

Form 4

Notification to Industrial Registrar of Industrial Dispute Pursuant to section 132

Note: (1) This form sets out the minimum information required by a Notification of an Industrial Dispute. You need not follow the form set out below, but you **MUST** give the information required by this form.

(2) This notification may, but need not, be in the form required. It may also be given in the form of a letter (preferably on letterhead identifying the notifier).

(3) Rule 5.3 allows Notifications to be given to the Registrar in a variety of ways. Where the Notification is not given in writing, however, you are required to confirm the Notification in writing as soon as possible.

(4) You need to serve a copy of the notification (or its confirmation) on the other parties to the dispute.

(5) Part 5 of the Industrial Commission Rules deals with Dispute notifications, and you should refer to that Rule.

1. Name:

Fire Brigade Employees' Union of NSW

2. Address:

1-7 Belmore St
Surry Hills NSW 2010
Phone: 9218 3444
Fax: 9218 3488

3. Capacity of notifier:

Industrial Organisation of employees

4. The question, dispute or difficulty concerns the following industrial matters:

- a. The Department's intention to use retained firefighters, paid at the Captain's rate of pay, to deliver training across multiple areas within the state.
- b. The Department wrote to the Union on 28 May 2018 proposing the use of Retained Firefighters to deliver Station Planning System training. A copy of this correspondence is attached and marked A.
- c. An advertisement for "Retained Unit Trainer" was then published on the FRNSW intranet on 1 June. A copy of that advertisement is attached and marked B.
- d. The Union responded to the Department's letter on 5 June 2018, which included a proposed settlement to the dispute. A copy of this letter is attached and marked C. There has been no reply to this letter.
- e. The Union seeks that this matter be listed urgently given the advertisement has already been issued and is calling for applications prior to 17 June.

5. The award, agreement or determination which applies to the employees, etc is:

Crown Employees (Fire and Rescue NSW Permanent Firefighting Staff) Award 2017.

6. The person to contact on behalf of the notifier is:

Gemma Lawrence, Senior Industrial Officer

7. The other persons affected by or involved in this question, dispute or difficulty are:

Bernard King
PO Box A249
Sydney South NSW 1232
Phone: 9265 2999
Fax 9265 2885

Dated: 13 June 2018

Signed:

A handwritten signature in blue ink, appearing to be 'B. King', written over a horizontal line.

Notifier
To the Industrial Registrar,
Sydney.



File Ref. No:
TRIM Ref. No:

24 May 2018

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

Dear Mr Drury

Station Planning System – Retained Unit Trainers

I write to inform you that FRNSW intend to roll out the Station Planning System (SPS) during the later half of 2018.

The implementation of this system by Retained Firefighters will be best achieved by delivery via Retained Firefighters through the use of Unit Trainers.

FRNSW wishes to publish an expression of interest to Retained Firefighters, seeking suitable personnel to deliver SPS training in each Zone Command to Retained Firefighters.

FRNSW will remunerate the successful applicants at the agreed rate of Captain pay for the delivery of the training.

If you require any further information, please don't hesitate to contact Assistant Commissioner Rob McNeil on 0419 264 647.

Yours sincerely

A handwritten signature in black ink, appearing to be "Rob McNeil".

Rob McNeil AFSM
Assistant Commissioner Regional Operations



Attachment B


FIRE & RESCUE NSW

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Job Description

Retained Unit Trainer - 00006202

Retained Unit Trainer

Salary: \$41.49 per hour (Captain's rate)

Location: Statewide

Directorate : Field Operations

Closing Date: 17 June 2018

Who can apply? Retained Firefighters

We are seeking the services of Retained Firefighters to act as Retained Unit Trainers (RUT's) in order to assist with the rollout of the proposed Station Planning System (SPS).

The SPS will be used as a one stop shop for the Station Commander to plan and manage required activities at a station level. Among other things it is proposed that ultimately the SPS will:

- Display the skills and qualifications of all Firefighters at the station.
- Provide access to Safety Bulletins along with recording who has read them
- Allow single sign on to the various applications used at a station
- Record information in multiple areas if required following single entry

It is anticipated that the SPS rollout will go live progressively across the state after an initial trial in MS2 and RS2.

Each Retained Unit Trainer will be called to conduct training in various areas within the state. This training will be separate to normal drill nights and be conducted for the Captain and Deputy Captain/s.

Each session will be of less than two hours duration and at this stage is anticipated to be conducted over a ten week period from August to October 2018.

If you believe you may have the requisite skills for such a role in regard to IT knowledge and training ability please respond to this expression of interest with answers to the two targeted questions at less than 200 words each. We will then select a number of candidates who will be interviewed and if successful will undergo specialised training for the role.

