



## 2024 RETAINED 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%
Double minimum hours for calls from 1 to 2 hours per callout.	IRC Awarded a 1.5 hour minimum payment for all call outs
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>	
GLR Allowance	IRC Awarded a new GLR Allowance payable to all GLR qualified operators at GLR stations. Amount for a RFF on a 100% retainer is \$33.15per week, employees not on a 100% retainer will receive a pro rata amount based on their retainer percentage (i.e. an RFF on a 25% retainer will receive 25% of the \$33.15per week)
In Water Rescue Allowance	IRC Awarded an allowance equal to 25% of the amount of the GLR Allowance an RFF is entitled to all qualified operators at In Water Stations
Trench Rescue Allowance	IRC Awarded an allowance equal to 25% of the amount of the GLR Allowance an RFF is entitled to all

	qualified operators at Tech Rescue Stations.
Large Animal Rescue Allowance	IRC Awarded an allowance equal to 25% of the amount of the GLR Allowance an RFF is entitled to all qualified operators at Tech 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.
Allowances to become qualifications allowances	IRC determined that the new In Water, Trench and Large Animal Rescue Allowances could be paid concurrently to members up to a maximum value of an additional 50% of the GLR Allowance which the RFF is entitled to.
Intermediate Hazmat Allowance	Not Awarded
Retained Officer Allowance	Not Awarded
<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>	
Payment for leave taken should be at your hourly pay rate, not a complicated formula based on average earnings that in the vast majority of cases leads to a pay rate less than your hourly rate.	Not Awarded

Change number of hours taken per day of leave. Change how	Not Awarded
Change How much leave is accrued for each leave type.	Not Awarded
Union Leave to include Interstate/International Firefighter Union Conferences, May Day events, Regional Trades Hall meeting and conference.	Not Awarded
Councillors Leave	Not Awarded
Therapeutic Medical Donation Leave	Not Awarded
Jury Duty – Retainer now paid while on special 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>Other Conditions</b>	
Licence Reimbursement of Heavy Rigid Licence.	Not Awarded
Childcare Reimbursement in specific circumstances.	Not Awarded
A payment for when deployments are cancelled with short notice.	IRC determined that where a Firefighter has been informed that they are selected for a Deployment that is to be 48 hours or more in length and that deployment is cancelled with less than 48 hours' notice the Firefighter will be entitled to a payment of the minimum incident payment and an additional payment up to the monetary value of 6 hours of the Firefighter's regular single time pay where you

	can demonstrate that due to the cancellation you lost income or incurred expenses over and above the minimum payment.
Refreshment allowances to be payable where a RFF is unable to access them due to exceptional circumstances.	Not Awarded
For travelling compensation lunch allowances, there will be clarity on the circumstances that this can be claimed.	Not Awarded
No requirement for a FF to obtain pre-approval for use of private vehicle for attendance at authorised meetings or other duties.	Not Awarded
Where staff at mixed stations work a Permanent Relief at their own station, they will be entitled to the travelling compensation breakfast, lunch and dinner allowances.	Not 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
New Conduct Resolution, Reports and Charges clause.	Not Awarded
New Merit Selection Disputes Panel.	Not Awarded
Make Up Dill Rules to be inserted	Awarded
Addition of minimum educational qualifications for Captain and Deputy Captain.	Not Awarded
Retained e-recall system to be developed.	Not Awarded
Review of 30 minute response time.	Not Awarded
Addition of minimum years of service for promotion and Acting Up to Captain and Deputy Captain.	Not Awarded

Galateas to be added to list of PPC.	Not Awarded
Addition to Authorised Duties of 2 hours of physical fitness per week.	Not Awarded
Increase to Authorised Duties hours.	Not Awarded
<b>Health and Safety</b>	
New Health and Safety in the Workplace clause.	Not Awarded
Health and Safety Representative to be paid for all work performed per WHS Act	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