

IRC 19179 of 2016 2016 Permanent Award

1. These notes are supplementary to the notes in IRC Matter No. 123 of 2014, which continue to reflect the agreed position of the parties on each of those matters save for:
 - those notes 6 and 7, which have been replaced by these notes 2 and 3; and
 - these notes 4 to 9, which deal with new matters.
2. The 'tests' referred to in Clause 13 will be operational and psychometric tests that objectively assess and measure the applicants' suitability for a leadership role. These tests and their results will (together with those conducted as part of the merit selection process at point 3) remain subject to ongoing joint review by the parties to ensure that the testing remains relevant, accurate and fair.
3. The 'selection process' referred to in subclause 13.9 and the 'merit selection process' referred to in subclauses 13.8 and 13.10 will both consist of a two-stage process, with a psychometric test and a portfolio of evidence to be followed by an interview and a practical (ie, incident management) assessment, provided that an applicant who has undertaken a psychometric test within the preceding three years will have the option of either using that test result or taking a new psychometric test.
4. The unsuccessful applicants from the first tests conducted in 2015 will be allowed within this first 12 months (only) to discard their initial psychometric test result and undertake a new test.
5. The 2016 Award's subclauses 14.12, 28.7.3.1.3 and 28.7.4 are intended as temporary (12 month) arrangements only and the current arrangements will be reverted to thereafter in the manner shown attached at Annexure A.
6. The amendments to subclauses 9.1 and 9.2 are agreed on the understanding that employees will be permitted to work up to two hours overtime (previously one hour) in order to cover employees on consolidated leave at the beginning or end of a 24 hour shift.
7. The amendments to subclause 12.17.2 are agreed on the understanding that LSOs will not be transferred upon their progression from SO. This will not mean that an LSO may never be transferred, only that LSOs will not be transferred simply because they are LSOs.
8. The amendments to subclauses 12.19 and 12.20 are agreed on the understanding that any disputed Clause 26 meal allowance claims by Relieving Employees since 1 July 2014 will be resolved by payment in accordance with these provisions.
9. The amendments to subclause 28.6 are agreed on the understanding that the incumbent Hazmat Technicians at Shellharbour and Newcastle will not be transferred to another station, location or appliance unless they request it.

Annexure A

- 14.12 The classification of Operational Support Level 3 was reclassified as Operational Support Inspector on 14 November 2014, with future vacancies being restricted to applications from employees holding the rank of Leading Station Officer or Inspector, ~~or from Station Officers with at least 24 months service with Fire and Rescue as a Station Officer and who have successfully applied for progression to Leading Station Officer pursuant to subclause 13.9.3 but who are yet to successfully complete the training and/or training competencies required for that progression, or otherwise in accordance with subclause 28.7.4.~~
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28.7.2 Country Officers

- 28.7.2.1 Country Officers, being all Station Officer positions located in areas outside of the GSA and the Regional areas listed at subclause 28.2.2, for which ~~the following employees~~ Station Officers, Leading Station Officers and Leading Firefighters shall be eligible to apply.:

~~28.7.2.1.1 Station Officers;~~

~~28.7.2.1.2 Leading Station Officers;~~

~~28.7.2.1.3 Leading Firefighters; and~~

~~28.7.2.1.4 Senior Firefighters with at least 36 months service with Fire and Rescue NSW as a Senior Firefighter who have been accepted for progression to Leading Firefighter pursuant to subclause 13.7.3 but who are yet to successfully complete the training and/or training competencies required for that progression.~~

- 28.7.2.2 In the event that no employees apply for a Country Officer position at subclause 28.7.2.1, or that the merit selection process finds those who did apply unsuitable for the Country Officer position in question, the vacancy shall be readvertised through Commissioner's Orders and filled by merit selection from all ~~remaining~~ Senior Firefighters with at least 36 months service with Fire and Rescue NSW as a Senior Firefighter as of the closing date for applications.
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28.7.3 Country Senior Officers

- 28.7.3.1 Country Senior Officers, being all Inspector positions located outside the GSA and the Newcastle, Central Coast and Illawarra Transfer Register areas, for which ~~the following employees~~ Inspectors and Leading Station Officers shall be eligible to apply.:

~~28.7.3.1.1 Inspectors;~~

~~28.7.3.1.2 Leading Station Officers; and~~

~~28.7.3.1.3 Station Officers with at least 24 months service with Fire and Rescue NSW as a Station Officer and who have successfully applied for progression to Leading Station Officer pursuant to subclause 13.9.3 but who are yet to successfully complete the training and/or training competencies required for that progression.~~

- 28.7.3.2 In the event that no Inspectors or Leading Station Officers apply for a Country Senior Officer position at subclause 28.7.3.1, or that the merit selection process finds those who did apply unsuitable for the Country Senior Officer position in question, the vacancy shall be readvertised through Commissioner's Orders and filled by merit selection from all ~~remaining~~ Station Officers with at least 24 months service with Fire and Rescue NSW as a Station Officer as of the closing date for applications.
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28.7.4 Operational Support staff

28.7.4.1 Operational Support staff, being all positions defined as such by Clause 14 of this Award.

28.7.4.2 In the event that no Inspectors, ~~or~~ Leading Station Officers ~~or eligible Station Officers (as defined by subclause 14.12)~~ apply for an Operational Support Inspector position, or that the merit selection process finds those who did apply unsuitable for the Operational Support Inspector position in question, the vacancy shall be readvertised through Commissioner's Orders and filled by merit selection from Station Officers with at least 24 months service with Fire and Rescue NSW as a Station Officer as of the closing date for applications.