For any enquiries regarding the role please contact Garry Warren on 0428 222 201.

Applications Close 17 June 2018.

Targeted Questions

1. Provide examples of when you have provided training to a group. Having reflected on this training, what did you determine was especially effective or useful when delivering these sessions. Would you do anything differently?

2. Well developed IT skills are a requirement of this role. Provide an example that demonstrates your ability in this area.

Job Retained Fire Fighter

Primary Location Regional NSW

Organisation Regional Operations

Work Type Casual

Contact Garry Warren - 0428 222 201

Total Remuneration Package: Captain's Hourly Rate

Responsibilities

Key Application Responses

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5 June 2018

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

Dear Mr Baxter,

Re: Station Planning System – Retained Unit Trainers

I write in response to Assistant Commissioner McNeil's letter of 24 May 2018 concerning the subject proposal, noting that the Department has already advertised the proposed positions on 1 June. Allowing the Union less than 5 working days to reply to such correspondence is unreasonable and not conducive to good industrial relations between the parties.

The Union does not agree to the proposal as advertised. The Department is aware of the Union's position that: firstly, unit trainers operate for the trainer's unit (ie station/brigade), not zone; and secondly, unit trainers deliver skills maintenance, not skills acquisition. If the Department requires skills acquisition training across multiple stations then this should be delivered by the Regional and Retained Training Officers who already exist to do this.

That said, I note that a similar controversy arose over the retained availability software training conducted in 2015 that was settled (albeit on a without prejudice basis) on the terms set out in points 5&6 of the attached letter to the Union dated 5 June 2015. The therefore Union proposes, again without prejudice to either party, that the retained members engaged for this Station Planning System be paid on identical terms to that agreed to in 2015.

Confirmation of the Department's agreement, or otherwise, is requested by close of business tomorrow, Wednesday 6 June. Assuming the Department does agree then the advertisement should be amended to reflect this. Please contact Senior Industrial Officer Chris Read on 9218 3444 should you or your representatives wish to discuss this matter further.

Yours sincerely,

Leighton Drury
State Secretary

File Ref. No: FRN15/1155
TRIM Ref. No: D15/43075

5 June 2015

Jim Casey
State Secretary
Fire Brigades Employee's Union
1 - 7 Belmore Street
Surry Hills NSW 2010

Re: Software availability for retained firefighters

Dear Mr Casey

In reply to your correspondence dated 3 June 2015 on the same topic, I provide the following responses to the six issues in your letter:

1. Project manager Vanessa Felton will provide the agreed business rules for the availability software with Union additions included.
 2. The Department is unable to provide access to the operational availability system operating in RW3 and MN3, as this system is currently managing operational capability within these Zones and additional access to the system may compromise data integrity. The Department will however organise access for you to the system in a test environment.
 3. The Learning Solutions Online (LSO) information update and interface with the availability system is continually being reviewed. The LSO is 95% up to date in the two Zones currently using the availability system. The Department is continuing to update LSO however some discrepancies may appear as the system is rolled out. Those discrepancies of course will be rectified as they appear.
 4. The Department appreciate the Union's participation in consultation on the Timesheet module. As discussed, we are utilising feedback from retained firefighters and management for system improvements. We also take on board the Union suggestions made in the meeting and will investigate what enhancements to usability can be made to the systems retained firefighters utilise. We agree to provide the Union with our business processes, but request it be treated as commercial in confidence and not disseminated any further as it forms part of our agreement with the company we have engaged.
- 5&6. Fire & Rescue NSW strongly prefers the use of Unit Trainers for this project and as you are aware 7 are already in employment for this project. To ensure

undue delays are not encountered, Fire & Rescue NSW agrees, strictly without prejudice, that Unit Trainers employed in relation to this project will be paid in accordance with clause 6.7.1 of the Retained Award. More specifically, the Department will pay relief duties rates for when the unit trainers are conducting training at stations other than their own for the phase 2 delivery. The Unit Trainers would also be entitled to clause 6.7.3 should it be necessary to travel in their own private vehicle or should they be provided transport, then they will be entitled to clause 6.7.2, but not both. The course will be limited to four hours and the person who delivers the training will be selected by a merit based process conducted by the Department.

Lastly, we intend that the project will be fully implemented by October 2015. This will involve Unit Trainers being briefed up in July, and training being delivered August through October, with stations going online shortly after their own training session.

If you require any further information please don't hesitate to contact project manager Vanessa Felton on (02) 9265 2767 or 0409 818 583,

Yours sincerely



Jim Smith AFSM
Acting Commissioner