



8 January 2014

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

Dear Mr Mullins,

**Re: Attendance Management Policy**

You may recall our Joint Consultative Committee meeting in August 2014 during which the Attendance Management Policy and sick leave usage more generally were discussed. It was acknowledged that while the 87-hour target had not been met across the entire permanent firefighting workforce, many locations were nonetheless either already below the 87-hour target or close to achieving it.

The Union at that meeting proposed that average sick leave usage of 87 hours or less per annum should be recognised and treated differently. For example, the AMP could be suspended (either on whole or in part), or members could access additional NMC absences. This could occur on a platoon, station, zone or area basis, although it appeared to us at the time that the more targeted this relaxation was, the more effective it was likely to be.

The Union understood the Department's representatives saw merit in this initiative, yet nothing has occurred since. The Union therefore encourages the Department to reconsider this Union proposal, which is not only fair and logical, but also carries little risk for the Department given the capacity for any concessions to be reversed by management if sick leave returned above the 87-hour average. It would be well received by station staff and middle-management alike, and could be fully expected to encourage reductions in other locations averaging over 87 hours.

I look forward to your response on this matter or if you wish to discuss it further please contact Gemma Lawrence, Senior Industrial Officer on 9218 3444.

Yours sincerely,

Jim Casey  
State Secretary

**Fire Brigade Employees' Union (FBEU)**

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