



# CODE RED

## CODE RED LIFTED – Attendance Management Policy

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This notice is to rescind the [existing Code Red for the Attendance Management Policy dated 20 February 2024](#).

From today, the following process will instead be in place.

Following discussions spanning several months with the Department, the new Policy will be implemented through a staged approach which starts with training and consultation prior to the Policy going into full effect.

Analysis of the data available from the date the new Policy was published, up until 15 September, will occur, along with 'warnings' which arise out of that data. Similar Communications will be issued throughout September and October to members who would otherwise be subject to potential interventions under the policy. This will be the Policy's 'soft launch'.

At the conclusion of this 'soft launch' period, the Department and the FBEU will meet to discuss any and all feedback received, update FAQ's and any required support material, with a view to enabling the policy to be fully implemented. During this period, the Department and FBEU will be organising meetings with Senior Officers to discuss the Policy and their role in the process, including coaching firefighters on how to avoid interventions through proactive engagement about their sick leave or personal carers leave.

Once the Policy is fully implemented, the Department and the FBEU will meet at regular intervals to review data related to sick leave volumes, patterns, and the number of interventions under the Policy, to enable a full review to be undertaken.

**Permanent Firefighters are hereby encouraged to send any and all feedback on the AMP process to [amfwp@fire.nsw.gov.au](mailto:amfwp@fire.nsw.gov.au), to enable the Department and the FBEU to fully analyse the effects of the Policy.**

Please note that the above email address will be active from Monday 29 September.

We will be keeping a close eye on this Policy and strongly encourage all Permanent members to provide feedback.

In Unity,

A blue ink signature of Leighton Drury, written in a cursive style.

**Leighton Drury**  
**State Secretary**