

**CROWN EMPLOYEES (NSW FIRE BRIGADES FIREFIGHTING STAFF
DEATH AND DISABILITY) AWARD 2003**

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

Application by the New South Wales Fire Brigade Employees' Union

IRC Matter No. 6012 of 2001

Before the Commission

Award

**PART A - INTRODUCTION, INTENTIONS AND COMMITMENTS, INDEX AND
DEFINITIONS**

CLAUSE 1 – INTRODUCTION, INTENTIONS AND COMMITMENTS

1.1 This Award shall be known as the “Crown Employees (NSW Fire Brigades Firefighting Staff Death and Disability) Award 2003”.

1.2 The intentions and commitments of this Award are to:-

1.2.1 Provide benefits in the event that an on duty or off duty injury results in the death or total and permanent incapacity or partial and permanent incapacity of a firefighter.

1.2.2 Provide rehabilitation and retraining in the event that on duty or off duty injury results in a firefighter suffering partial and permanent incapacity.

1.2.3 Develop and implement an agreed health and fitness programme for firefighters.

1.3 This Award shall be in four parts as follows:

Part A - Introduction, Intentions and Commitments, Index and Definitions

Part B - Arrangements for firefighters entitled to the death and disability benefits prescribed by this Award.

Part C - Health and Fitness Programme

Part D - Disputes, Anti-discrimination, Leave Reserved and Area, Incidence and Duration.

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CLAUSE 3 - DEFINITIONS

“actual retained earnings” means the average annual remuneration received by a retained firefighter calculated over either the preceding twelve months or five years, whichever is the greater, provided that any periods of special leave without pay, unpaid leave and/or suspension shall not be taken into account when calculating the periods of twelve months and five years.

“actuary” means an actuary appointed by the Trustee of the Death and Disability Superannuation Fund.

“compulsory employer contributions” has the same meaning as it has in section 12(1) of the First State Superannuation Act 1992.

“Death and Disability Superannuation Fund” means the superannuation fund established in accordance with Part B of this Award.

“electricity industry superannuation scheme” (“EISS”) has the same meaning as it has in the Superannuation Administration Act 1996.

“FBEU” means the New South Wales Fire Brigade Employees’ Union.

“firefighter” means either a permanent firefighter or a retained firefighter as defined in this clause.

“First State Superannuation Scheme” (“FSS”) means the superannuation scheme established under the First State Superannuation Act 1992.

“full pay” means the permanent firefighter’s remuneration at the date of his/her injury excluding any payment made pursuant to subclauses 6.6.1, 6.6.2, 6.6.4, 6.6.7, 6.6.9, 6.6.11, 6.6.17, 6.6.18,

6.6.19, 6.15, 10.2.1, 10.3.1.2, 12.6.1.2, 12.7, 12.11, 12.12, 12.15, 12.20, clause 7, clause 9, clause 16, clause 25 and clause 26 of the Crown Employees (NSW Fire Brigades Firefighting Staff) Award 2001, or such higher remuneration to which the firefighter becomes entitled pursuant to that Award. Provided that where a permanent firefighter is at the date of his/her injury on any form of leave, his/her initial full pay shall be the remuneration (subject to the exclusions referred to within this definition) that would otherwise have been paid to the firefighter had he/she not been on such leave.

“Judges Pension Scheme” (“JPS”) means the superannuation scheme established under the Judges’ Pensions Act 1953.

“local government superannuation scheme” (“LGSS”) has the same meaning as it has in the Superannuation Administration Act 1996.

“NSW Fire Brigades” means the New South Wales Fire Brigades, established as a Department of the Government under the Fire Brigades Act 1989 and a Department under the Public Sector Employment and Management Act 2002.

“on duty injury” means personal injury arising out of or in the course of employment as a firefighter and includes a disease which is contracted by a firefighter in the course of his/her employment as a firefighter and to which the employment was a contributing factor, and the aggravation, acceleration, exacerbation or deterioration of any disease, where his/her employment as a firefighter was a contributing factor to the aggravation, acceleration, exacerbation or deterioration but does not include a personal injury or disease arising out of or in the course of journeying to or from work subject to the proviso that a retained firefighter responding to an incident shall be considered to be on duty from the time of call.

“off duty injury” means any personal injury or disease which is not an on duty injury.

