



30 May 2024

Michael Baldi  
Executive Director  
People and Culture  
FRNSW  
1 Amarina Ave  
GREENACRE NSW 2190

Dear Michael,

**Re: 2024 Award Negotiations and Baseline Wages Offer**

Thank you for your correspondence outlining the NSW Government's baseline remuneration offer and a cost-of-living adjustment payments providing for a 10.5 per cent increase to remuneration over three years as part of the ongoing Award negotiations for NSW professional firefighters.

As we understand the offer to be a baseline offer, please see below the FBEU's response on behalf of our members incorporating the baseline offer along with further increases as outlined achieved via productivity and efficiency measures:

Year 1	<p>9.5 percent increase comprising:</p> <ul style="list-style-type: none"><li>- 3.5 percent increase to salary and salary related allowances.</li><li>- 0.5 percent increase to superannuation.</li><li>- A further 0.5 percent increase to salary and salary related allowances (as per the baseline offer which is available for workers who have not received structural adjustment in the past 12 months, provided agreement is reached in a timely manner for instruments that have expired or will expire by 30 June 2024, and at least one month prior to expiry for instruments which are due to be renewed after 1 July 2024).</li><li>- 3.0 percent Road Crash Rescue allowance payable to all firefighters for all purposes.</li><li>- 2.0 percent increase to salary and salary related allowances in recognition of further productivity measures.</li></ul> <p style="text-align: center;"><b>Plus</b></p> <p>A \$1000 taxable sign on bonus.</p> <p>A taxable, Annual Consumer Price Index Inflation Adjustment Payment in recognition of the rising cost of living associated with high inflation. Such payment will be a one-off annual payment payable on the first full pay increase following 31 March 2024, 2025, and 2026 paid as a lump sum for the percentage difference between the base pay increase (3.5% 2024, 3.0% 2025 and 3.0% 2026) and any higher rate of inflation for the March quarter of the relevant year. For the avoidance of doubt, this payment is an additional top up payment and cannot operate to adjust the percentage pay increases as outlined to a lower rate.</p>
Year 2	<p>5.5 percent increase comprising:</p> <ul style="list-style-type: none"><li>- 3.0 percent increase to salary and salary related allowances</li></ul>

	<ul style="list-style-type: none"> <li>- 0.5 percent increase to superannuation</li> <li>- 2.0 percent to salary and salary related allowances increase in recognition of further productivity measures.</li> </ul> <p style="text-align: center;"><b>Plus</b></p> <p>A \$1000 taxable sign on bonus.</p> <p>A taxable, Annual Consumer Price Index Inflation Adjustment Payment in recognition of the rising cost of living associated with high inflation. Such payment will be a one-off annual payment payable on the first full pay increase following 31 March 2024, 2025, and 2026 paid as a lump sum for the percentage difference between the base pay increase (3.5% 2024, 3.0% 2025 and 3.0% 2026) and any higher rate of inflation for the March quarter of the relevant year. For the avoidance of doubt, this payment is an additional top up payment and cannot operate to adjust the percentage pay increases as outlined to a lower rate.</p>
Year 3	<p>5.5 per cent increase to salary and salary related allowances comprising:</p> <ul style="list-style-type: none"> <li>- 3.0 percent increase to salary and salary related allowances.</li> <li>- 0.5 percent increase to superannuation.</li> <li>- 2.0 percent to salary and salary related allowances increase in recognition of further productivity measures.</li> </ul> <p style="text-align: center;"><b>Plus</b></p> <p>A \$1000 taxable sign on bonus.</p> <p>A taxable, Annual Consumer Price Index Inflation Adjustment Payment in recognition of the rising cost of living associated with high inflation. Such payment will be a one-off annual payment payable on the first full pay increase following 31 March 2024, 2025, and 2026 paid as a lump sum for the percentage difference between the base pay increase (3.5% 2024, 3.0% 2025 and 3.0% 2026) and any higher rate of inflation for the March quarter of the relevant year. For the avoidance of doubt, this payment is an additional top up payment and cannot operate to adjust the percentage pay increases as outlined to a lower rate.</p>

Please note, the further productivity measures referenced above include:

- Current allowances for specialist qualifications to move to qualification allowances allowing more flexible use of qualifications for reduced overtime.
- New streamlined and efficient promotional structure.
- Review of workload and on-call arrangements for those impacted by requirements to work outside of standard rostered hours.
- Standardisation of payments for rebuilds/refurbishments.
- Retained attraction and retention claims including doubling of minimum call out payment and doubling of retainer for stations under 70 calls.
- Adjusted calculation method for retained off duty payment under D&D Award. Inclusion permanently of current trial arrangements on Health Screening and Consultation subject to a review.

Along with the above proposal, the FBEU is prepared to continue to engage collaboratively through good faith cooperative negotiations to to achieve further efficiency and productivity measures as outlined in our Log of Claims through the life of the Awards including provision for ongoing work value consideration across the FRNSW firefighting ranks.

Should you wish to discuss the this further please contact me directly.

Yours sincerely,

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

Leighton Drury  
State Secretary