



## **2024 AWARD NEGOTIATIONS – RETAINED AWARD FBEU LOG OF CLAIMS**

<b>1.</b>	<b>Wages, Allowances &amp; Remuneration</b> <ul style="list-style-type: none"><li>● 8% pay increase on 26 February 2024, with further 6% increases on 26 February 2025 &amp; 26 February 2026.</li><li>● Annual lump sum CPI Inflation Adjustment Payment payable from 31 March 2024, 2025 and 2026.</li><li>● Increase of Superannuation to 15%.</li><li>● A Remuneration Taskforce to investigate and report within 2 months of the making of the Award on the role of a Modern Day Firefighter and appropriate Work Value. Where agreement cannot be reached via the taskforce on the work value amount, consent arbitration to occur.</li><li>● New allowances including:<ul style="list-style-type: none"><li>○ In Water Rescue Allowance.</li><li>○ Land Based Flood Rescue Allowance.</li><li>○ General Land Rescue Allowance</li><li>○ Road Crash Rescue Allowance</li><li>○ Compressed Air Foam System Pumper Allowance.</li><li>○ Remotely Piloted Aircraft System Allowance.</li><li>○ Intermediate HAZMAT Allowance.</li><li>○ Retained Officer Allowance.</li></ul></li><li>● Licence Reimbursement of Heavy Rigid Licence.</li><li>● Double minimum hours for calls from 1 to 2 hours per callout.</li><li>● Payment for Availability system inserted.</li><li>● Refreshment allowances to be payable where a FF is unable to access them due to exceptional circumstances.</li><li>● No requirement for a FF to obtain pre-approval for use of private vehicle for attendance at authorised meetings or other duties.</li><li>● Where staff at mixed stations work a Permanent Relief at their own station, they will be entitled to the travelling compensation breakfast, lunch and dinner allowances.</li><li>● For travelling compensation lunch allowances, there will be clarity on the circumstances that this can be claimed.</li><li>● Provision of accommodation allowance where FFs are at major emergencies and are not provided with accommodation which provides them with private sleeping and bathroom facilities.</li><li>● Accommodation allowance for overnight Retained Relief.</li><li>● For whole day training courses - where morning tea and/or lunch are not provided, meal and refreshment allowances will be claimable for each instance FRNSW fails to provide the morning tea and/or lunch.</li><li>● Disturbance allowance for where renovations or disruption to ordinary use of station is occurring.</li><li>● A payment for when deployments or relief duties are cancelled with short notice.</li><li>● Reform higher retainer payments to make them more accessible and more widely used (paying higher retainers is significantly cheaper than paying overtime).</li></ul>
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	<ul style="list-style-type: none"> <li>● Increase KM allowance.</li> <li>● Standby at own station option.</li> <li>● Childcare Reimbursement in specific circumstances.</li> </ul>
<b>2.</b>	<p><b>Term of the Award, Renegotiation, Consultation etc.</b></p> <ul style="list-style-type: none"> <li>● 3 Year Award Expiring 25 February 2027.</li> <li>● Expanded renegotiation period to commence negotiations 9 months prior to expiry.</li> <li>● New Objectives provision.</li> <li>● Consent variation clause to insert trial consultative mechanism into the Award post 18 month trial.</li> <li>● Additional Consultation provisions on: <ul style="list-style-type: none"> <li>○ MOUs and Interstate Agreements</li> <li>○ Legislation and Reform</li> <li>○ Technological Change</li> <li>○ FRNSW Policies</li> </ul> </li> </ul>
<b>3.</b>	<p><b>Leave Entitlements</b></p> <ul style="list-style-type: none"> <li>● Payment for leave taken should be at your hourly pay rate, not a complicated formula based on average earnings that in the vast majority of cases leads to a pay rate less than your hourly rate.</li> <li>● Change number of hours taken per day of leave.</li> <li>● Change how much leave is accrued for each leave type.</li> <li>● Union Leave to include Interstate/International Firefighter Union Conferences, May Day events, Regional Trades Hall meeting and conference.</li> <li>● Councillors Leave.</li> <li>● Therapeutic Medical Donation Leave.</li> <li>● Jury Duty Leave.</li> <li>● Pressing Necessity Leave.</li> <li>● Cultural and Ceremonial Leave.</li> <li>● Study Leave.</li> <li>● Anzac Day Leave.</li> <li>● Leave to attend FRNSW official events including sport competitions, award ceremonies, graduations etc.</li> </ul>
<b>4.</b>	<p><b>Additional Conditions</b></p> <ul style="list-style-type: none"> <li>● Insertion of an agreed Training Framework to be developed under the 2023 Award aligning qualifications to ranks and to ensure nationally recognized qualifications are issued at appropriate ranks.</li> <li>● Addition of minimum educational qualifications for Captain and Deputy Captain.</li> <li>● Review of 30 minute response time.</li> <li>● Retained e-recall system to be developed.</li> <li>● Make-up drill rules to be inserted.</li> <li>● Addition of minimum years of service for promotion and Acting Up to Captain and Deputy Captain.</li> <li>● Galateas to be added to list of PPC.</li> <li>● New Conduct Resolution, Reports and Charges clause.</li> <li>● New Merit Selection Disputes Panel.</li> <li>● Addition to Authorised Duties of 2 hours of physical fitness per week.</li> <li>● Increase to Authorised Duties hours.</li> </ul>
<b>5.</b>	<p><b>Health and Safety</b></p>

	<ul style="list-style-type: none"><li>● Health &amp; Safety Representatives to be paid for all work performed per the WHS Act.</li><li>● New Health and Safety in the Workplace clause.</li><li>● New provision to provide for Rehabilitation and Hygiene Units.</li><li>● New provision regarding Registry of Attended Calls and Exposures.</li><li>● New provision regarding Water for Training.</li><li>● New provision regarding Washing Machines/Dryers in workplaces.</li><li>● New provision re Voluntary Health and Fitness Programs.</li><li>● New provision for the Health Screening Program to be inserted by consent following the 36 Month Trial.</li></ul>
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