“Parliamentary Contributory Superannuation Fund” (“PCSF”) means the fund referred to in section 5 of the Parliamentary Contributory Superannuation Act 1971.

“partial and permanent incapacity” means that a firefighter is no longer fit to work as a firefighter within the NSW Fire Brigades.

“permanent firefighter” has the same meaning as ‘employee’ under the Crown Employees (NSW Fire Brigades Firefighting Staff) Award 2001.

“retained firefighter” has the same meaning as ‘employee’ under the Crown Employees (NSW Fire Brigades Retained Firefighting Staff) Award 2001.

“retained firefighter’s deemed salary” means the hourly rate of pay of a retained Captain multiplied by a factor of 2088.

“salary”, in the case of a permanent firefighter, means the firefighter’s “rate of pay” as defined in clause 6.2 of the Crown Employees (NSW Fire Brigades Firefighting Staff) Award 2001 plus, if applicable, the firefighter’s “Roster Allowance” as defined in clause 6.5a of that Award provided that for the purposes of this Award, the salary of an employee holding an Operational Support position shall be that applicable to the employee’s substantive operational rank.

“spouse” means a person who falls within the definition of “spouse” or “de facto partner” in the Superannuation Act 1916.

“total and permanent incapacity” means that the firefighter is unlikely, by reason of ill-health (whether physical or mental) to ever again engage in gainful employment for which the firefighter is reasonably qualified by education, training or experience.

“State Authorities Non-contributory Superannuation Scheme” (“SANCS”) means the superannuation scheme established under the State Authorities Non-contributory Superannuation Act 1987.

“State Authorities Superannuation Scheme” (“SASS”) means the superannuation scheme established under the State Authorities Superannuation Act 1987.

“State Superannuation Scheme” (“SSS”) means the superannuation scheme established under the Superannuation Act 1916.

PART B - ARRANGEMENTS FOR FIREFIGHTERS ENTITLED TO THE DEATH AND DISABILITY BENEFITS PRESCRIBED BY THIS AWARD

CLAUSE 4 - DEATH AND DISABILITY SUPERANNUATION FUND

- 4.1 The NSW Fire Brigades will establish, with the agreement of the FBEU, a Death and Disability Superannuation Fund to pay the superannuation pensions and lump sum payments prescribed by clauses 7, 8, 10 and 11 of this Award. The Fund shall operate in accordance with relevant Commonwealth legislation and the terms of the trust deed by which it is created.
- 4.2 The terms of the trust deed by which the Death and Disability Superannuation Fund is created shall provide that the Trustee of the Death and Disability Superannuation Fund is required to reduce the benefits otherwise payable from the said fund so as to offset:
- 4.2.1 tax liabilities in the same circumstances and on the same bases as prescribed in section 61RA of the Superannuation Act 1916;
 - 4.2.2 any benefits prescribed by this Award that have previously been paid from the Death and Disability Superannuation Fund or by the NSW Fire Brigades pursuant to this Award.

CLAUSE 5 - CONTRIBUTIONS TO THE DEATH AND DISABILITY SUPERANNUATION FUND

- 5.1 Permanent firefighters who are covered by FSS or who have elected under section 10 of the First State Superannuation Act 1992 to make other arrangements shall contribute 1.5 per cent of their salary to the Death and Disability Superannuation Fund.
- 5.2 Permanent firefighters who are contributors to SASS but who do not contribute to SASS for additional benefit cover shall contribute 1.5 per cent of their salary to the Death and Disability Superannuation Fund.

- 5.3 Permanent firefighters who are contributors to SASS and who contribute for additional benefit cover and who elect to relinquish that cover shall contribute 1.5 per cent of their salary to the Death and Disability Superannuation Fund.
- 5.4 Permanent firefighters who:
- 5.4.1 are contributors to SASS; and
 - 5.4.2 contribute to SASS for additional benefit cover; and
 - 5.4.3 elect not to relinquish that additional benefit cover,

may elect to contribute 0.5 per cent of their salary to the Death and Disability Superannuation Fund in order to be entitled to receive the benefits prescribed by this Award in relation to partial and permanent incapacity. The only benefits prescribed by this Award to which such permanent firefighters shall be entitled are the benefits applicable in relation to partial and permanent incapacity.
- 5.5 Permanent firefighters who:
- 5.5.1 are contributors to SASS; and
 - 5.5.2 contribute to SASS for additional benefit cover; and
 - 5.5.3 elect not to relinquish that additional benefit cover,

