

Industrial Campaign Info Sheet

What are we doing?

In order to ensure our message in support for our Log of Claims for the Permanent, Retained and D&D Award is clearly heard by FRNSW Senior Management, the Government (whoever they may be) and the Community we are commencing an industrial campaign along with Code Reds which have been issued. Follow these links to the [Code Reds](#) and [Sitrep](#).

Who needs to do it?

We need all members to participate in these Code Reds. These Log of Claims impact us all whether we're permanent or retained and as well all know, are designed not just to give us fair wages and conditions but to ensure we have a **safer workplace and the resources we need to protect the community**.

Why do we need to do it?

You overwhelmingly endorsed this Log of Claims with 97% voting in favour of the proposed Permanent Award, 99% in favour of the proposed Retained Award and 96% in favour of the proposed D & D Award.

However, with negotiations now moving forward it's time for you, as members to take action to ensure that your message on the need for reform is heard by FRNSW Senior Management, the Government (whoever they may be) and the Community.

We are now calling on all members to escalate our industrial campaign and make sure we send a clear message that we cannot continue to stand by and accept unsafe and unfair terms and conditions of employment.

What do I do if I don't have a campaign or union t-shirt?

We are working on getting t-shirts out to members over the coming weeks. If you don't have a campaign specific t-shirt don't worry, any FBEU t-shirt can be worn to participate in the code red. If you don't have any FBEU t-shirts you can come into the office during business hours Monday to Friday and collect 1 free t-shirt per member.

If you wish to order t-shirts on behalf of your station and/or other members please **ensure you have their names and sizes before ordering**.

To order shirts for yourself or your crews, fill in the order form and we'll let you know as soon as they're ready for collection.

Please note, if you have already received a Fix our Fire Service Industrial Campaign T-Shirt this is your free t-shirt and should we worn in support of the campaign.

How do we get liquid chalk?

Liquid chalk can be purchased at some supermarkets and art supply/stationery stores. It can also be ordered online through various websites including [Officeworks](#) and [Woolworths](#).

We are encouraging all members to organise amongst yourself someone to purchase some liquid chalk for you shift and/or station. You can claim a reimbursement and upload your receipt and photos [at this link](#).

Do you have examples of slogans and images we should display?

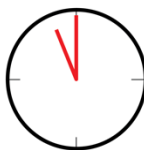
There have been lots of previous emergency services campaigns around Australia recently that we can draw inspiration from when thinking about what campaign material and slogans to display. Below are some images:





Below are some examples of some basic slogans you can use for the campaign:

**Tick Tock
Goes the Clock**



**Response
Times Matter**

Underfunded + Understaffed = Lives at Risk

Underpaid Firefighters On board

Firefighters - Not Important Enough For A Decent Pay Rise

Firefighters Deserve A Fair Pay Rise

Fix Our Broken Fire Service

Fire Station Closures Coming To A Town Near You

**1 Million New People
0 New Firefighters**

NSW Firefighters: Most Trusted, Least Protected

Fire Service Stretched Thin, No Funding To Help

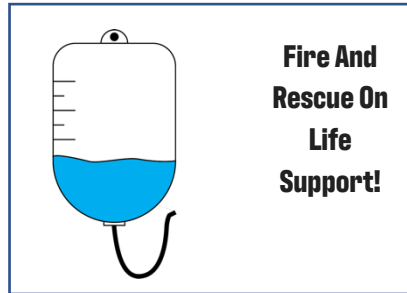


Information Sheet

Firefighters Exposed To Cancer Causing Chemicals

Executive Pay Goes Up, Firefighter Safety Goes Down

**Closed
Stations** **=** **Lives
At Risk**



**This Truck Is
old enough
to VOTE!!!** **Fix Our
Fire
Service**

**Under RESOURCED
Under VALUED
Under FUNDED** **UNDER
FIRE**

**Broken STATIONS
Broken FIRIES
Broken SYSTEM**

**While we
save
lives** **Who will
save
us?**

**\$1 BILLION
on
CONSULTANTS** **while** **FIRE
STATIONS
CLOSE**

Fair go for Firies!

We encourage you all to get creative though. You know your local issues and concerns best and this is your chance to tell everyone about them. Please remember though that any messaging or material should remain professional at all times.

