



12 December 2014

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

*WITHOUT PREJUDICE*

Dear Mr Mullins,

**Re: 24 hour shifts**

I write following our letters of 4 and 8 December and the continuing discussions between the parties regarding the working of 24 hour shifts. Consequently, the Union now proposes the following Award amendments in settlement of all outstanding issues on this matter.

1. Amend subclause 8.2.3.2 as follows:

8.2.3.2 must allow at least eight consecutive hours between the cessation of one rostered shift and the commencement of the next rostered shift unless the next rostered shift commences immediately following the cessation of the preceding shift;

2. Insert a new subclause 8.2.4a as follows:

8.2.4a An Operational Firefighter who elects to work an alternative roster that allows the same average ordinary working hours as allowed for by subclause 8.1 but fewer average rostered shifts than allowed for by their default roster shall have any alternative roster shift that exceeds 12 hours duration treated as two shifts for the purposes of subclause 12.6.

3. Insert a new subclause 8.6b as follows:

8.6b 24 Hour Roster System

	1st Week	2nd Week	3rd Week	4th Week
Platoon	F S S M T W T	F S S M T W T	F S S M T W T	F S S M T W T
A HOURS	D D N N 48	D D N N 48	D D N N 48	D D N N 48
B HOURS	D D N N 48	D D N N 48	D D N N 48	D D N N 48
C HOURS	D D N N 48	D D N N 24	D D N N 48	D D N N 24
D HOURS	D D N N 24	D D N N 48	D D N N 24	D D N N 48

	1st Week	2nd Week	3rd Week	4th Week
Platoon	F S S M T W T	F S S M T W T	F S S M T W T	F S S M T W T
A HOURS	48 D N D N	24 D N	48 D N D N	24 D N
B HOURS	24 D N	48 D N	24 D N	48 D N D N
C HOURS	48 D N D N	48 D N	48 D N D N	48 D N D N
D HOURS	48 D N D N	48 D N	48 D N D N	48 D N D N

8.6b.1 The 24 Hour Roster is based on four platoons over an 8-week cycle.

8.6b.2 The shifts within the 24 Hour Roster cycle shall be as set out in the Table at subclause 8.3 where:  
D = 0800 hours to 1800 hours; and N = 1800 hours to 0800 hours.

8.6a.3 Employees cannot be directed to work the 24 Hour Roster unless every employee attached to that station/location has agreed to do so, and then only those employees shall be subject to such direction. An employee who has elected to work the 24 Hour Roster shall be returned to the employee's previous roster (including by way of transfer to another station in the event that it is not practicable to do otherwise) within fourteen days of a written request to the Department to do so.

4. Amend subclause 8.11 as follows:

8.11 Employees may elect, but not be directed, to work in excess of sixteen (16) hours straight provided:

8.11.1 that such employees have the Department's approval to do so; and

8.11.2 that subject to subclauses 8.2.3.2 and 8.6b), such employees have at least eight consecutive hours off duty between the work of successive shifts; and

8.11.3 that no employee shall be permitted to work in excess of twenty four (24) hours straight except in the case of a call to an incident or other emergency circumstances.

5. Insert a new subclause 8.12 as follows:

8.12 Two or more Non-Officers, Officers or Senior Officers (as the case may be) may enter into a full or part change of shift arrangement with each other subject to the following conditions:

8.12.1 Employees shall apply in writing at least 24 hours prior to performing a full or part change of shift. This application, which may provide for multiple and/or recurring changes of shift, shall include the number of hours, the relevant times and date(s) and the names and signatures of both the employee(s) seeking the change and the employee(s) who shall be working in their stead.

8.12.2 Employees shall not be permitted to perform full or part changes of shift while on leave.

8.12.3 Employees shall not be permitted to perform full or part changes of shift immediately prior to or following their own rostered shift unless that full or part change of shift is to be worked at the same station as that rostered shift.

8.12.4 Notwithstanding anything elsewhere provided by this Award, the employee who is rostered to work (Employee A) shall be considered for the purposes of pay and leave accrual only to have worked that rostered shift and the off-duty employee who agrees to work in Employee A's stead (Employee B) shall not be paid and shall not accrue leave for any time worked during Employee A's rostered shift, but shall otherwise be considered for all other purposes (including, for example, Sick Leave) as if that shift was Employee B's rostered shift.

- 8.12.5 An on duty employee who has arranged a part change of shift shall not be permitted to leave duty until properly relieved by the employee who has agreed to work in their stead.
- 8.12.6 If there is a call of fire or any other emergency that disturbs or prevents a previously arranged part change of shift, no arrangement shall be made, or be expected to be made, to recall another employee. Any inconvenience shall be borne by the employees concerned without redress.
- 8.12.7 The Department shall not refuse an application to perform a full or part change of shift without good and proper reason, but may cancel a previously-approved change of shift on the same basis in order to meet the exigencies of the Department.

Yours sincerely,



Jim Casey  
State Secretary