

## IRC 123 of 2014

1. These notes are supplementary to the following agreed clauses:
  - Clause 4 Definitions;
  - Clause 6 Rates of Pay and Allowances;
  - Clause 7 Higher Duties;
  - Clause 13 Progression and Promotion;
  - Clause 14 Operational Support Positions; and
  - Clause 28 Transfers Outside of the GSA;all of which will operate with immediate effect except where provided otherwise here below.
2. Firefighters Level 1 and Level 2 will immediately move to the new rank of Firefighter.
3. Current Leading Firefighters will continue to be promoted in accordance with the 2011 Award until 25 December 2015, on which date any Leading Firefighters remaining from the 2011 Award will be promoted. New Leading Firefighters or Leading Station Officers will be promoted immediately upon successful completion of the necessary training/competencies.
4. Leading Firefighter and Leading Station Officer vacancies may be advertised immediately, but no Station Officer or Inspector vacancies within the GSA will be advertised until all existing Leading Firefighters and IPP graduate Station Officers have been promoted to Station Officer and Inspector respectively.
5. Station Officers Level 1 and Level 2 will immediately move to the new rank of Station Officer.
6. The 'tests' referred to in Clause 13 will be psychometric and behavioural tests that objectively assess and measure the applicants' suitability for a leadership role. These tests and their results will (together with those conducted as part of the merit selection process at point 8) remain subject to ongoing joint review by the parties to ensure that the testing remains relevant, accurate and fair.
7. The 'merit selection process' referred to in subclauses 13.8.1, 13.9, 13.9.3 and 13.10.1 will consist of a two-stage process, with a psychometric test and a portfolio of evidence to be followed by an interview and a practical (ie, incident management) assessment.
8. The training and/or training competencies for Leading Firefighter, Station Officer, Leading Station Officer and Inspector that were formerly delivered via the SOPP and IPP will be rearranged as predominantly on-shift distance learning programs.
9. The training and/or training competencies required for progression or promotion to each rank will be as set out in Annexure A to these notes.
10. Employees who on 13 November 2014 had been performing higher duties in an Operational Support position for in excess of 12 months will be confirmed in that classification on 14 November 2014 and reclassified: in the case of employees in an OS2 position, as OS Level 2a, and; in the case of employees in an OS3 position, as OS Level 3a.
11. Employees who on 13 November 2014 were performing higher duties in an Operational Support position shall on 14 November 2014 be paid: in the case of employees who were temporarily in an OS2 position, at the OS Level 2a rate of pay, and; in the case of employees who were temporarily in an OS3 position, at the OS Level 3a rate of pay until the conclusion of that relief.
12. Employees who commence duty in an Operational Support position after 14 November 2014 will, if that position was advertised on or before 13 November 2014, be classified: in the case of employees in an OS2 position, as OS Level 2a, and; in the case of employees in an OS3 position, as OS Level 3a.

13. Subclauses 14.14.2 and 14.15.2 notwithstanding, the current Leading Firefighter and IPP graduate Station Officer both holding Operational Support position on 14 November 2014 will remain as OS2a and OS3a respectively following their promotion.
14. For the purposes of subclause 28.4.7 (only), current Leading Firefighters will be considered to have progressed from Senior Firefighter to Leading Firefighter on 14 November 2014.
15. The number of Relieving Station Officers and Relieving Inspectors currently within each Regional Transfer Register Area, as shown in Annexure B to these notes, will be maintained until every employee who on 22 September 2014 was holding residential priority status on that Transfer Register has either been transferred to that Transfer Register area, or declined an offer of transfer to that Transfer Register area, or ceased (due to change of residence and/or promotion) to hold residential priority status for that Transfer Register area.

