



27 July 2023

Mr Derrick Oliver  
Director Human Resources FRNSW  
1 Amarina Ave  
Greenacre, NSW 2190

Dear Mr. Oliver

**Re: FRNSW Vaccination and Screening Requirements Policy**

Thank you for your correspondence dated 10 July 2023 regarding FRNSW's proposed Vaccination and Screening Requirements policy.

As per our previous correspondence regarding this matter we are writing today to provide our substantive feedback/queries in relation to this proposed policy. Overall the FBEU does not object in principle to the specific requirements outlined in Paragraph 8 Table 2, however some matters have been raised by our members on which we seek clarification:

1. Can you please confirm the current status as the requirements for vaccination pre-employment? i.e. Do FRNSW currently have any requirements for mandatory vaccinations as a criteria for initial employment?
2. Can you confirm this policy will not apply so as to require any vaccination pre-employment?
3. Can you confirm that where there is a requirement for an employee to be vaccinated under this policy if they are a certain category of worker, that such requirement will be specifically communicated prior to any acceptance by the employee to become such category (i.e. are USAR employees advised prior to commencing training that there are vaccination requirements attached to the role)?
4. In regards to the Community First Responder (CFR) category can you confirm that only those employees who are qualified and in fact perform this work will be captured by this policy and not others who may work at a Fire Station that performs CFR but do not in fact themselves perform the role?
5. Can you please forward us a copy of FRNSW infection prevention and control measures to which this policy forms a part for our review?

In regards to direct feedback regarding the wording of the policy we do request the following specific changes to the policy:

6. In paragraph 10 of the policy we seek that the first sentence be altered to read as follows "Based on risk, FRNSW may, after consultation with HSRs and the FBEU recommend or require a vaccination approved by relevant Australian regulatory authority/agency in response to specific or local risks not covered by Sections 7 and 8, such as:"
7. At paragraph 13 can you please alter the final sentence to read "The effectiveness or otherwise of this policy will be monitored through the NIENMS and workers compensation system *in consultation with HSRs and the FBEU.*"

Yours Sincerely,

A handwritten signature in blue ink, appearing to read 'L. Drury', with a stylized flourish at the end.

Leighton Drury  
State Secretary