



Log of Claims Information Sheet

FBEU RETAINED FIREFIGHTING AWARD LOG OF CLAIMS INFORMATION SHEET

Please see below a summary to assist members in understanding key items in the FBEU Log of Claims for the Retained Firefighting Award. We note this is not intended to provide comprehensive reasoning behind each change but to highlight key changes.

NEW STRUCTURE

The Award has a new structure breaking it down into 4 parts each of which contains various sub-parts. The 4 parts define which conditions apply to which employees as follows:

Part A – Conditions Applying to all Employees.

Part B – Additional Conditions for Captains and Deputy Captains

Part C – Additional Conditions for Retained Rescue Operators

Part D – Additional Conditions for Retained Hazmat Operators

DURATION & RENEGOTIATION

In this round of negotiations, we are seeking a 3 year Award expiring 25 February 2026. We also want to extend the period prior to the expiry of an Award to commence negotiations out from 6 months to 9 months.

DEFINITIONS

There is a new definition of an “authorized absence” which describes when authorized activities where an employee may not be on approved leave but is otherwise unavailable for response.

There is also a new definition of a “Retained Officer” to describe the classification of “Captain” or “Deputy Captain”.

OBJECTIVES, PRODUCTIVITY AND CONSULTATION

The Log of Claims includes various new clauses relating to high level objectives, productivity, and consultation.

There is a new clause to identify and capture productivity savings during the life of the Award and to allow those to be claimed in the next round of negotiation.

The consultation requirements under the Award have been significantly increased to ensure full and proper consultation and to establish a Joint Consultative Committee and Subcommittees. There are also specific clauses imposing additional consultation obligations on matters such as memorandums of understanding and interstate agreements, legislation and reform, technological changes, climate, and policies.

RATES OF PAY and ALLOWANCE

Our claim in relation to wages seeks a fair increase for firefighters over the three years as follows:

8.2% 26 February 2023

6% 26 February 2024

6% 26 February 2025

The 8.2% payment provides an additional 2.2% increase to account for the 0.3% increase that was intended to apply across the public sector in 2021, and which was applied to firefighters, however, ultimately did not apply to all industries.



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There is also an inflation adjustment payment to provide a one of yearly lump sum payment to members where inflation is higher than the wages increase along with an increase to superannuation to 15%.

There has also been increases to the hours and types of authorized duties including 2 hours per week for exercise.

The minimum payment for attendance at an incident has been increased from 1 hour to 2 hours and there is also a provision for additional payments for employees at fire stations that get less than 70 calls per year and who provide additional availability.

TRANSPORT and COMPENSATION

Payment of the kilometers allowance for a return journey from home to the station has increased from a maximum of 14 kms to 20 kms and it has been clarified that an employee need not seek pre-approval to use a private vehicle.

Payments relating to meal allowances have also been clarified to ensure employees are able to claim appropriate meal allowances including a lunch allowance.

HIGHER DUTIES

The Higher Duties clause has been altered to provide for minimum requirements of time served and qualifications for employees who act up into either a Captain or Deputy Captain role.

It also requires a merit based selection process for any period of higher duties longer than 2 months and reduces the current minimum seven day period of acting up before any higher duties are paid to an employee to 24 hours.

ATTENDANCE AND AVAILABILITY REQUIREMENTS

There are significant changes to the Attendance and Availability Requirements under the Award.

Attendance requirements for Fire Stations who receive in excess of 1000 call per year have been reduced to 20% to account for the additional workload.

A provision has also been included in the Award to ensure that make-up drills are provided. Periods of leave have also been clearly excluded from attendance monitoring systems.

The requirements around compulsory availability have also been clarified to ensure that any availability provided by an employee over and above the minimum requirement for that employee is at the discretion of the employee and not the direction of FRNSW.

ATTENDANCE AT MAJOR EMERGENCIES

This clause now includes a provision that prior to any deployment to a major emergency, FRNSW must provide to employee's details including the location, time frame and expected amenities on arrival. It also sets minimum standards for accommodation.

REST AND RECLINE

This clause has been imported from Standing Orders and ensures an employee's rights to rest and recline and incorporated into the Award where applicable.