may elect to not be covered by this Award. Such firefighters shall not be eligible to receive a pension or lump sum payment prescribed by this Award.
- 5.6 The contributions prescribed by this Award in relation to permanent firefighters who are contributors to SASS are additional to the contributions that they are required to make under the State Authorities Superannuation Act 1987.
- 5.7 Notwithstanding the provisions of the Crown Employees (NSW Fire Brigades Firefighting Staff) Award 2001 and the Crown Employees (NSW Fire Brigades Retained Firefighting Staff) Award 2001, a firefighter who is required or elects to make contributions pursuant to this clause may elect to sacrifice an amount of unearned salary equivalent to the firefighter's contribution pursuant to this clause. Such salary sacrifice shall not be taken into account for the purpose of calculating the remuneration that the firefighter would have received in the event that no salary sacrifice had been applicable.
- 5.8 A permanent firefighter who is a contributor to SASS and who contributes for additional benefit cover shall make an election as provided for by this clause within three months of the date on which this Award takes effect. The provisions of this subclause are subject to the State Authorities Superannuation Act 1987 or Regulations being amended so as to permit permanent firefighters who are contributors to SASS and who contribute for additional benefit cover to elect, on a "once only" basis, whether they wish to retain or relinquish that additional benefit cover.

- 5.9 Retained firefighters shall contribute \$300.00 per annum to the Death and Disability Superannuation Fund.
- 5.10 The NSW Fire Brigades shall contribute to the Death and Disability Superannuation Fund such sum as may be necessary to meet any shortfall between the Fund's reserves and that sum that it needs in order to pay the superannuation pensions and superannuation lump sum benefits prescribed by this Part.
- 5.11 A firefighter on any form of leave without pay shall continue to be covered by this Award and shall be required to make the contributions that he/she would otherwise have made had he/she not been on leave without pay.
- 5.12 The NSW Fire Brigades shall deduct the contributions that firefighters are required or elect to make pursuant to this clause from their salaries and forward such contributions to the Death and Disability Superannuation Fund.

CLAUSE 6 - OTHER BENEFITS APPLICABLE TO FIREFIGHTERS

With the exception of the offsets prescribed by this Award, the benefits conferred upon firefighters by this Award shall be in addition to those benefits otherwise payable under the FSS Scheme, the SASS scheme and/or the Workers Compensation Act 1987 as varied from time to time.

CLAUSE 7 - PERMANENT FIREFIGHTERS - PENSIONS FOR "ON DUTY" DEATH AND TOTAL AND PERMANENT INCAPACITY

7.1 In the case of those permanent firefighters who contribute to the Death and Disability Superannuation Fund in accordance with subclauses 5.1, 5.2 or 5.3 of this Award, a pension in accordance with this subclause shall be payable from that Fund in the event that an on duty injury results in a permanent firefighter's death or a permanent firefighter suffering total and permanent incapacity.

7.1.1 A permanent firefighter who becomes totally and permanently incapacitated shall be paid a fortnightly pension calculated in accordance with paragraph 7.1.2 of this subclause.

7.1.2 Pension = $\{S/260 + (9 \times N)\} \times \5.50

Where

S means the permanent firefighter's salary on the last day of service with the NSW Fire Brigades

N is the number derived from the calculation of a/b where:

a is the last published Consumer Price Index (All Groups) for Sydney; and

b is:

(a) the number 56.45; or

(b) if the Australian Statistician changes the reference base for the Consumer Price Index (All Groups Index) for Sydney, the number used in SSS.

Where the result of the calculation $\{S/260 + (9 \times N)\}$ is not a whole number the result is to be rounded up to the next whole number.

