



25 July 2014

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

*Att: Joanne Prados-Valerio, Acting Manager Industrial Relations*

Dear Mr Mullins,

**Re: Attendance Management Policy triggers**

I refer to your letter dated 7 July 2014 and the subsequent AMP review meeting of Thursday 10 July 2014. During that meeting, that the Department did not attempt to alleviate the Union's concerns, address the issues raised in our correspondence of 27 June 2014 or explain its approach to new triggers.

To be clear, it is the Union's position that:

1. One shift cannot constitute a 'pattern' as contemplated by the AMP. The AMP states that a trigger is 'an apparent pattern of sick leave (eg. weekends, same day of week, pre or post annual leave rosters, pre or post public holidays, during school holidays or coinciding with special events)." A pattern by definition requires more than one instance of something. The Union's position is that a pattern is three or more instances, with the exception of point 3 below.
2. A special event trigger occurs when sick leave coincides with the special event in question. For example, if a firefighter takes sick leave on the same night as the State of Origin this is a trigger for the purposes of the AMP, but a shift before or after is not.
3. Two instances of sick leave during a school holiday period only constitute a pattern when they fall during the same school holiday period, for example both in the June school holidays. Two instances of sick leave in separate holidays periods, given school holidays cover almost 25% of the year, does not constitute a pattern. Therefore the Union's position is that four or more instances of sick leave during school holidays are to be considered a pattern.

Consequently the Union has advised members to refer to this letter and/or today's corresponding SITREP advice when responding to AMP letters issued by the Department that rely on these triggers. If we do not hear from the Department the Union will assume it agrees with our position. If not, please provide reasons why by correspondence to Industrial Officer Christine Donayre on 9218 3444 in the first instance.

Yours sincerely,

Jim Casey  
State Secretary

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