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TRANSFERS

New eligibility lists for transfers have been included in the Log of Claims to allow employees seeking to transfer from one fire station to another, a process to do so. The transfer process provides that where an employee is seeking to transfer, at any given time FRNSW must provide an additional 2 supernumerary positions at each station for transferring employees. Where the two supernumerary positions are filled employees are placed on an eligibility list for that station and are entitled to remain on that list (and to access accrued leave) for a maximum of two years.

SECURITY, CLASSIFICATIONS and SAFE STAFFING

There is a new clause to provide job security and protects firefighter jobs from any proposal to contract out work by ensuring the following previous are met prior to the use of contractors:

1. Consultation;
2. Agreement with the union;
3. The contractor being engaged on the exact same rate of pay and terms and conditions a firefighter would otherwise receive to perform the work

There are also new clauses and schedules which lock in minimum safe staffing numbers and safe systems of work in the Award.

LEAVE PROVISIONS

There have been improvements across the leave provisions to provide new entitlements and to ensure current entitlements from standing orders are protected in the Award. Changes are listed below:

- The entitlement to compassionate leave has been extended to 4 shifts.
- Parental leave has codified all the relevant changes to parental leave that have occurred over recent years along with including a provision for still birth leave.
- Sick leave has been increased from 1 week to 2 weeks per year and allows for 5 NMC days. It also removes the requirement that your medical certificate must state the nature of your illness or injury and instead only requires a medical certificate asserting that you are/were unfit for duty.
- Special leave for Union activities has been altered to extend this leave to interstate and/or international firefighting conferences along with May Day marches and events and Regional Trades Hall meetings and conferences.
- Military leave which has been imported from standing orders and places enforceable provisions and rights within the Award in relation to military leave.
- Councillors leave imported from standing orders and places enforceable provisions and rights within the Award in relation leave for employees elected to Local Government.
- Therapeutic Medical Donation Leave is a new clause that provides access to leave for employees wishing to donate blood and/or bone marrow.
- A Union leave clause has imported from standing orders and places enforceable provisions and rights within the Award in relation leave for employees who occupy a full time office within the Union.
- Jury Duty leave has been imported from standing orders and places enforceable provisions and rights within the Award in relation leave for employees required to perform jury duty.
- There is a new Pressing Necessity leave clause which allows employees to seek a leave of absence for 4 shifts on full pay in special circumstances.
- There is a new clause providing leave for employees to participate in activities of a cultural, ceremonial or religious significance to them including leave for NAIDOC events for Aboriginal and Torres Strait Islander employees.



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- A new clause to provide ANZAC Day leave which allows current and former service persons to seek leave to participate in an ANZAC day march or service or another event.
- There is a new provision to allow employees to take Leave Without Pay for a maximum of two years where an employee's annual leave balance is exhausted.

CLASSIFICATIONS, PROMOTIONS and TRAINING

These clauses describe ranks and classifications and specifies the relevant qualifications and competencies required to be achieved at rank into the Award.

There is also a requirement for FRNSW to provide additional qualifications for Deputy Captains (Diploma of Leadership) and Captains (Graduate Diploma of Applied Management) on promotion.

The position of Engine Keeper has also been specified in the Award and the clause makes clear that progression to Deputy Captain and/or Captain will be via a merit based process with a minimum period of 2 year service period imposed for progression to Deputy Captain and 5 years for Captain.

The clause also requires FRNSW to ensure that 20% of all Permanent firefighter recruitment is via a Retained to Permanent Pathway.

UNION RIGHT and HSR RIGHTS

There are various new clauses which recognises the rights of, and protects the role of HSRs and Union Delegates in the workplace.

CONDUCT RESOLUTION, REPORTS AND CHARGES

Matters relating to conduct and discipline have been codified in the Award with a fair and transparent process.

MERIT SELECTION DISPUTES PANEL

A new panel for determination of disputes regarding merit selection processes which includes a Union representative on the panel would be established.

HEALTH, WELFARE AND FITNESS

There are various new clauses which go to employee health, welfare and fitness.

The specific health risks suffered by firefighters due to the nature of the industry including occupational cancer, PTSD/I and sudden cardiac events and stroke within 24 hours of a rostered shift are recognized in the Award. This clause supports presumptive legislation as the mechanism for providing compensation to firefighters who suffer these injuries.

There is also a new provision which requires FRNSW to maintain a register of employee exposure to any hazardous material, chemical or other hazard.

