



6 April 2017

Mr Jim Hamilton AFSM  
Interim Commissioner  
Fire and Rescue NSW

*By email: IRCorrespondence@fire.nsw.gov.au*

Dear Mr Hamilton,

**Re: Service Delivery - Tamworth Fire Station**

I was writing in response to your correspondence of 1 March and to the subsequent discussions between the parties when I received your second letter on the subject matter via email yesterday afternoon. Your initial letter raised numerous important issues that required broad internal consultation and careful consideration, hence my inability to confirm the Union's position before now.

The Union supports the elevation of the permanent staffing at 452 Tamworth from the Back to Back Roster to the Standard 10/14 Roster by October 2017, albeit with real concern for:

- a) its retained members at both 452 and 508 West Tamworth given the adverse impact the Risk Based Response Protocol (RBRP) will have on these members should the Department proceed with that proposal; and
- b) the regional communities of Bowral, Casino, Glen Innes, Griffith and Inverell who each stand to lose a permanent Station Officer position, and for the consequent drain on those local economies.

I am compelled to observe that the current Government has created no new permanent positions in regional FRNSW stations and is only proposing to do so now at Tamworth by closing and relocating existing permanent jobs from other regional FRNSW stations. This stands in stark contrast to the record of the previous Labor Government, which not only maintained the regional jobs that the Coalition is now removing but actually provided over 200 new and additional permanent firefighter positions at FRNSW regional stations. Anyone in any doubt as to why regional voters continue to desert the National Party in droves need look no further than FRNSW for an answer.

Turning now to the details of your proposal, the Union makes the following observations.

Firstly, there has been no consultation with the Union about the construction of a new station at West Tamworth and/or the relocation of the permanent staff from 452 to 508 and so there is no agreement on either point, however this need not delay the proposed roster/staffing enhancement. I would encourage you or your representatives to commence discussions with the Union on these other matters.

Secondly, the Union expects that the incumbent SSOs at Glen Innes and Inverell will each be afforded the option of remaining in place in the event that they do not agree to relocate to Tamworth. Given the rather unique circumstances, the Union will agree on a without prejudice basis to the transfer of either Station Officer to Tamworth without the need for a merit selection process.

**Fire Brigade Employees' Union of New South Wales**

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The Union otherwise expects the Award's Clause 28 to be strictly observed. Be advised that the Union will prosecute the Department in the event of any Award breaches in this regard and will oppose any subsequent attempt by the Department to return any permanent firefighter who was incorrectly transferred. I therefore encourage the Department to confer with the Union prior to making any offers of transfer.


As the SSO at Casino is willing to accept a transfer to the Northern Rivers Transfer Register Area the Union agrees to the temporary relieving arrangement proposed for him on the understanding that he will be attached to a single platoon at 468 Tweed Heads. If the Department intends otherwise then the Union should be consulted immediately.

Thirdly, the Union notes the proposed permanent staffing composition at Tamworth, including the allocation of one Leading Station Officer only. You are of course aware of the Union's position on the current inability of permanent staff to relieve across platoons and across rosters, because we discussed this directly during the course of our most recent Joint Consultative Committee meeting. Again, this need not delay the proposed roster/staffing enhancement but I nonetheless encourage the Department to commence discussions with the Union with a view to resolving this important and potentially expensive question as soon as possible.

Yours sincerely,



Leighton Drury  
State Secretary

**From:** Chris Read [cread@fbeu.net](mailto:cread@fbeu.net)   
**Subject:** Fwd: Tamworth  
**Date:** 6 April 2017 4:58 pm  
**To:** Julie Nicols [jnicols@fbeu.net](mailto:jnicols@fbeu.net)



**Chris Read** ★ Senior Industrial Officer

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Begin forwarded message:

**From:** Chris Read <[cread@fbeu.net](mailto:cread@fbeu.net)>  
**Subject:** Tamworth  
**Date:** 6 April 2017 3:53:02 pm AEST  
**To:** IR Correspondence <[IRCorrespondence@fire.nsw.gov.au](mailto:IRCorrespondence@fire.nsw.gov.au)>  
**Cc:** Mark Dolahenty <[Mark.Dolahenty@fire.nsw.gov.au](mailto:Mark.Dolahenty@fire.nsw.gov.au)>, Rob McNeil <[Robert.Mcneil@fire.nsw.gov.au](mailto:Robert.Mcneil@fire.nsw.gov.au)>

Please find attached correspondence in reply re Tamworth.

**Chris Read** ★ Senior Industrial Officer

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