



26 May 2017

Mr Paul Baxter
Commissioner
Fire and Rescue NSW
1 Amarina Avenue
GREENACRE NSW 2190

Dear Mr Baxter,

I refer to the letter from Assistant Commissioner Byrne dated 25 May 2017 concerning the proposed mass transfer by the Department of Duty Commanders within the GSA. This letter has been carefully considered by both the State Committee of Management and Senior Officers' Sub-Branch Executive Committee, which noted (by way of resolution):

- 1) *That, whilst discussion with Sub-Branch Secretaries is always welcomed as issues emerge, FRNSW's senior uniformed management are well aware that the Sub-Branch Secretaries are not authorised to make unilateral decisions on behalf of the FBEU or their respective Sub-Branches, but participate in those discussions and provide advice in good faith in an attempt to prevent conflict, and*
- 2) *That the Department continues to fail to comply to the letter or spirit of their own Mobility and Transfer policy, and*
- 3) *That the Department acknowledges the communication and engagement with the duty commanders has not been adequate, and*
- 4) *That the face-to-face meetings were held in a manner that displayed a significant power imbalance and therefore members may have felt intimidated and thus restricted in their willingness to directly voice their opposition to the proposed transfers.*

The Union considers points a-f of its previous correspondence of 4 May 2017 to be neither onerous nor unreasonable, and that the proper application of the Department's own policy requires their observation prior to a transfer being effected. As the Department has not done so, the Union has this evening instructed its Duty Commander members to disregard involuntary transfers until further notice.

Yours sincerely,

Leighton Drury
State Secretary