## Annexure A

### THE TRAINING AND/OR TRAINING COMPETENCIES SPECIFIED BY THE COMMISSIONER, BY RANK, PURSUANT TO CLAUSE 13

<b>Recruit Firefighter to Firefighter</b> face to face instruction at State Training College	
PUAFIR215	Prevent injury
PUAFIR203B	Respond to urban fire
PUAFIR207B	Operate breathing apparatus open circuit
PUAEQU001B	Prepare maintain and test response equipment
PUAOPE013A	Operate communications systems and equipment
PUATEA001B	Work in a team
HLSTFA211A	Provide basic emergency life support
PUASAR022A	Participate in a rescue operation
PUAFIR204B	Respond to wildfire
PUAFIR206B	Check installed fire safety systems
PUAOHS001B	Follow defined OH&S policies and procedures
PUAFIR320	Render hazardous materials incidents safe
PUAFIR308B	Employ personal protection at a hazardous materials incident
PUAFIR309B	Operate pumps
HLTFA311A	Apply first aid
HLTFA404C	Apply advanced resuscitation techniques
PUAOHS002B	Maintain safety at an incident scene
PUAVEH001B	Drive vehicles under operational conditions
PUAFIR314B	Utilise installed fire safety systems
PUASAR024A	Road crash rescue
DEFPH012B	Identify confined space
RIIOHS204A	Work safely at heights
FRETCS03A	Orion gas detector
FRNSW	Fire dynamics
FRNSW	Structural Fire I and Structural Fire 2
FRNSW	Search and rescue
FRNSW	Highrise
FRNSW	Tactical ventilation
PUAFIR320	Render hazardous materials incidents safe
PUASAR023A	Participate in an urban search and rescue Cat 1
PUAFIR316	Identify, detect and monitor hazardous materials at an incident scene
PUACOM002B	Provide services to clients
DEFOH013B	Enter confined space

<b>Firefighter to Qualified Firefighter</b> online/distance with face-to-face assessment	
PUALAW001B	Protect and preserve incident scene
PUAFIR302B	Suppress urban fire
PUACOM005B	Foster a positive organisation image in the community
PUAFIR303B	Suppress wildfire
PUATEA004D	Work effectively in a public safety organisation

PUACOM001C	Communicate in the workplace
FRNSW	Driver Training (6 months)
FRNSW	Salvage & overhaul
FRNSW	Inspect & test equipment (leads to PUAFIR302B)
FRNSW	Ventilation

<b>Qualified Firefighter to Senior Firefighter</b> online/distance learning, with ICS 2 day face-to-face course	
PUAFIR301B	Undertake community safety activities
PUACOM006B	Plan and conduct a public awareness program
TAEDEL301A	Provide work skill instruction
FRNSW	Two day Incident Control Systems course
PUATEA002B	Work autonomously

<b>Senior Firefighter to Leading Firefighter</b> online/distance with face-to-face components, including introductory Incident Management	
PUAEMR023	Assess emergency risk
PUAEMR022	Establish context for emergency risk assessment
PUAOPE015A	Conduct briefings/debriefings
PUAOPE0012A	Control Level 1 incident
FRNSW	Introductory incident management and emergency management
PUAFIR413	Develop simple prescribed burn plans

<b>Leading Firefighter to Station Officer</b> online/distance with face-to-face component	
PUAFIR403B	Assess building plans
PUACOM011B	Develop community awareness networks
PUAMAN005B	Manage projects
PUAOHS003B	Implement and monitor the organisation's OH&S policies, procedures and programs
PUAFIR509B	Implement prevention strategies
PUAFIR510B	Inspect for legislative compliance
PUAPRO001B	Promote a learning environment in the workplace
PUAFIR01B	Conduct fire investigations and analysis activities
PUACOM008B	Develop and organise public safety awareness programs
PUATEA003B	Lead manage and develop teams
PUAMAN002B	Administer workgroup resources
PUAFIR405B	Collect, analyse and provide regulatory information

<b>Station Officer to Leading Station Officer</b> online/distance with face-to-face component	
PUAFIR502B	Develop incident control strategies
PUAOPE005B	Manage a multi team response
PUAOPE203A	Manage operations at a Level 2 incident
PUAOPE022A	Manage logistics for a Level 2 incident
PUAOPE018A	Control a Level 2 incident
FRNSW	Incident management and emergency management including Blue Card
PUACOM007B	Liaise with other organisations

<b>Leading Station Officer to Inspector</b> online/distance with face-to-face component	
PUACOM009B	Manage media requirements at major incident
PUAOPE19A	Control a Level 3 Incident
PUAOPEO24A	Manage operations for a Level 3 incident
FRNSW	Blue Card 3 day assessment course
PUAMAN003B	Manage human resources
FRNSW	Crisis leadership and decision making

## Annexure B

### RELIEVING OFFICER NUMBERS, BY AREA

Transfer Register	Relieving Inspectors	Relieving Station Officers
Blue Mountains	0	2
Central Coast	1	7
Illawarra	1	6
Maitland	0	2
Newcastle	1	11
Northern Rivers	0	2