



11 November 2016

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

Dear Mr Mullins,

I refer to the attached letter to the Department dated 7 September regarding employee related expense savings wherein I requested answers to numerous important questions and an early written reply.

There has been no reply. The FRNSW budget and the LEC was a discussion item during the course of our Joint Consultative Committee meeting on 11 October, but the answers and details sought in my letter were not provided then or since. To be clear, while the Union welcomed the opportunity to discuss these issues with you and your representatives, those discussions were vague at best and a written reply is still required.

I acknowledge that you have since written regarding your proposed Risk Based Response Protocols (RBRP) Program, but this only reinforces the need for a reply to my earlier questions:

- how much is each Area and Directorate required to save?
- have the required savings been apportioned evenly across all Areas and/or Directorates?
- what strategies have been, or are proposed to be put in place in an attempt to meet the required savings?

Given that *"Metro East Area Command is required to have \$3.4 million in required savings from Employee Related expenses in 2016/17"*, that your RBRP Program essentially targets retained savings and that Metro East has almost no retained firefighters, the \$3.4 million cited by Metro East management is obviously intended to be found somewhere else. The Union wants to know where.

This is not a trivial matter. The Union anticipates sufficiently detailed answers to the questions raised without further delay.

Yours sincerely,

Leighton Drury  
State Secretary



7 September 2016

Mr. Jim Hamilton AFSM  
Acting Commissioner  
Fire and Rescue NSW  
PO Box A249  
SYDNEY SOUTH NSW 1232

Dear Mr Hamilton,

An email sent to all staff in Metro East Command on 5 September 2016 advised (in part) that:

*"Metro East Area Command is required to have \$3.4 million in required savings from Employee Related expenses in 2016/17. As a result, strategies have been put in place in an attempt to meet these budget savings. As part of these strategies, the Area Command will be reviewing all Alternate Roster Arrangements as all of these positions are not funded (excluding job share)."*

Needless to say, it is less than ideal for the Union to learning of such targets and strategies from our members via second-hand middle management memoranda.

I assume that all Areas and Directorates have been directed to identify and deliver similar savings, which in turn raises numerous questions including (but not limited to):

- how much is each Area and Directorate required to save?
- have the required savings been apportioned evenly across all Areas and/or Directorates?
- what strategies have been, or are proposed to be put in place in an attempt to meet the required savings?

and importantly:

- does the Department intend to discuss these savings targets and proposed strategies with the Union and, if so, when?

It is clear that the Government's latest round of funding cuts pose a serious threat to FRNSW's capacity, services and employees. It is also clear that failure to closely consult the Union is going to guarantee significant industrial disputation. Thank you in advance for your earliest written reply.

Yours sincerely,

Leighton Drury  
State Secretary