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25 May 2017

Mr Leighton Drury
State Secretary
Fire Brigade Employees' Union of NSW
1-7 Belmore Street
SURRY HILLS NSW 2010

Dear Mr Drury

I refer to your letters exchanged 4 May 2017 and a meeting on 15 May 2017 between Chris Read and Gemma Lawrence (FBEU), and Assistant Commissioner Gerry Byrne, Chief Superintendent Wayne Phillips and Michael Grinbergs (Industrial Relations), regarding the proposed mobility of City based Duty Commanders (Inspectors) rotation.

As you are aware rotations of Inspectors are planned to be actioned within the Metropolitan Operations Area Commands. The primary driver for rotation of Inspectors is based on a point in time, with the leadership of the organisation undergoing significant change. These changes in Command leadership, call up the rotation of Inspectors based on individual skill sets, experience, length of tenure in the Command, expected retirement date and optimum combinations of Inspector and Superintendents within Zones.

Of a total of 28 Inspectors it is planned to rotate 14 Inspectors, with all these rotations limited to the adjoining Zone within each Area Command (1 Inspector is moving platoon and 3 Inspectors are moving to permanent vacancies). Therefore, after consultation, we have less than 50% moving Zone.

The process to implement these rotations has been as follows:

- Notification to SOSB secretary in advance of an email to all Inspectors.
- Initial email from ACMO outlining the rotation to all Inspectors with suggested changes.
- Initial discussion held between with each individual Inspector and their respective Area Commander.
- Follow up e mail from the ACMO.
- Adjustment of the proposed changes to accommodate feedback.
- Second round of discussion between Inspectors and Area Commanders.
- Meeting with FBEU industrial officers to discuss rotations. This included the draft transfer list being provided to the FBEU for consideration.
- FBEU provide a revised transfer list with some changes in locations proposed
- 3RD e mail from ACMO further explaining the rational to support rotations.
- Face to face meetings with Inspectors on all 4 Platoons on 18, 19, 22 and 23 May. Rationale for rotations explained as well as feedback received from all attendees.



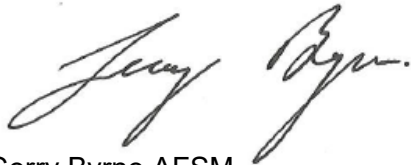
During the face to face consultation with Inspectors feedback received was that the communication and engagement of the group was not adequate. I accept this criticism and resolve to improve the communication and engagement piece. Following the consultation with all 4 platoons several rotations have been reviewed because of additional information. Furthermore, Inspectors were specifically asked if they would object to their planned rotations, of the total spoken with, one indicated that they would appeal the decision.

It was also obvious when meeting with the FBEU Industrial Officers that there were concerns that the Inspectors rotations were a prelude to widespread transfers amongst SOs and firefighters. This is completely untrue. Whilst there are rotations amongst the Inspectors, the criteria for so doing is not change for change sake, or a symptom of the implementation of the mobility policy. Roll out of the mobility policy will be carefully undertaken using a staged approach which will include discussions with each individual prior to any transfer.

I am aware that the SOSB has passed a motion for consideration by State Committee of Management at a meeting scheduled for 26 May 2017. Whilst I understand this process is proceeding I believe that the process followed and the rotations planned are reasonable and in line with the Commissioners authority.

If you have any additional questions regarding this issue, please contact me.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Gerry Byrne'.

Gerry Byrne AFSM
Assistant Commissioner Metropolitan Operations