- 7.1.3 The fortnightly pension payable to the spouse of a permanent firefighter who, whilst still employed, dies as a consequence of an on-duty injury shall be two-thirds of the fortnightly pension that would have been payable to the permanent firefighter as calculated in accordance with paragraph 7.1.2 of this subclause.
 - 7.1.4 The fortnightly pension payable to the spouse of a former permanent firefighter who dies while receiving a pension under this Award shall be two-thirds of that former permanent firefighter's pension at the time of death.
 - 7.1.5 Children's pensions are payable on the same basis as in SSS.
 - 7.1.6 Pensions may be commuted on the same basis as applicable to SSS pensions.
 - 7.1.7 The provisions of the other paragraphs of this subclause shall not apply in the event that an on duty injury results in the death of a permanent firefighter who does not have a spouse at the time of his or her death. In such cases, the permanent firefighter's death shall, for the purposes of this Award, be treated as if it was the result of an off duty injury and a lump sum payment shall be paid from the Death and Disability Superannuation Fund in accordance with subclause 8.2 of this Award.
 - 7.1.8 A minimum guaranteed lump sum benefit is payable in the same circumstances as prescribed in section 31A of the Superannuation Act 1916, but the "minimum benefit" as defined in section 31A(7) will not apply and for the purposes of this Award the minimum benefit shall be the amount of the offset as calculated under the Award.
 - 7.1.9 The value of a primary or reversionary pension is subject to reduction as determined by the actuary where the relevant offset amount prescribed by subclause 7.2 is not paid into the Death and Disability Superannuation Fund.
 - 7.1.10 To avoid doubt, the pensions payable under this clause shall be paid for the life of the pensioner and indexed on the same basis as SSS pensions.
- 7.2 The following offsets shall be applicable:

- 7.2.1 For non-SASS members, the offset shall be an amount that the actuary calculates as representing the compulsory employer contributions made by the NSW Fire Brigades in respect of the permanent firefighter plus interest on that amount.
- 7.2.2 For SASS members, the offset equals the total of the SASS employer-financed benefit and the SANCS benefit.

CLAUSE 8 - PERMANENT FIREFIGHTERS - LUMP SUM PAYMENTS FOR “OFF DUTY” DEATH AND TOTAL AND PERMANENT INCAPACITY

- 8.1 The lump sum payments prescribed by this clause are payable from the Death and Disability Superannuation Fund.
- 8.2 In the event that an off duty injury results in the death or total and permanent incapacity of a permanent firefighter who contributes to the Death and Disability Superannuation Fund in accordance with subclauses 5.1, 5.2 or 5.3 of this Award, a lump sum payment in accordance with the scale set out in subclause 8.3 of this Award shall be paid to the permanent firefighter or his/her estate.
- 8.3 For the purposes of this subclause, a permanent firefighter’s age shall be his/her age at the time of his/her death or at the date that he/she ceases to be employed by the NSW Fire Brigades or at such earlier date as may be determined by the Trustee of the Death and Disability Superannuation Fund.

<u>AGE</u>	<u>LUMP SUM</u>
Less than 61 years of age	\$250,000
At age 61 to less than 62 years of age	\$200,000
At age 62 to less than 63 years of age	\$150,000
At age 63 to less than 64 years of age	\$100,000
At age 64 to less than 65 years of age	\$50,000

CLAUSE 9 - REHABILITATION AND RETRAINING AND LUMP SUM PAYMENTS FOR PERMANENT FIREFIGHTERS WHO SUFFER PARTIAL AND PERMANENT INCAPACITY

- 9.1 The lump sum payments prescribed by this clause are payable by the NSW Fire Brigades.
- 9.2 A permanent firefighter who suffers partial and permanent incapacity as the result of an on duty injury shall receive extensive rehabilitation/retraining for up to 2 years, leading to redeployment to alternative duties. If redeployment within the NSW Fire Brigades is not possible, the employment of the firefighter may be terminated and, in such circumstances, the firefighter shall receive a lump sum payment in accordance with Annexure A to this Award.
- 9.3 A permanent firefighter who suffers partial and permanent incapacity as the result of an off duty injury shall receive extensive rehabilitation/retraining for up to two years, leading to redeployment to alternative duties. Such a firefighter shall not be entitled to any benefit conferred by the provisions of the Workers Compensation Act 1987 or the

Workplace Injury Management and Workers Compensation Act 1998 unless that benefit is conferred upon the firefighter by such statutes. If redeployment within the NSW Fire Brigades is not possible, the employment of the firefighter may be terminated. If such termination occurs prior to the expiry of the two years of rehabilitation/retraining, the firefighter shall be paid a lump sum payment equivalent to the unexpired portion of the two years full pay or full pay to age 60 (whichever is the lesser).

