be received and rejected on the grounds that:

- a) tea, coffee and biscuits have been provided, without controversy or dispute, as fireground refreshments for longer than anyone alive can remember; and*
- b) the provision of fireground refreshments and meals has always been more than simply a question of 'the health and safety of firefighters whilst performing their functions on an incident ground by ensuring their energy levels are maintained and they are appropriately*

hydrated', as now asserted by management, it has also involved the amenity, comfort and wellbeing of firefighters in otherwise extremely hostile (ie, freezing cold or excessively hot, wet, dark, exposed, dirty and universally dangerous) work environments which few if any other workers in this state would be permitted - let alone expected - to work in and therefore, at an absolute bare minimum, the provision of a hot beverage; and

- c) *the Department's continued pattern of concerted attacks upon long-standing industrial arrangements and Award conditions are such that if it is not this relatively minor matter upon which we as a Union draw a line and say 'enough', then it will shortly be some other dispute and that a firm stance need be taken in this instance in order to restore some stability and balance to industrial relations within FRNSW;*

and in consideration of same, this meeting directs that in the event that the Department has not conceded that the provision of Award refreshments and meals must include the provision of tea, coffee and biscuits by the time of the State Committee of Management meeting to be held on 28 June, then the Union's officials are to that day determine and impose such bans and limitations as that meeting thinks fit and further, that once imposed, these bans and limitations are not be removed unless and until such time as the Department does concede this position or a further General Meeting of members directs otherwise."

Debate followed, at the conclusion of which the question was put and the SGM vote recorded as 156 for and 0 against, with 0 abstentions.

Government's attack on workers compensation

It was then

Moved: Com. J. Casey

Seconded: Com. J. Henry

"That this meeting notes the inquiry into the NSW Workers Compensation Scheme currently underway and the apparent intentions of the O'Farrell Government to:

- remove workers compensation coverage for trips to and from work;*
- reduce weekly payments to injured workers after 13 weeks (currently 26 weeks);*
- stop weekly payments for most injured workers after 2 ½ years;*
- stop medical payments for most injured workers after 2 ½ years;*
- stop partners of those killed at work being compensated for nervous shock;*
- stop lump sum payments for pain and suffering; and*
- exclude stroke and heart attack claims;*

and further notes that Treasury Managed Fund (the Department's insurer) has in its submission to this inquiry both supported each of the above recommendations and referred to our Death and Disability and workers compensation top-up arrangements and therefore resolves to, firstly, endorse and continue the FBEU's support for the Unions NSW campaign against these detrimental reforms and secondly, to proceed directly from this meeting to the protest rallies being held today in Newcastle, Wollongong and central Sydney and thirdly, to direct the State Committee to call an urgent Special General Meeting within 24 hours should the Government confirm an intention to erode or remove firefighters' existing workers compensation top-up entitlements and/or Death and Disability Award benefits, with the first item on the agenda of that Special General Meeting being to convert the meeting to a stop-work meeting of on-duty members."

Debate followed, at the conclusion of which the question was put and the SGM vote recorded as 156 for and 0 against, with 0 abstentions.

Declaration of the final vote pursuant to Rule 11(3)(d)

The Chair, Com. Sullivan at midday on then confirmed the combined membership vote on the first question from various Sub-Branches and the 13 June SGM and declared the first question:

“That the Department’s correspondence to the Union dated 30 March 2012 proposing a Secondary Employment policy for FRNSW employees which would require members to gain approval from the Department in order to engage in any other employment be received together with the Union’s response to the Department dated 5 April 2012 and that the Department’s proposal be resisted on the grounds that it is invasive and an unwarranted impost on members’ privacy and that while questioning the need for such a policy, this meeting resolves that any such secondary employment policy that is introduced should instead require members to self declare their secondary employment only if it falls outside of the yet to be negotiated policy guidelines which would indicate what might constitute a potential conflict of interest.”

Carried (362 for, 6 against, 3 abstentions)

The President, Com. Sullivan then confirmed the combined membership vote on the second question from various Sub-Branches and the 7 September SGM and declared the second question:

“That the Department’s correspondence to the Union dated 21 March 2012 concerning its proposed Incident Ground Refreshments and Meals policy, including its intention that refreshments provided under both the Permanent and Retained Awards would no longer include tea, coffee or biscuits on the spurious grounds that ‘the Award makes no reference to an obligation to provide firefighters with tea, coffee or biscuits’ be received and rejected on the grounds that:

- a) tea, coffee and biscuits have been provided, without controversy or dispute, as fireground refreshments for longer than anyone alive can remember; and*
- b) the provision of fireground refreshments and meals has always been more than simply a question of ‘the health and safety of firefighters whilst performing their functions on an incident ground by ensuring their energy levels are maintained and they are appropriately hydrated’, as now asserted by management, it has also involved the amenity, comfort and wellbeing of firefighters in otherwise extremely hostile (ie, freezing cold or excessively hot, wet, dark, exposed, dirty and universally dangerous) work environments which few if any other workers in this state would be permitted - let alone expected - to work in and therefore, at an absolute bare minimum, the provision of a hot beverage; and*
- c) the Department’s continued pattern of concerted attacks upon long-standing industrial arrangements and Award conditions are such that if it is not this relatively minor matter upon which we as a Union draw a line and say ‘enough’, then it will shortly be some other dispute and that a firm stance need be taken in this instance in order to restore some stability and balance to industrial relations within FRNSW;*

and in consideration of same, this meeting directs that in the event that the Department has not conceded that the provision of Award refreshments and meals must include the provision of tea, coffee and biscuits by the time of the State Committee of Management meeting to be held on 28 June, then the Union’s officials are to that day determine and impose such bans and limitations as that meeting thinks fit and further, that once imposed, these bans and limitations are not be removed unless and until such time as the Department does concede this position or a further General Meeting of members directs otherwise.”

Carried (369 for, 0 against, 2 abstentions)

The President, Com. Sullivan then confirmed the combined membership vote on the third question from various Sub-Branches and the 7 September SGM and declared the third question:

“That this meeting notes the inquiry into the NSW Workers Compensation Scheme currently underway and the apparent intentions of the O’Farrell Government to:

- remove workers compensation coverage for trips to and from work;*
- reduce weekly payments to injured workers after 13 weeks (currently 26 weeks);*

- *stop weekly payments for most injured workers after 2 ½ years;*
- *stop medical payments for most injured workers after 2 ½ years;*
- *stop partners of those killed at work being compensated for nervous shock;*
- *stop lump sum payments for pain and suffering; and*
- *exclude stroke and heart attack claims;*

and further notes that Treasury Managed Fund (the Department's insurer) has in its submission to this inquiry both supported each of the above recommendations and referred to our Death and Disability and workers compensation top-up arrangements and therefore resolves to, firstly, endorse and continue the FBEU's support for the Unions NSW campaign against these detrimental reforms and secondly, to proceed directly from this meeting to the protest rallies being held today in Newcastle, Wollongong and central Sydney and thirdly, to direct the State Committee to call an urgent Special General Meeting within 24 hours should the Government confirm an intention to erode or remove firefighters' existing workers compensation top-up entitlements and/or Death and Disability Award benefits, with the first item on the agenda of that Special General Meeting being to convert the meeting to a stop-work meeting of on-duty members."

Carried (367 for, 0 against, 2 abstentions)

The President, Com. Sullivan then declared the Special General Meeting closed.

Darin Sullivan
President

24 October 2013