

Without Prejudice: Fire and Rescue NSW discussion of issues for the Permanent Firefighting Award (PFF Award) on 18 November 2020.

For the paid Awards (PFF and RFF), it has been confirmed that FRNSW will be approved to increase wages and wage-related-allowances by 0.3% from February 2021 to February 2022.

Matters for Discussion with FBEU in relation to the PFF Award (in addition to those issues raised by the FBEU on 13 November 2020):

- Reform of Clause 28 Transfer system – Draw a line under Transfer Lists (close) now. Remove those from the current Register who seek to transfer to areas in between where they work and reside. The only exception to entering a Residentially qualified list being those on the General list that can prove residence as at the time of the making of the Award.
- Surge Capacity firefighter pools – ‘banked leave’ as in earlier proposals, late career part-time/casual FFs.
- PFFs facilitated to work as RFFs (if any Award impediments are identified).
- Provide roster flexibility where planned training (Clause 16) may require alteration of rosters with contract hours being preserved.
- Broaden use of the Education & Training flexible roster (if any Award impediments are identified).
- Clause 8 Rosters – allow more flexibility in moving from one roster to another;
- Clause 8.2.5 The 14 day notice of ceasing an alternative roster only becomes operational at the end of the cessation date of the alternative roster originally agreed to; All Alternative rosters are to apply for a specific period in multiples of 8 weeks and this is to be written and signed by both the firefighter and FRNSW management;
- Clause 7 Higher Duties – Acting up, the LF/LSO may be directed to act up to the roster of the FF being backfilled as ordinary hours. Remove 28 days acting up in relation to ‘absence’, not vacancy.
- Clause 27 Notice of Transfers – clarify that Clause covers both permanent and temporary transfers.
- Replace the word “Commissioner” with “Commissioner or delegate” (if Award wording is an impediment).
- Consolidated Leave – Build incentive to take CL in “off peak” periods of a shift. For example, 6 hours between 10pm and 6am.
- Change Definition of Emergency Meal and Refreshments.
- Remove obsolete Clause 37 dealing with Applications and Reports;
- Improve the Clause dealing with recovery of overpayments through increasing the amount at which FRNSW has to write to the firefighter;
- Amend Clause 14.10 to include the word “conditionally” for LF selected for an Operational Support Station Officer position.
- Out Duties limit not applicable for HDA.
- Where possible, simplify Award provisions. Consider combining the PFF and RFF Awards into one instrument.