



13 August 2020

Mr Michael Baldi
Executive Director, People & Culture
1 Amarina Ave
GREENACRE NSW 2190

Dear Mr Baldi

Re: Medical Certificates & “Nature of illness”

We write in relation to Fire & Rescue NSW’s 16 July 2020 letter, in which Fire & Rescue outlines their position regarding medical certificates and the information contained in them.

We understand that there is some history to this matter.

Since there was previously a dispute between the FBEU and FRNSW in 2008, there have been a number of advances in case law and the way the courts consider the adequacy of medical certificates provided by medical practitioners.

It is now clear that it is up to a medical practitioner as to what they write on a medical certificate, in clearing an employee to return to work.

An employer is not the arbiter of how accurate or legitimate the contents of a medical certificate are.

The FBEU will be advising our members to rely on what a medical practitioner writes on a medical certificate, and to refuse to seek additional information on request from Fire & Rescue NSW.

We will also be requesting that our members inform us of any request for additional information, and we will be bringing every request directly to you for discussion.

It is not reasonable for Fire & Rescue NSW to be prying into the personal lives of our members, and questioning the experience and knowledge of medical practitioners by refusing their medical certificates.

In the interests of our members - your employees - we ask that you support us in our decision and our advice.

Yours fraternally

Giacomo Arnott
Industrial Officer