



## 2024 AWARD NEGOTIATIONS – PERMANENT AWARD FBEU LOG OF CLAIMS

<b>1.</b>	<p><b>Wages, Allowances &amp; Remuneration</b></p> <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>○ Vertical Rescue Allowance</li> <li>○ Urban Search and Rescue Allowance</li> <li>○ Trench Rescue Allowance</li> <li>○ Hazmat Servicing Allowance</li> <li>○ GSA Allowance</li> <li>○ Partial Structural Collapse Allowance</li> <li>○ Large Animal Rescue Allowance</li> <li>○ Compressed Air Foam System Pumper Allowance</li> <li>○ Remotely Piloted Aircraft System Allowance</li> </ul> </li> <li>• All allowances, unless otherwise specified, to be qualification allowances payable for all purposes.</li> <li>• Licence Reimbursement of Heavy Rigid Licence.</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>• Increase compassionate leave to four shifts/four days.</li> <li>• Union Leave to include Interstate/International Firefighter Union Conferences, May Day events, Regional Trades Hall meeting and conference.</li> <li>• Military Leave</li> </ul>

	<ul style="list-style-type: none"> <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>
<p><b>4.</b></p>	<p><b>Additional Conditions</b></p> <ul style="list-style-type: none"> <li>• Clarified and Updated Travelling Compensation clause regarding travel cost compensation.</li> <li>• Clarified and Updated Recall to Duty provisions to provide for automatic double times for all overtime and minimum 4 hours payment along with clarified travel entitlements.</li> <li>• New On-Call/Availability Allowance.</li> <li>• New After Hours Disturbance Allowance.</li> <li>• New Accommodation Allowance for inadequate accommodation standards on deployment.</li> <li>• Any activation of DART or AUS-02 to be paid in accordance with deployment entitlements.</li> <li>• Insertion of Rest and Recline provisions.</li> <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>• Insertion of new Promotional Pathways system to be developed under the 2023 Award including: <ul style="list-style-type: none"> <li>○ Agreed minimum periods of service at a below rank prior to being able to seek promotion;</li> <li>○ A requirement for employees to pass a standard knowledge based pre-qualifying assessment prior to being able to seek promotion;</li> <li>○ A structured promotional development program that is capability based with nationally accredited units of competency and qualifications awarded as a result;</li> <li>○ Multiple pathways of promotion by merit inclusive of selection on a promotional program, merit selection into a non-station based role and merit selection into second round advertisements/hard to fill roles;</li> <li>○ clear and defined pathways for promotion with relevant and agreed tenures applied where necessary along with pausing at number 1 on transfer lists during tenure periods in non-station based positions;</li> <li>○ Streamlining of promotional programs to deliver full qualification at the leading ranks;</li> <li>○ Transfers into substantive operational roles via an agreed promotional register;</li> </ul> </li> <li>• New Conduct Resolution, Reports and Charges clause.</li> <li>• New Merit Selection Disputes Panel.</li> <li>• New Disturbance Allowance for all Station Relocations, Redevelopments and Renovations.</li> </ul>
<p><b>5.</b></p>	<p><b>Health and Safety</b></p> <ul style="list-style-type: none"> <li>• New Health and Safety in the Workplace clause.</li> <li>• New provision to provide for Rehabilitation and Hygiene Units.</li> </ul>

	<ul style="list-style-type: none"> <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>
<p><b>6.</b></p>	<p><b>Additional Conditions for Specific Groups</b></p> <ul style="list-style-type: none"> <li>• Toll reimbursement for travel to and from work for all Instructors, Training position, Fire Investigator positions &amp; Fire Safety positions.</li> <li>• Insertion of Safe Minimum Staffing Levels for Training and Instructors, Fire Investigation, Fire Safety, Communications and Executive Officers.</li> <li>• New Certificate IV Training and Assessment Allowance for all Training/Instructor positions and access to a Diploma of Training and Assessment with a further allowance payable for Training/Instructor provisions with this Diploma.</li> <li>• New Driving Instructor Allowance.</li> <li>• New Fire Investigation Allowance</li> <li>• New provision regarding Fire Investigation Vehicles</li> <li>• New Fire Safety Qualification Allowance and access to Bachelor of Engineering with a further allowance payable for Fire Safety staff with an Engineering Degree.</li> <li>• New Communications Trainers/Instructor Allowance.</li> <li>• New provision regarding Executive Officer Vehicles</li> </ul>