



## 2024 PERMANENT AWARD OUTCOME v CLAIMS ANALYSIS

Claim	Outcome
<b>Wages &amp; Other Remuneration</b>	
8% pay increase on 26 February 2024, with further 6% increases on 26 February 2025 & 26 February 2026.	We sought 20% over 3 years FRNSW offered 9% IRC awarded 14%
Annual lump sum CPI Inflation Adjustment Payment payable from 31 March 2024, 2025, and 2026.	Not Awarded
Increase of Superannuation to 15%.	Not Awarded
A Remuneration Taskforce to investigate and report within 2 months of the making of the Award on the role of a Modern Day Firefighter and appropriate Work Value. Where agreement cannot be reached via the taskforce on the work value amount, consent arbitration to occur.	While this was not included in the Award the IRC has recommended that the parties undertake this task with a view to any outcomes being included in the next Award
<b>Allowances</b>	
In Water Rescue Allowance	IRC Awarded an allowance equal to 25% of the GLR Allowance to all qualified operators at In Water Stations
Vertical Rescue Allowance	IRC Awarded an allowance equal to 50% of the GLR Allowance to all qualified operators at Vertical Rescue Stations
USAR (Cat 2) Allowance	IRC Awarded an allowance equal to 50% of the GLR Allowance to all qualified operators.
Trench Rescue Allowance	IRC Awarded an allowance equal to 25% of the GLR Allowance to all qualified operators at Trench Rescue Stations
Hazmat Servicing	Not Awarded
Land Based Flood Rescue	Not Awarded
GSA Allowance	Not Awarded
Large Animal Rescue Allowance	IRC Awarded an allowance equal to 25% of the GLR Allowance to

	all qualified operators at Large Animal Rescue Stations
Compressed Air Foam System Pumper Allowance	Not Awarded
RPAS Allowance	IRC awarded a weekly allowance of \$18.74 Awarded to all qualified operators not currently in a position in a Non-Station based position in the Aviation and Bushfire Department.
Allowances to become qualifications allowances	<p>IRC determined that the new In Water, Vertical, USAR, Trench and Large Animal Rescue Allowances could be paid concurrently to members up to a maximum value of an additional 50% of the current GLR Allowance.</p> <p>IRC also awarded an unattached skills use allowance which provides a payment of 25% of the following substantive allowances:</p> <ul style="list-style-type: none"> <li>• Major Aerial</li> <li>• Minor Aerial</li> <li>• Hazmat and</li> <li>• GLR</li> </ul> <p>for employees who hold one of those qualifications when not attached to a relevant station, but work a shift requiring them to utilise that qualification.</p> <p>There is also a one off qualification allowance (at the below rates) for an employee who becomes qualified in any of the following when not attached to the relevant station:</p> <ul style="list-style-type: none"> <li>• Hazmat</li> <li>• Major Aerial</li> <li>• Minor Aerial</li> <li>• GLR</li> <li>• In Water Flood Rescue</li> <li>• Trench Rescue</li> </ul>

	<ul style="list-style-type: none"> <li>• Partial Structural Collapse</li> <li>• Large Animal Rescue</li> <li>• Vertical Rescue</li> <li>• USAR (Cat 2)</li> </ul> <p>Qualification that takes 1-2 days \$80/day, maximum \$160 Qualification that takes 3-5 days \$60/day, maximum \$280 Qualification that takes 6-10 days \$50/day, maximum \$450 Qualification that takes 11+ days \$45/day, maximum \$600</p>
<b>Term of the Award, Renegotiation, Consultation etc</b>	
3 Year Award Expiring 25 February 2027.	Awarded
New Objectives provision.	Not Awarded
Expanded renegotiation period to commence negotiations 9 months prior to expiry.	Awarded
Consent variation clause to insert trial consultative mechanism into the Award post 18 month trial.	The IRC has simply removed the trial and added the consultation clauses in as a permanent fixture of our Awards.
Additional Consultation provisions on, MOUs and Interstate Agreements; Legislation and Reform; Technological Change; FRNSW Policies	Not Awarded
<b>Leave Entitlements</b>	
Increase compassionate leave to four shifts/four days.	Not Awarded
Union Leave to include Interstate/International Firefighter Union Conferences, May Day events, Regional Trades Hall meeting and conference.	Not Awarded
Military Leave	Awarded
Councillors Leave	Not Awarded