- 9.4 The objective of the rehabilitation/retraining programme, which is to be on full pay, is to place every permanent firefighter who suffers partial and permanent incapacity in a suitable position within the NSW Fire Brigades. All reasonable efforts will be made by the NSW Fire Brigades to ensure that a permanent firefighter who suffers partial and permanent incapacity is so placed, including by identifying potential employment opportunities as soon as practicable and directing the rehabilitation/retraining programme to that end, and in consultation with the firefighter concerned.
- 9.5 Where the NSW Fire Brigades believes that, notwithstanding every reasonable effort to the contrary, a suitable position may not be found for a permanent firefighter who, by reason of his or her partial and permanent incapacity, is undergoing the rehabilitation/retraining programme, the firefighter concerned and the FBEU (unless the firefighter expressly declines to agree to the FBEU being informed) shall be informed at the earliest possible opportunity.
- 9.6 An incapacitated firefighter's employment will not be terminated because of the lack of a suitable position within the NSW Fire Brigades without the firefighter's consent. In the event that the firefighter does not consent, an adequate opportunity will be given to the firefighter concerned and the FBEU (unless the firefighter expressly declines to agree to the FBEU being informed) to consider the NSW Fire Brigades' opinion that no suitable position is available and to put that opinion into dispute in accordance with the dispute resolution clause in this Award.
- 9.7 The parties agree that it is anticipated that the rehabilitation/retraining programme and forward planning associated with the programme will minimise the likelihood that any incapacitated firefighter will be terminated because at the end of the rehabilitation/retraining programme, a suitable position is not available.

CLAUSE 10 - RETAINED FIREFIGHTERS - PENSIONS FOR "ON DUTY" DEATH AND TOTAL AND PERMANENT INCAPACITY

- 10.1 Retained firefighters who, by virtue of their primary employment, are already members of SSS, the defined benefit divisions of LGSS or EISS, the JPS, PCSF (or such other public sector defined benefit schemes as agreed between the parties) or who are SASS members with additional benefit cover shall not be entitled to the benefits set out in this clause.
- 10.2 In the case of retained firefighters who contribute to the Death and Disability Superannuation Fund (other than those referred to in subclause 10.1) a pension in accordance with this subclause shall be payable from that Fund in the event that an on duty injury results in their death or their suffering total and permanent incapacity.

10.2.1 A retained firefighter who becomes totally and permanently incapacitated shall be paid a fortnightly pension calculated in accordance with paragraph 10.2.2 of this subclause.

10.2.2 Pension = $\{S/260 + (9 \times N)\} \times \5.50

Where

S means the retained firefighter's deemed salary on his/her last day of service with the NSW Fire Brigades

N is the number derived from the calculation of a/b where:

a is the last published Consumer Price Index (All Groups) for Sydney; and

b is:

(a) the number 56.45, or

(b) if the Australian Statistician changes the reference base for the Consumer Price Index (All Groups Index) for Sydney, the number used in SSS.

Where the result of the calculation $\{S/260 + (9 \times N)\}$ is not a whole number the result is to be rounded up to the next whole number.

10.2.3 The fortnightly pension payable to the spouse of a retained firefighter who, whilst still employed, dies as a consequence of an on duty injury shall be two-thirds of the fortnightly pension that would have been payable to the retained firefighter as calculated in accordance with paragraph 10.2.2 of this subclause.

10.2.4 The fortnightly pension payable to the spouse of a former retained firefighter who dies while receiving a pension under this Award shall be two-thirds of that former retained firefighter's pension at the time of death.

10.2.5 Children's pensions are payable on the same basis as in SSS.

10.2.6 Pensions may be commuted on the same basis as applicable to SSS pensions.

10.2.7 The provisions of the other paragraphs of this subclause shall not apply in the event that an on duty injury results in the death of a retained firefighter who does not have a spouse at the time of his or her death. In such cases, the retained firefighter's death shall, for the purposes of this Award, be treated as if it was the result of an off duty injury and a lump sum payment shall be paid from the Death and Disability Superannuation Fund in accordance with subclause 11.2 of this Award.

- 10.2.8 A minimum guaranteed lump sum benefit is payable in the same circumstances as prescribed in section 31A of the Superannuation Act 1916, but the “minimum benefit” as defined in section 31A(7) will not apply and for the purposes of this Award the minimum benefit shall be the amount of the offset as calculated under the Award.
- 10.2.9 The value of a primary or reversionary pension is subject to reduction as determined by the actuary where the relevant offset amount prescribed by subclause 10.3 is not paid into the Death and Disability Superannuation Fund.
- 10.2.10 To avoid doubt, the pensions payable under this clause shall be paid for the life of the pensioner and indexed on the same basis as SSS pensions.
- 10.3 The offset shall be an amount that the actuary calculates as representing the compulsory employer contributions made by the NSW Fire Brigades in respect of the retained firefighter plus interest on that amount.

