



30 January 2026

Mr Michael Baldi
Executive Director People & Culture
Fire and Rescue NSW

By email: michael.baldi@fire.nsw.gov.au

Dear Mr Baldi

Re: 4 April 2021 – Consolidated Leave

Back in 2022, the FBEU wrote to FRNSW about this issue, and it remains unresolved.

On this date, daylight savings ended on the same day as Easter Sunday, and as you would know, staff working on Easter Sunday are entitled to certain benefits for doing so.

The *Permanent Award* at Clause 14.3.2 states:

*Employees who work on Easter Sunday or on any additional public holiday that is Gazetted or otherwise confirmed by the NSW Government shall be credited with the same number of hours of consolidated leave as those hours **actually worked** on each such day. For the purposes of this clause additional public holidays shall not include local public holidays*

I have bolded the important part of the clause, which is “actually worked”.

As the clock moves **back** at the end of Daylight Savings, the hours worked on that day, from 0000 to 0800, was 9 hours. This is because, as at 0300 hrs, the time becomes 0200, forcing employees to work an additional hour.

Easter Sunday coinciding with the end of Daylight Saving is relatively rare. It last happened in 2021, but is due to happen again this year, which is why we're keen to resolve this so that the Award is properly followed in April 2026.

To resolve this part of the issue, the FBEU requests that FRNSW:

1. Agrees to make the necessary systems changes to Payroll to ensure that, going forward, that all hours **actually worked** on Easter Sunday, when that date coincides with the end of Daylight Saving, will be credited as Consolidated Leave in line with clause 14.3.2 of the Permanent Award.
2. Agrees to revise the Consolidated Leave balance for all Permanent Firefighters who worked between 0200 and 0400 hrs on 4 April 2021, to provide them with an additional hours of Consolidated Leave as per clause 14.3.2 of the Permanent Award.

Could you please look into this matter and confirm agreement and adjustment at your earliest opportunity?

I would appreciate it if you could direct your response to the Industrial Officer I have assigned to this matter, Giacomo Arnott.

Yours fraternally



Leighton Drury
State Secretary