A new Health Screening clause establishes a process to implement a new voluntary and non-punitive health screening program for employees to replace the current health checks process. The screening program will provide comprehensive cancer screening, best practice cardiac and respiratory system checks, general practitioner consultation and testing (where available) for exposures to hazards, chemicals etc.

The new fitness clause mandates the appropriate gym facilities for all work locations along with 2 hours of authorized



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duties for exercise. Where the specified gym facilities are not provided FRNSW must pay for gym membership.

VEHICLES, APPLIANCES AND EQUIPMENT

This is a new clause requiring a joint review of the entire current operational fleet to ensure appliances are fit for purpose and meet the highest possible safety standards. The clause also requires consultation prior to any changes/modifications to existing appliances or the introduction of any new appliances and establishes a Vehicle and Equipment Subcommittee for this purpose.

STATION DESIGN, INFRASTRUCTURE AND AMENITIES

This is a new clause requiring a joint review of all current fire stations to establish the necessary infrastructure modifications and amenities required to provide modern and safe fire stations which encompasses items such as:

- Clean/dirty areas
- Management of diesel particulates
- Appropriate amenities for employees of any gender
- Safe turn-out of vehicles and appliances.

The clause also requires the parties to develop a standard station design guideline for new stations and modifications to existing station along with requiring consultation prior to implementing new fire stations or making any modifications to existing fire stations.

The clause also establishes a new Infrastructure Subcommittee as the mechanism for consultation on infrastructure.

STATION RELOCATION, REDEVELOPMENTS AND RENOVATIONS

This clause is a new provision which specifies the consultation requirements in the case of Station Relocation, Redevelopments and Renovations and inserts a new flat rate disturbance allowance in these circumstances which includes kilometre reimbursement for permanent and temporary relocation.



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PART B – ADDITIONAL CONDITIONS FOR RETAINED OFFICERS

ADDITIONAL ALLOWANCES

There is a new Retained Station Management for Deputy Captains and a Retained Station Commander Allowance for Captains to recognise the additional duties and qualifications of these ranks.

SECURITY, CLASSIFICATIONS and SAFE STAFFING

New provisions require that the development and delivery of all training for firefighters will be by employees' firefighters and specifies minimum numbers of Captains and Deputy Captains required at stations.



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PART C – ADDITIONAL CONDITIONS FOR RETAINED RESCUE OPERATORS

RESCUE TRAINING and ADDITIONAL ALLOWANCES

There is a requirement all employees station at a Road Crash of General Land Rescue Station are offered the opportunity to become suitably qualified and attain accreditation with the State Rescue Board. Additional allowances are payable to these employees in recognition of these additional qualifications.

SECURITY, CLASSIFICATIONS and SAFE STAFFING

This clause requires FRNSW to maintain the minimum number of rescue operators required by the State Rescue Board at all Retained Stations accredited as Rescue Units and specifies a minimum of 2 rescue operators to be available to respond to incidents.



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PART D – ADDITIONAL CONDITIONS FOR HAZMAT OPERATORS

HAZMAT TRAINING and ADDITIONAL ALLOWANCES

This clause requires FRNSW to provide the opportunity to all employees at a Hazmat Station the opportunity to become suitably qualified as a Hazmat Operator.

It also provides an additional allowance for employees in recognition of this additional qualification.

SECURITY, CLASSIFICATIONS and SAFE STAFFING

This clause requires that at all Retained Stations where there is a Hazmat Appliance, a minimum of half the authorized crew at that station will be trained and qualified as a Hazmat Operator, and that at all times, a minimum of two Hazmat Operators be available to respond to incidents.



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SCHEDULES

SCHEDULE 1 – RATES OF PAY

This Schedule contains a Table which specifies the Rates of Pay for each rank for each year of the Award.

It also includes the Tables which specify the amounts of Allowances/Reimbursements payable to members under the Award.

SCHEDULE 2 – AUTHORISED DUTIES

This Schedule contains the list and description of Authorised Duties.

SCHEDULE 3 – SAFE STAFFING

This Schedule contains Tables which specify the required minimum safe staffing levels for Retained Stations.

SCHEDULE 4 – PERSONAL ISSUE UNIFORM AND PPE

This Schedule lists the necessary number of and items FRNSW are required to issue to each employee and includes provision for a new item of shorts as part of standard issue duty wear.