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Contact: Benet James Industrial Officer

Mr Leighton Drury
State Secretary
Fire Brigades Employees Union NSW
1-7 Belmore Street
Surry Hills NSW 2010

30 March 2026

Dear Mr Drury,

I write in response to your correspondence dated 30 January 2026 and apologise for the delay in providing a reply. As you have noted, clause 14.3.2 of the Permanent Award provides that Permanent Firefighters are credited with consolidated leave for the same number of hours actually worked on Easter Sunday. In 2026, Easter Sunday falls on 5 April and coincides with the conclusion of daylight saving, resulting in an additional hour being worked when clocks are turned back at 0300 hours.

It is an established industrial principle that, in the absence of an express provision in an award or agreement, hours worked when daylight saving commences or concludes are calculated by the clock. However, in this instance, I am satisfied that the reference in clause 14.3.2 to "actual hours worked" distinguishes the entitlement under the Permanent Award from that general principle.

FRNSW recognises that this situation arises periodically, with the most recent occurrence having been in 2021 and the next after 2026 occurring in 2029. Accordingly, FRNSW will make the necessary payroll system adjustments to ensure that firefighters who work the additional hour on Easter Sunday 5 April 2026 are appropriately credited with the additional hour of consolidated leave.

In addition, FRNSW agrees to review the consolidated leave balances of all Permanent Firefighters who worked the additional hour between 0200 and 0400 on Easter Sunday 4 April 2021 and, where an additional hour of consolidated leave has not already been credited, ensure that this entitlement is corrected.

Thank you for your correspondence. I wish you and members a safe and enjoyable Easter period.

Michael Baldi
Executive Director People & Culture