Therapeutic Medical Donation Leave	Not Awarded
Jury Duty Leave	Awarded
Pressing Necessity Leave	Not Awarded
Cultural and Ceremonial Leave	Awarded
Study Leave	Not Awarded
Anzac Day Leave	Awarded
Leave to attend FRNSW official events including sport competitions, award ceremonies, graduations etc.	Not Awarded
<b>Additional Conditions</b>	
New Disturbance Allowance for all Station Relocations, Redevelopments and Renovations	Not Awarded
Clarified and Updated Travelling Compensation clause regarding travel cost compensation.	Awarded
Clarified and Updated Recall to Duty provisions to provide for automatic double times for all overtime and minimum 4 hours payment along with clarified travel entitlements.	Not Awarded
New On-Call/Disturbance Allowance	<p>A new On Call Allowance has been made paying \$19.29 per day on a work day and \$33.07 per day on a non-work day for employees required to be on call.</p> <p>Employees other than Executive Officers will be paid a minimum 2 hours at overtime rates when recalled to duty outside of normal work hours while on call.</p> <p>Executive Officers will be paid in accordance with the Executive</p>

	Officer Hours clause outlined below.
New Accommodation Allowance for inadequate accommodation standards on deployment.	Awarded
Any activation of DART or AUS-02 to be paid in accordance with deployment entitlements.	Awarded
Insertion of Rest and Recline provisions.	Not Awarded
Insertion of an agreed Training Framework to be developed under the 2023 Award aligning qualifications to ranks and to ensure nationally recognized qualifications are issued at appropriate ranks.	Not Awarded
Insertion of new Promotional Pathways.	These clauses are currently the subject of FRNSW Policy and are continuing to be the subject of discussions between the parties. The IRC has invited the parties to return and seek to vary the Award on these clauses at our liberty.
New Conduct Resolution, Reports and Charges clause.	Not Awarded
New Merit Selection Disputes Panel.	Not Awarded
Licence Reimbursement of Heavy Rigid Licence.	Not Awarded
Childcare Reimbursement in specific circumstances.	Not Awarded
<b>Health and Safety</b>	
New Health and Safety in the Workplace clause.	Not Awarded
New provision to provide for Rehabilitation and Hygiene Units.	Not Awarded
New provision regarding Registry of Attended Calls and Exposures.	Not Awarded

New provision regarding Water for Training.	Not Awarded
New provision regarding Washing Machines/Dryers in workplaces.	Not Awarded
New provision re Voluntary Health and Fitness Programs.	Not Awarded
New provision for the Health Screening Program to be inserted by consent following the 36 Month Trial.	Not Awarded
<b>Additional Conditions for Specific Groups</b>	
Toll reimbursement for travel to and from work for all Instructors, Training position, Fire Investigator positions & Fire Safety positions.	Not Awarded
Insertion of Safe Minimum Staffing Levels for Training and Instructors, Fire Investigation, Fire Safety, Communications and Executive Officers.	Not Awarded
New Certificate IV Training and Assessment Allowance for all Training/Instructor positions and access to a Diploma of Training and Assessment with a further allowance payable for Training/Instructor provisions with this Diploma.	Not Awarded
New Driving Instructor Allowance.	Not Awarded
New Fire Investigation Allowance	Not Awarded
New provision regarding Fire Investigation Vehicles	Not Awarded
New Fire Safety Qualification Allowance and access to Bachelor of Engineering with a further allowance payable for Fire Safety staff with an Engineering Degree.	Not Awarded
New Communications Trainers/Instructor Allowance.	Not Awarded
Updated Executive Officer Hours of Work	Superintendents or Chief Superintendents that are required

	<p>or directed to perform duties relating to:</p> <ul style="list-style-type: none"> <li>• incident response</li> <li>• emergency response</li> <li>• emergency management;</li> </ul> <p>Not between 6am-6pm on weekdays and/or at any time on weekends or on public holidays, can either be paid at single rates or accrue as time off in lieu at minimum of 2 hours.</p> <p>The same payment will apply for Executive Officers required to perform work while On Call.</p>
New provision regarding Executive Officer Vehicles	Not Awarded