



24 August 2018

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

Attention: Assistant Commissioner Janet Ruecroft

Dear Mr Baxter,

Re: FRNSW Non compliance with ASQA requirements

I write in reply to your correspondence dated 12 April 2018 regarding progression to QF, and subsequent correspondence dated 17 May 2018, and 24 May 2018. I convey my disappointment that the two-month delay for members to be assessed in the QF program as promised in your 12 April correspondence has proven to be false, and that no end to the delay is in sight.

As outlined in my earlier correspondence, the Department's failure to comply with the requirements of the national regulator should not impact upon the progression or earning capacity of Union members. Unfortunately, it is.

Every week that a member is not promoted they earn \$155.56 less than they would have had the Department assessed firefighters on time. The extra eleven-week delay has so far left members owed payment of \$1711.16. Combined with the initial eight-week delay (\$1244.48), members are each owed payments of at least \$2955.64. When this is combined with recognition of prior service, the impact is far greater. The Union is aware of one member who is owed at least \$7466.88 through no fault of their own.

As a result of the extraordinary delay, and the hardship being placed on Union members, the Union now seeks agreement from the Department to the following: that upon 24 months service Firefighters will be promoted to, and regarded as, Qualified Firefighters - and paid as such. This applies to any firefighter with 24 months service (or longer) awaiting assessment. Further, that the amounts already owing to firefighters with more than 24 months service be paid in the next pay cycle. The Union proposes that this is the ongoing practice until the Department satisfies the ASQA requirements and can return to the regular, pre April 2018 procedure. As the Union's State Committee of Management is meeting on 30 August 2018, and will be considering this issue, the Department's written response is sought by 29 August 2018.

Yours sincerely,

Leighton Drury
State Secretary

Fire Brigade Employees' Union of New South Wales

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