



File Ref. No: FRN14/4-2
TRIM Ref. No: CC2004/00617

12 December 2014

Mr Jim Casey
State Secretary
Fire Brigade Employees Union
1-7 Belmore Street
Surry Hills NSW

Dear Mr Casey,

Re: 24 hours shifts at 42 Ryde and PCOS for 24 hours elsewhere

I write in relation to your correspondence to me of 4th and 8th December 2014 and the numerous discussions that have occurred in relation to this matter. I also wish to confirm FRNSW commitment to providing options for personnel that provide them with more family friendly work arrangements.

24 hour shift at 42 Ryde

As you are aware, firefighters at 42 Ryde, including relieving firefighters, have proposed a temporary trial roster for the working of 24 hour shifts. The firefighters have requested to trial this roster for an 8 week period commencing 26 December 2014. FRNSW believes that there is merit in the proposed roster which was emailed to you on 4th December 2014, provided that it is treated as a "one off" trial at this stage. To this end, three station forums have occurred with personnel attached to 42 Ryde, with many of the operational issues discussed and resolved.

FRNSW considers a 24 hour shift as one shift and I note that this has potential implications in relation to relieving allowances and outduties and I note the FBEU's position that this requires further discussions; however this should not impede the trial from proceeding.

The conditions FRNSW propose would accompany that trial, without prejudice to either party, would include that the requirement to 'stay back' due to staff shortage would be regarded as 'other emergency circumstances' within the meaning of Clause 8.11.3. Of course required relief would be sourced as a high priority in this circumstance.

I propose that the trial roster be considered as a new roster in accordance with Clause 8.2.2 for the purpose and duration of the trial, and further that the parties meet after six weeks, or sooner should any problems arise, to review progress.

I look forward to your earliest confirmation that there are no specific issues requiring further discussion with you at this time.



The PCOS approach

As you know, a revised Part Change of Shift Commissioners Order was recently issued reflecting the new possibility of working shifts for colleagues in ways that would result in an individual working 24 hours.

FRNSW supports the availability of PCOS arrangements, which have been used by firefighters on an irregular and sporadic basis over many years to help them balance work and family life and hopes that it can be enshrined in the Award by consent at an appropriate time.

Except for the intended trial of a 24 hour roster at 42 Ryde referred to above and any other subsequent mutually agreed trials, I agree that individual firefighters should have the ability to work a 24 hour period, at this time that can be facilitated by PCOS. The conditions FRNSW propose, without prejudice to either party, are the current PCOS arrangements with the inclusion of:

- 'stay backs' due to staff shortage beyond 24 hours would be regarded as an 'other emergency circumstances' within the meaning of Clause 8.11.3. Of course required relief would be sourced as a high priority in this circumstance.
- the PCOS shift must be worked at the same station, including by Relievers,

For the sake of clarity, the treatment of sick leave and consolidated leave will remain in line with the current PCOS practice.

I remain committed to working through any identified issues as they emerge.

Working Overtime that results in 24 hours of work

In cases where Fire & Rescue NSW would seek to identify a firefighter to be recalled to work to cover a shift, it is now possible for one of the firefighters on shift to be offered the shift on an overtime basis. In this case, I accept your offer, without prejudice to either party, that such extensions would involve a payment of not more than one meal allowance and two refreshment allowances. It should be noted, however that the current arrangements of recalling off duty personnel will remain the preferred option.

Again, if the firefighter needed to stay back beyond 24 hours until a relief arrived, that period would be regarded as 'other emergency circumstances' within the meaning of Clause 8.11.3. The required relief would be sourced as a high priority in this circumstance.

I trust you will find these arrangements satisfactory to guide the working of 24 hour periods and should you require any further clarification please do not hesitate to contact me.

Yours sincerely,



Jim Hamilton AFSM
Acting Deputy Commissioner