



2 June 2017

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

Dear Mr Baxter,

I write regarding FRNSW's 50/50 recruitment initiative, which the Union's officials had until this week understood to operate so as to maintain common recruitment standards for all applicants regardless of gender. I was therefore concerned to receive the attached "Current PFF Recruitment Process" leaflet this week confirming that the Department is in fact applying different psychometric scores for men and women to determine the applicants who proceed to the next stage of the recruitment process.

The Union has been clear and consistent in our support for the Department in its attempts to increase the representation of women in the firefighting workforce. Our support has been given on the (now seemingly incorrect) understanding that a common minimum standard applied regardless of gender. Perhaps there is some good reason for doing this that evades us, but in the absence of any other explanation then it appears the Department has opted to apply different gender standards simply to save money. The Union cannot understand or support this approach.

While the Union is not concerned by the number of applicants who progress from one stage to the next, we are firmly of the view that there should be a single minimum standard/score applied at each stage for all applicants, regardless of gender.

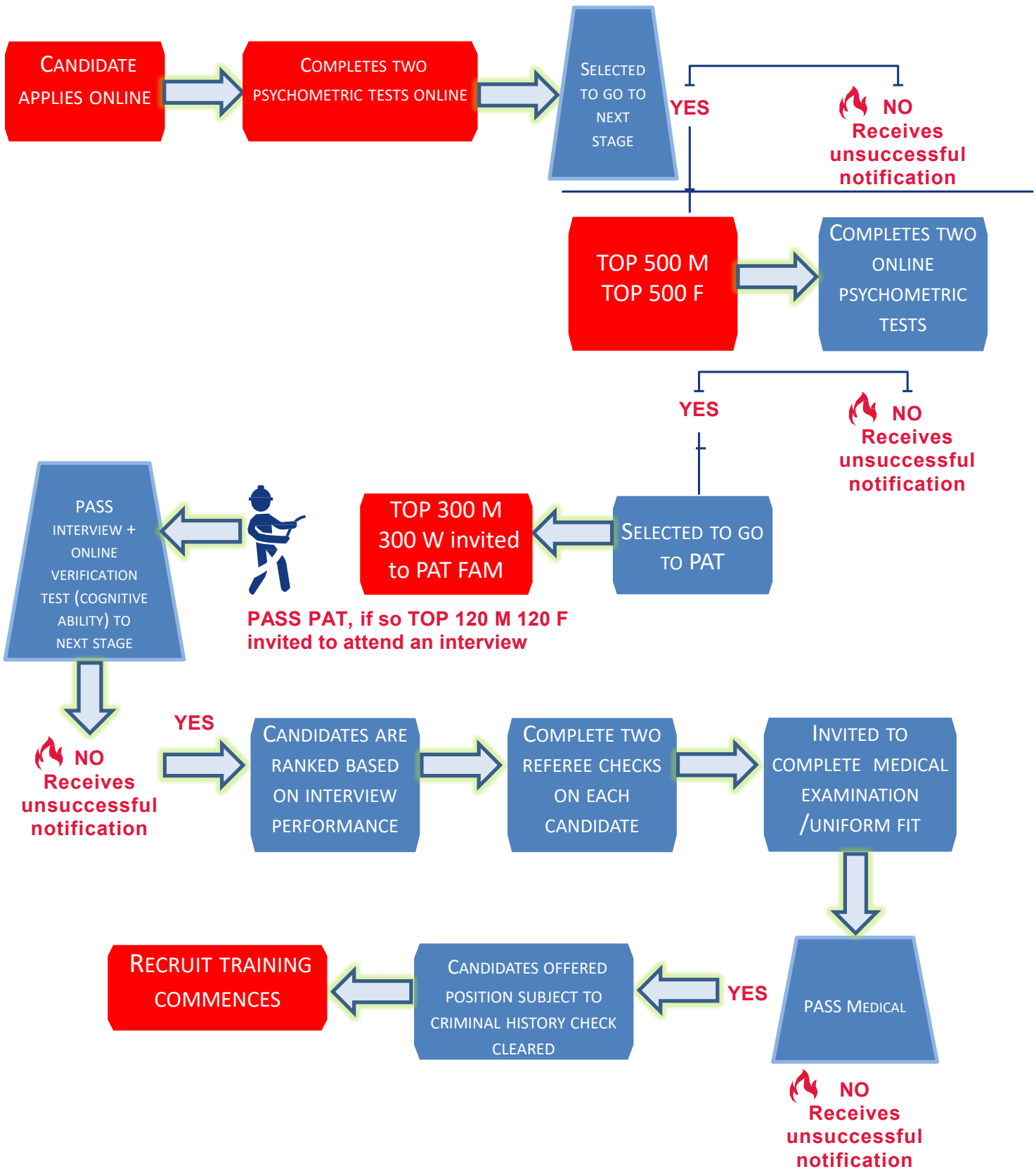
If you agree then the Department's recruitment process and supporting documentation should be immediately amended to reflect this. It would assist if the Union was consulted and provided with a draft of the amended procedure for comment prior to its release. If, however, you do not agree then I request that you contact me at your earliest convenience next week to discuss this important issue directly and, if necessary, arrange to meet.

Yours sincerely,

Leighton Drury
State Secretary



Current PFF Recruitment Process





7 August 2017

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

Dear Mr Baxter,

I write further to my letter of 2 June 2017 (copy attached) regarding the FRNSW's 50/50 recruitment initiative.

I know you agree this is an important issue, and therefore presume that you and your staff have spent the 9 weeks since then carefully reviewing the Union's concerns and drafting amended procedures for the Union's consideration. As you did not contact me at that time to discuss the issue, as requested, I also presume that you share the Union's concerns and view that there should be a single minimum standard/score applied at each stage for all applicants regardless of gender.

I thank you in advance for your earliest reply to both this and my letter of 2 June.

Yours sincerely,

Leighton Drury
State Secretary

Unclassified



File Ref. No: FRN17/147
TRIM Ref. No: D17/

5 September 2017

Mr Leighton Drury
State Secretary
Fire Brigade Employees' Union
1-7 Belmore St
Surry Hills NSW 2010

Dear Mr Drury

Re: Recruitment Process

I write in reply to your two earlier correspondences regarding the recruitment process and apologise for the delay for this reply.

Fire & Rescue NSW has been carefully considering the issues you have raised and believes there is some level of complexity regarding a solution and it would be a benefit for both parties to discuss.

If the FBEU is agreeable, I have requested Assistant Commissioner Malcolm Connellan and Chief Superintendent Wayne Phillips to assist with a resolution, please contact either directly to set a mutually convenient time and place for those issues to be discussed in person.

Yours sincerely

A handwritten signature in black ink, appearing to read "P Baxter".

Paul Baxter
Commissioner



Unclassified