**CLAUSE 11 - RETAINED FIREFIGHTERS - LUMP SUM PAYMENTS FOR
“OFF DUTY” DEATH AND TOTAL AND PERMANENT INCAPACITY**

- 11.1 The lump sum payments prescribed by this clause are payable from the Death and Disability Superannuation Fund.
- 11.2 Subject to subclause 11.4, in the event that an off duty injury results in the death or total and permanent incapacity of a retained firefighter, a lump sum payment in accordance with the scale set out in subclause 11.3 shall be paid to the retained firefighter or his/her estate.
- 11.3 For the purposes of this subclause, a retained firefighter’s age shall be his/her age at the time of his/her death or at the date that he/she ceases to be employed by the NSW Fire Brigades or at such earlier date as may be determined by the Trustee of the Death and Disability Superannuation Fund.

<u>AGE</u>	<u>LUMP SUM</u>
Less than 61 years of age	\$250,000
At age 61 to less than 62 years of age	\$200,000
At age 62 to less than 63 years of age	\$150,000
At age 63 to less than 64 years of age	\$100,000
At age 64 to less than 65 years of age	\$50,000

- 11.4 Retained firefighters who, by virtue of their primary employment, are already members of SSS, the defined benefits divisions of LGSS and EISS, the JPS, PCSF (or such other public sector defined benefit schemes as agreed between the parties) or who are SASS members with additional benefit cover shall not be entitled to the benefits set out in this clause.

CLAUSE 12 - LUMP SUM PAYMENTS FOR RETAINED FIREFIGHTERS WHO SUFFER PARTIAL AND PERMANENT INCAPACITY

- 12.1 The lump sum payments prescribed by this clause are payable by the NSW Fire Brigades.
- 12.2 The NSW Fire Brigades may terminate the employment of a retained firefighter who suffers partial and permanent incapacity.
- 12.3 In the event that the employment of a retained firefighter is terminated because the firefighter suffers partial and permanent incapacity the firefighter shall be paid a lump sum payment in accordance with this clause.
- 12.4 A retained firefighter whose employment is terminated because the retained firefighter suffers partial and permanent incapacity as the result of an on duty injury shall be paid a lump sum payment in accordance with Annexure A to this Award with salary to be determined as follows:
- 12.4.1 where there is a loss of NSW Fire Brigades employment only - on the basis of the retained firefighter's actual retained earnings;
- 12.4.2 where there is a loss of NSW Fire Brigades employment and the retained firefighter's primary employment - on the basis of the retained firefighter's deemed salary on the date that he/she ceases to be employed by the NSW Fire Brigades.
- 12.5 A retained firefighter whose employment is terminated because the retained firefighter suffers partial and permanent incapacity as the result of an off duty injury shall be paid a lump sum payment equivalent to two years of the retained firefighter's actual retained earnings or actual retained earnings to age 60 (whichever is the lesser).

CLAUSE 13 - ASSESSMENT OF ENTITLEMENT TO BENEFITS

- 13.1 Entitlement to the benefits to be provided by the NSW Fire Brigades pursuant to this Award shall be assessed through a mechanism to be agreed between the parties. The mechanism shall provide that any dispute as to the entitlement of a firefighter may be referred to the Industrial Relations Commission of New South Wales for final determination.
- 13.2 Entitlement to receive a pension or lump sum benefit from the Death and Disability Superannuation Fund shall be assessed in accordance with relevant Commonwealth legislation and the terms of the trust deed by which the Fund is created.
- 13.3 Subject to subclause 13.2, any dispute as to the entitlement to receive a pension or lump sum payment from the Death and Disability Superannuation Fund or any other dispute arising under or regarding the application of this Award may be referred to the Industrial Relations Commission of New South Wales for final determination.

