



23 October 2015

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

Dear Mr Mullins,

**Re: Firefighter's Health and Fitness**

I refer to the Department's reply dated 15 October 2015.

The Union's letter of 14 July proposed a series of questions for further discussion, deliberately avoiding comment on those issues in order to avoid prematurely boxing the parties into corners. The Department responded on 15 October by dismissing or ignoring many of the issues raised and eschewing the offer of further discussions in favour of take-it-or-leave-it answers and a two week deadline after taking some ten weeks itself to respond.

The Department's inconsistency in this regard is not new, the health and fitness issue being characterised over the past decade by brief windows of FRNSW excitement and self-declared urgency interspersed by months if not years of indifference and inaction.

The Award provides at subclause 4.2 that *"the parties agree to develop and implement the health and fitness program in circumstances in which a member of the Industrial Relations Commission will oversight their progress and set appropriate time frames ...."*

The Union had hoped that these development and implementation time frames could be agreed upon between the parties. This no longer appears possible.

The Union therefore proposes that the parties jointly approach the Industrial Relations Commission in order that it may determine and set appropriate time frames. However, before this occurs the Union believes the parties should meet and attempt to narrow the scope of matters requiring the Commission's attention. Please liaise with the Union's industrial staff in order to arrange a mutually convenient meeting.

Yours sincerely,

Jim Casey  
State Secretary

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