



18 April 2016

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

Dear Mr Mullins,

**Re: Trial of revised Special Roster at 305 Station Goulburn**

I refer to your correspondence of 13 April wherein you advise of your intention to trial a new roster for the permanent staff at 305 Station whereby they would work 0600-1630 hours Monday to Thursday, and then standing off each Friday.

The Union's State Committee recently considered a similar proposal and determined that a reduction in the span of permanent coverage from five days per week (Monday to Friday) to four days per week (Monday to Thursday) cannot be supported at this point in time. It follows that your trial cannot proceed without contravening the Award.

The Department's proposed trial is no different to the existing arrangement for public holidays at Special Roster stations that allows the permanent staff the day off provided that the retained staff agree to provide coverage in lieu. As you know, the permanent staff are not expected to make up those 8.5 (of in the case of a Friday, 8) hours.

In the interest of progressing this issue I propose (subject to the State Committee's subsequent approval) that the parties trial a similar arrangement to permit permanent staff to stand off one rostered day each week while continuing to work their Special Roster hours. This one day would be each Friday unless a public holiday fell on another day that week (eg, Easter Monday), in which case the public holiday would be stood off instead and, in the case of two or more public holidays within that week (for example Monday 26 and Tuesday 27 December 2016), the first public holiday only. Permanent staff would therefore work either 34 (or 33.5) hour per week from 0800-1630 hours (or, if working the Friday, from 0800-1600 hours), but still be paid for the full 42 hour week.

This is essentially the same as the Department's proposed trial save that it (1) does not require a new default roster and (b) does not require the working of an extra two hours per day for no apparent reason other than to make up hours. Your confirmation of the Department's agreement by Tuesday 26 April will allow this trial to be considered and (I would expect) endorsed by the State Committee at its monthly meeting later that week.

Yours sincerely,

Darin Sullivan  
Acting State Secretary

**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