

# Joint Announcement regarding the Retained Award

09 May 2014

Both Fire & Rescue NSW and the Fire Brigade Employees' Union are pleased to advise that a new Retained Award was made by agreement today, to operate from 30 May 2014 onward. A tracked-changes version is available at [www.fbeu.net](http://www.fbeu.net) showing the detailed changes. The new Award will improve efficiency, increase pay and allow Retained Firefighters to achieve a better work/life balance. Addressing availability and equity issues has been a key goal of the parties to ensure the retained system is strong, fair and viable into the future. Detailed information sessions by Zone Management teams have now commenced for Retained Firefighters.

The main changes are:

- Pay increases for Retainers and hourly rates.
- The realignment of rates to reflect appropriate relativities between the ranks of Retained Firefighters.
- The creation of new Retainer types that will allow Fire & Rescue NSW to pay for 'hours of availability' which match the hours of staff shortage at a particular station.
- A new requirement, to be rolled out progressively, that Retained Firefighters be available for 80% of the calls received by their station in a 24 hour period per week, that period being nominated by the individual Retained Firefighter in consultation with their colleagues and Captain.
- The use of an IT solution that will allow Fire & Rescue NSW and Retained Firefighters to see the staffing situation at their own station.
- The creation of new hourly rates that recognise Deputy Captains and new Recruits.
- The streamlining of Base Retainers so that 'availability' is rewarded on a more equitable basis.
- A new provision that Easter Sunday and any other additional public holidays declared for the state be paid at overtime rates, reflecting a similar provision of the Permanent Firefighter Award.
- A provision that allows Retained Firefighters to take three 'no medical certificate' sick leave days per annum in specified circumstances.
- The financial recognition of Retained Firefighters who perform the 'Community First Responder' medical response role.
- The inclusion of the 'Retained Telephone Alerting System' Allowance and its linkage to future Award pay increases.
- A requirement that Retained Firefighters attend the station or incident within 30 minutes of an incident call to qualify for payment.

- A reduction in the rate paid for 'Relief Duties' for the first 2 hours but also the creation of a new 2 hour minimum payment.
- A provision that operates to limit attendance payments in situations where 'Relief Duties' are being performed at the station.
- A new cap on 'incident kilometre' claims of 14kms for the home-station-home journey.
- A new limitation on hourly rates payable for Higher Duties at incidents.
- A reduction in the timeframes involved in managing poor attendance.

The new Award lays the basis for the future of the retained system by providing tools to manage and reward availability. The capacity to offer higher retainers in return for greater availability is not only good for individual retained firefighters, but helps guarantee the future of the retained firefighting system.

**Greg Mullins** AFSM  
Commissioner

**Jim Casey**  
Secretary FBEU