



17 April 2024

Michael Baldi
Executive Director
People and Culture
FRNSW
1 Amarina Ave
GREENACRE NSW 2190

Dear Michael,

Re: 2024 Award Negotiations

I refer to your correspondence on 12 April regarding the 2024 Award and potential consideration of a 1 year Award.

The FBEU are, in the spirit of good faith negotiations, prepared to consider a 1 year Award with a Heads of Agreement for the further 2 years subject to the below minimum requirements, and noting that of course, any such proposal would need to be put to the FBEU membership for consideration prior to any agreement being reached.

For the FBEU to consider this proposal, at a minimum any settlement would need to include the following:

- A 1 year Award with Heads of Agreement for final two years – details on final two years to be negotiated by mutual gains bargaining with agreed facilitator. Negotiations to continue immediately.
- 2024 Award to include:
 - 10% wage increase year one consisting of:
 - 5% headline increase
 - 3% Road Crash Rescue Allowance payable to all firefighters for all purposes
 - 2% productivity measures (may include):
 - Current allowances for specialist quals to move to qualification allowances allowing more flexible use of quals for overtime.
 - New promotional structure
 - Review of workload and on-call arrangements for those impacted by requirements to work outside of standard rostered hours.
 - Standardisation of payments for rebuilds/refurbs etc.
 - 0.5% Superannuation increase
 - Inflation adjustment payment.
 - Retained attraction and retention claims including doubling of minimum call out payment and doubling of retainer for stations under 70 calls.
 - Work value on relativities at rank and new allowances (both permanent and retained).

- Fixing of calculation method for retained off duty payment under D&D Award.
- Inclusion permanently of current trial arrangements on Health Screening and Consultation subject to a review.
- Heads of Agreement on final 2 years to include:
 - Confirmed expiration date of 25 February 2027
 - 3% headline wage increase per year
 - Minimum 2% productivity measures per year (discussion to occur on which measures through mutual gains bargaining)
 - 0.5% Superannuation increase yearly
 - Inflation adjustment payment yearly
 - Inclusion of any work value outcomes.

Please note, this proposal is provided without prejudice to our overall position in negotiations and our current Log of Claims for all 3 Awards. The above proposal is instead provided for discussion purposes only in the context of the discussions in conciliation before Commissioner McDonald.

Should you wish to discuss this further we would be happy to arrange a meeting to do so.

Yours Sincerely,



Leighton Drury
State Secretary