



28 September 2018

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

Attention: Deputy Commissioner Jim Hamilton

Dear Mr Baxter,

I write in response to the Department's letter of 24 September 2018 concerning Z relievers to convey the Union's disappointment at the Department's failure to grasp the opportunity to resolve several related issues, as well as its apparent inability to understand (despite being told repeatedly) that the position put by the Union on 20 September was non-divisible and non-negotiable.

Therefore, with the exception of the two Z relievers attached to Communications who are discussed further below, there is no agreement for the extension of Z relieving and the Union withdraws all of its previous offers on the issue. The other matters raised in your letter are neither accepted nor agreed, and can be negotiated separately in due course.

In accordance with last year's settlement of the IRC dispute proceedings in Matter No. 2017/00188458, Z relieving must now cease and Z relieving employees must now be attached to one platoon on their current default rosters by 30 September. While all such placements should technically occur by midnight on Sunday, the Union will not pursue the Department for overtime and/or breaches of the Award due to any final Z relieving that occurs prior to 0800 hours on Monday 1 October.

The Union will allow a continuation of Z relieving by the two officers currently doing so in Communications on the understanding that employees who are currently receiving Clause 30 rental subsidies will not have those subsidies reduced or removed prior to the conclusion of the negotiations for the 2020 Award. To be clear, the Union will immediately withdraw this concession and enforce the Award in Communications also in the event that any Union member's Clause 30 rental subsidy is disturbed.

Finally, the Department's letter of 24 September caused yesterday's State Committee of Management meeting to resolve to withdraw the Union's agreement for Senior Firefighters to act in charge of remote stations where no Station Officer is available. Be advised that the Award's subclause 7.1 will be strictly enforced from 1 July 2019.

Yours sincerely,

Leighton Drury
State Secretary

Fire Brigade Employees' Union of New South Wales

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