PART C – HEALTH AND FITNESS PROGRAMME

CLAUSE 14 - HEALTH AND FITNESS

- 14.1 The parties agree and accept the need for a compulsory health and fitness programme that is underpinned by practical support, education and assistance programmes provided by the NSW Fire Brigades.
- 14.2 The parties agree to develop and implement a health and fitness programme in circumstances in which a member of the Industrial Relations Commission will oversight their progress and set appropriate time frames, subject to the proviso that the parties specifically agree to the inclusion of a subclause in the following terms:
- “A firefighter who fails to meet the prescribed health and fitness standards will be given an appropriate period of time, as determined on medical advice, to achieve the level of health and fitness required. Subsequently, a firefighter who fails the medical reassessment or who is deemed on medical advice not capable of regaining or maintaining an acceptable level of fitness will be rehabilitated to another position in accordance with the NSW Fire Brigades policy.”
- 14.3 Negotiations will also commence on a proposed return to work policy, which shall include agreed alternative duties provisions. The content of any NSW Fire Brigades policy in this regard will form part of health and fitness negotiations.
- 14.4 Health and fitness standards will be subject to negotiation and agreement, but shall apply to all firefighters with no distinction based upon rank.

PART D – GRIEVANCE MECHANISM, ANTI-DISCRIMINATION, LEAVE RESERVED AND AREA, INCIDENCE, DURATION AND PARTIES BOUND

CLAUSE 15 - GRIEVANCE MECHANISM

If an issue gives rise to a dispute it shall be dealt with in accordance with the Dispute Avoidance Procedures in Clause 35 of the Crown Employees (NSW Fire Brigades Firefighting Staff) Award 2001.

CLAUSE 16 - ANTI-DISCRIMINATION

- 16.1 It is the intention of the parties bound by this Award to seek to achieve the object in section 3(f) of the Industrial Relations Act 1996 to prevent and eliminate discrimination in the workplace. This includes discrimination on the grounds of race, sex, marital status, disability, homosexuality, transgender identity, age and responsibilities as a carer.
- 16.2 It follows that in fulfilling their obligations under clause 15 of this Award the parties have obligations to take all reasonable steps to ensure that the operation of the provisions of this Award are not directly or indirectly discriminatory in their effects. It will be consistent with the fulfillment of these obligations for the parties to make an application to vary any provision of this Award, which by its terms or operation, has direct or indirect discriminatory effect.

- 16.3 Under the Anti-Discrimination Act 1977, it is unlawful to victimise an employee because the employee has made or may make or has been involved in a complaint of unlawful discrimination or harassment.
- 16.4 Nothing in this clause is taken to affect any conduct or act which is specifically exempted from anti-discrimination legislation; offering or providing junior rates of pay to persons under 21 years of age; any act or practice of a body established to propagate religion which is exempted under section 56(d) of the Anti-Discrimination Act 1977; and/or a party to this Award from pursuing matters of unlawful discrimination in any State or Federal jurisdiction.
- 16.5 This clause does not create legal rights or obligations in addition to those imposed upon the parties by legislation referred to in this clause.

CLAUSE 17 - LEAVE RESERVED

Leave is reserved to the parties generally to apply as they may be advised in respect of any adjustment under Commonwealth legislation governing superannuation which alters preservation rights at age 60 or in the event that any legislative change necessary for the implementation of this Award does not occur.

CLAUSE 18 - AREA, INCIDENCE, DURATION AND PARTIES BOUND

- 18.1 This Award shall apply to all permanent firefighters and retained firefighters, as defined in clause 3, Definitions, who are employed by the NSW Fire Brigades.
- 18.2 This Award shall be binding upon the FBEU and the NSW Fire Brigades.
- 18.3 This Award shall take effect from 21 March 2003 and shall remain in force for a period of 3 years.

ANNEXURE A

PARTIAL AND PERMANENT INCAPACITY BENEFITS PAYMENT SCALE

Age at disablement	Benefit as multiple of salary
20	8.33
21	8.22
22	8.11
23	7.99
24	7.87
25	7.75
26	7.62
27	7.49
28	7.35
29	7.21
30	7.07
31	6.92
32	6.76
33	6.61
34	6.44
35	6.28
36	6.11
37	5.93
38	5.75
39	5.56
40	5.36
41	5.16
42	4.96
43	4.75
44	4.53
45	4.30
46	4.07
47	3.83
48	3.59
49	3.34
50	3.08
51	2.81
52	2.53
53	2.25
54	1.95
55	1.65
56	1.34
57	1.02
58	0.69
59	0.35
60	0.00