



24 March 2016

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

Att: Acting Deputy Commissioner Mark Whybro

Dear Mr Mullins,

Re: Perisher Valley Fire Station

I write further to my correspondence of 22 March and Mr McMartin's 23 March email in reply to confirm the agreed arrangements for permanent firefighters on deployment to 426 Station Perisher Valley.

1. Staffing

Minimum permanent staffing at 426 Perisher shall be one (1) Station Officer and three (3) permanent Firefighters, which shall be maintained with inbuilt relief via crews made up of one (1) Station Officer and four (4) Firefighters.

2. Hours of Duty

Permanent employees at 426 Station shall work the Special Roster, subject to the special "Perisher Leave" provisions of Point 5. Employees who work less than 336 hours in an eight week cycle due to stand offs will not be docked any pay or required to "make up" those hours. Similarly, staff shall be paid overtime for any time worked in excess of 336 hours in that cycle.

3. Minimum payments

See note below.

4. On Call Allowance

Employees shall be paid an on call allowance of 92 cents per hour during their deployment to Perisher for every hour (or part thereof) that they are not otherwise paid, rostered or otherwise.

5. Temporary Relief Arrangements (Perisher Leave)

Employees shall be allowed one 24 hour period (from 0001 hours to 2400 hours) each week during which they shall not be required to respond to calls and, if on a weekday, not be

Fire Brigade Employees' Union (FBEU)

1-7 Belmore Street Surry Hills NSW 2010

Telephone 02 9218 3444 Facsimile 02 9218 3488 E-mail office@fbeu.net Website www.fbeu.net

required to report for duty. This shall not be compulsory leave and shall be at the discretion of each employee, provided that a firefighter who takes "Perisher Leave" on a weekday shall then be required to work the rostered hours not worked on a subsequent Saturday or Sunday of the employee's choosing.

6. Provision of Alpine Clothing and PPE

Employees shall be provided with the following Alpine PPE:

- 4 pairs extra thick socks
- 1 ribbed woollen pullover (or equivalent)
- 1 windproof jacket
- 1 alpine beanie
- 1 pair of alpine gloves
- 1 alpine goggle pack
- 1 skidoo helmet

7. Supplies

One employee shall be permitted to make up to two trips per week to while rostered on duty to obtain supplies on behalf of all employees using their private vehicle, for which they will be paid the Award's official business rate. Such trips shall ordinarily take two hours, subject to the prevailing conditions, and be made at times suitable to the Department.

8. Phone Duty

Officers in charge who receive work-related telephone calls while off duty shall be compensated for such work with payment at ordinary time for the time actually worked, calculated to the next 15 minutes. Any work necessitating travel will be regarded as a recall and attract the minimum overtime payment provided for at Point 3.

9. Transport

The forward journey to and return journey from 426 Perisher Valley shall be paid in accordance with Clause 26 of the Permanent Award. Travelling time will be paid for the actual time spent travelling from the employee's residence to and from the station.

10. Accommodation

Employees shall be accommodated at 426 Station.

11. Incidental Allowance

Employees shall be paid the Award's Clause 26 Incidental Allowance (currently \$18.75 per day) every day (ie 7 days per week) for the duration of their deployment.

12. Meal Allowances

Employees shall be paid the Breakfast, Lunch and Dinner allowances as per items 4,5, and 6 of Table 4 Part D of the Permanent Award (currently \$104.70 per day in total) every day (ie 7 days per week) for the duration of their deployment.

Note re: 3. Minimum payments


The parties are not yet agreed on the minimum payment for employees who are required to report for duty for any purpose outside of their rostered hours of work, with the Department

arguing for a reduction in the minimum overtime payments for recalls from 4 hours to 2 hours and the Union holding that the existing Award provisions at subclauses 9.6 and 9.7 apply.

The Union suggests that the parties resume discussions on this sole outstanding issue next week and then seek the assistance of the Commission in the event that it is not resolved.

Please contact the writer in order to arrange a mutually convenient meeting.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'H Clouston', written in a cursive style.

Hugh Clouston
Senior Industrial Officer