

FBEU INITIAL LOG OF CLAIMS
RETAINED, PERMANENT AND D&D AWARDS 2027

Wages

The FBEU will, following further resolution of the membership via Special General Meetings, decide our claim for annual percentage wage increase at an appropriate time prior to expiry of the current Award and prior to the filing of any Award application with the IRC.

Term of the Award

3 year Award with expiry on 26 February 2030.

2027 Permanent Award – Initial Log of Claims

1. Modern Day Firefighter Uplift

A one-off uplift to appropriate ranks based on an assessment of the modern day role of a firefighter, and subsequent uplifts as needed to all other ranks to maintain appropriate relativities.

2. Updated Relativities between Ranks

The current relativities between ranks to be updated in line with current role expectations and responsibilities following determination of the modern day firefighter uplift claim. In addition, the inclusion of additional relativity points at Senior Firefighter and Station Officer to recognise the value in experience at that rank:

- I. Recruit Firefighter - TBC
- II. Firefighter 1st Year - TBC
- III. Firefighter 2nd Year - TBC
- IV. Qualified Firefighter 1st Year - TBC
- V. Senior Firefighter 1st Year - TBC
- VI. Senior Firefighter 2nd Year – TBC
- VII. Senior Firefighter 3rd Year – TBC
- VIII. Leading Firefighter - TBC
- IX. Station Officer 1st Year - TBC
- X. Station Officer 2nd Year – TBC
- XI. Leading Station Officer – TBC
- XII. Inspector – TBC
- XIII. Superintendent – Move to percentage relativity (TBC)
- XIV. Chief Superintendent - Move to percentage relativity (TBC)

3. CPI Inflation Adjustment Payment

All employees will also receive an Annual Consumer Price Index Inflation Adjustment Payment in recognition of the rising cost of living associated with high inflation. Such payment will be a one-off annual payment paid as a lump sum for the percentage difference between the annual pay increase for that year and any higher rate of inflation for the March quarter of the relevant year.

4. GLR Allowance Uplift

The GLR Allowance to be uplifted via an appropriate work value assessment to achieve parity with the permanent HAZMAT Allowance.

5. Restoring of Appropriate Rescue Arrangements

Removal of the requirement for stations to have SRB accreditation in GLR or specific specialist rescue to be eligible for allowances.

Reconsideration of the unattached skills use allowance provision inserted into the 2024 Award.

6. Qualification Allowance for Unattached Personnel

Reconsideration of the Qualification Allowance provision inserted into the 2024 Award for personnel who acquire specialist skills but are not attached to a relevant station.

7. Increase to payment for use of Private Vehicles

All kilometre rates in the Award which compensate for the use of private vehicles by members to increase by 35%

8. Rail Incident Response

The inclusion of new provisions to outline the new Rail Incident Response Capability, including applicable payments/allowances.

9. New Relieving Model

A new tiered system of relivers as follows:

Tier 1:

Standard non-flexible single platoon reliever working the roster at their station, with current applicable payments and entitlements to apply within determined geographical boundaries considering reasonable travel time and fatigue management.

Tier 2:

Flexible cross-platoon reliever who can work across A,B,C or D platoon withing a geographical boundary, considering reasonable travel time and fatigue management.

A minimum 50% loading will be payable on the relieving allowance with additional entitlements dependant on notice periods.

Tier 3:

Flexible cross-roster relievers who can work across all platoons and rosters.

A minimum 100% loading will be payable on the relieving allowance with additional entitlements dependant on notice periods.

10. Conduct and Discipline

New conduct and disciplinary provisions that provide fair, just, timely and appropriate resolution to conduct and disciplinary related matters.

2027 Retained Award – Initial Log of Claims

1. New Retainer Model

Overhaul of the current Retainer model to provide mandated levels of retainers based on availability as follows:

Hours of Availability	Retainer Level
24-30	Base
31-37	50%
38-48	100%
49-56	125%
56-71	150%
72 and above	175%

2. Weekday Loading on Retainers

At selected stations, all Retained Firefighters at that station will have a 20% loading (which is payable for all purposes including higher duties) applied to their weekly retainer where the firefighter at that station assigns a minimum of 65% of their available hours between 0800 and 1800, Monday to Friday. FRNSW may determine to withdraw the loading from that station on the provision of one month's notice to all firefighters at that station.

3. Minimum Incident Payment

A further increase to the minimum payment for attendance at an incident from 1.5 hours to 2 hours minimum.

4. CPI Inflation Adjustment Payment

All employees will also receive an Annual Consumer Price Index Inflation Adjustment Payment in recognition of the rising cost of living associated with high inflation. Such payment will be a one-off annual payment paid as a lump sum for the percentage

difference between the annual pay increase for that year and any higher rate of inflation for the March quarter of the relevant year.

5. Increase to payment for use of Private Vehicles

All kilometre rates in the Award which compensate for the use of private vehicles by members to increase by 35%

6. Retention / Years of Service Increases

All Retained Firefighters to receive an additional 1% increase annually for years 1-5 of service. Further 1% increases at 10 years, 15 years, 20 years and 25 years' service.

7. Mandated Minimum Staffing Update

A mandated provision that all Retained fire stations will maintain a primary appliance, with a minimum of 4 firefighters required to operate the appliance.

8. Hard to Fill Career Paths

At selected '*hard to fill*' stations, Retained Firefighters to be offered the opportunity to merit select into a developmental career path including completion of a QF program within 24 months of employment and opportunity to transition to a permanent firefighter within 3 years.

9. Hazmat Allowance

Retained Hazmat Allowance to increase to achieve parity with the Permanent Hazmat Allowance.

10. Rescue Allowances

Retained Rescue Allowance to increase to achieve parity with the Permanent Rescue Allowance.

All specialist Rescue Allowances to also be paid at parity with equivalent Permanent Allowance

Removal the requirement for stations to have SRB accreditation in GLR or specific specialist rescue in order to be eligible for allowances.

11. Physical Fitness

An increase to Authorised Duties to provide for 2 hours of exercise time.

Appropriate gym facilities to be provided at work locations or reimbursement of gym memberships.

A sport voucher of \$250 value each year to all employees for the purchase of sport equipment, active wear etc.

12. Training Review

The parties to conduct a comprehensive review of Retained Training in particular Recruit, Deputy Captain and Captain Training within 12 months.

13. Conduct and Discipline

New conduct and disciplinary provisions that provide fair, just, timely and appropriate resolution to conduct and disciplinary related matters.

2027 D&D Award – Initial Log of Claims

1. Nomination of Dependant for Spousal Death Benefit

In the event that an on duty injury results in death 40% of the Deemed fortnightly salary shall be paid to the deceased firefighter's spouse until that spouse's death unless the firefighter has made a binding death benefit nomination of a legal representative or dependant in which case the subject of the firefighter's nomination shall be paid the fortnightly pension ordinarily paid to the firefighter's spouse.

Other claims to be considered based on feedback from the D&D Fund.