Also, we ask that all members test the liquid chalk on a glass/metal surface and ensure it can be cleanly removed before you use it on FRNSW property. In order to be certain to avoid damage do not use the liquid chalk on paintwork, stick to glass surfaces and the pocket doors on appliances. If in doubt we have tested the below brand for you:



What should I say to members of the community about this campaign?

As you can see from the Code Reds we are encouraging members to talk to members of the community about our campaign. Below are some key talking points you can use when discussing the campaign provided under key themes:

1. Health and safety

Firefighting is an inherently dangerous workplace. We face risks to our health and safety every day not just when responding to an emergency event but also at our stations and other workplaces.

Scientific evidence supports the fact that firefighters have increased risk of certain cancers and other illnesses due to things we are exposed to daily in our job like carcinogens, and other chemicals.

There are things we can do in workplaces to reduce the risk. This includes ensuring things like proper clean/dirty areas so we don't take dirty gear into clean areas of the fire station, proper diesel exhaust capture systems in our engine bays reducing our exposure to diesel emissions, ensuring we only train with clean water that's of a potable standard etc and making sure we are regularly screened for the illnesses we know our job causes like cancer.

We want to address these issues by insisting on a proper review of FRNSW infrastructure, appliances and equipment so we can ensure our fire stations, appliances and personal protective clothing and equipment keep us safe.

We also want to institute proper health screening to make sure we get tested for the cancers our job causes us and other illnesses and injuries we suffer from our work.

2. Resources and response times

Modern homes burn 8 times faster than older homes. This is because our homes are increasingly filled with synthetic materials and plastics. This also means our homes now emit smoke that is 200 times more toxic.

This is why it's absolutely vital that we can respond to your emergency with a guaranteed response and the right numbers of firefighters, with the right training and equipment to protect you, your family and your home.

Once a modern house fire starts, the temperature in the home rises rapidly. In as little as 4 minutes, the fire starts to transition to flashover – the sudden and simultaneous ignition of most flammable materials and gases inside. After this critical point, the fire spreads quickly and becomes extremely difficult to contain. Backed by this scientific research, modern fire services aim to deploy within the critical 5-10 minute time frame in order to save lives and property. Our NSW Firefighters' rapid response times can literally mean the difference between life and death.

On top of the need to be responding in less time, we also have more to respond to. In the last ten years the population of NSW has grown by approximately 1 million and we have added 500,000 new homes. In this time we have not increased the firefighting workforce by one single additional firefighter. Our employer and the government are also allowing the closure of up 50 fire stations in NSW at any given time.

We have also seen the increased risk of climate change fuelled natural disasters with our state experiencing the worst bushfires and floods we have ever seen in the last 5 years stretching our resources thin and leaving us at breaking point.

You deserve better.

Our industrial campaign is not just about wages and conditions, we have proposed real solutions to our staffing and resources problems including mandated staffing models that will lock in the resources we need in the places we need them and able to respond in the timeframes you need us.

It will also ensure proper training and promotions so that we can make sure we have the right numbers of firefighters with the right skills to protect you in all the events we respond to including structure fires, bushfires, floods, hazmat incidents and motor vehicle and other rescues.

3. Consultation

Firefighting is an incredibly specialised industry where every decision made in relation to our work can directly impact our health and safety.

To ensuring the right recruitment and training standards, making sure our appliances, equipment and personal protective clothing are the best available and fit for purpose, down to reviewing policies, operating procedures, and instructions, all of these can go to whether we can not only keep ourselves safe, but whether we can keep you safe.

That is why a key claim for us in these negotiations are to make sure that firefighters are properly consulted about the decisions that affect us. We know our jobs best and we should have impact into the decision making that impacts our work every single day.

More importantly, implementing this would not cost FRNSW and/or the government a single cent.

4. Fair wages and conditions

Like all of you, firefighters have been feeling the pinch of increased cost of living pressures. We all know that life is getting more expensive. From housing, to child care, to groceries we're all struggling to keep up.

What you might not know though is that firefighters took wages freeze in 2021 of 0.3%. This was supposed to apply across the public sector but ultimately only applied to industries. This has left us falling behind other public sector jobs.

Likewise, our job has particular challenges and costs associated with it. Could you imagine finding childcare to account for a 24 hour shift? How do you pay for housing near your work when you are required to work in central Sydney?

This is the reality of our job and we only ask to be properly compensated with fair wages and conditions that keeps us on track to meet our cost of living pressures and bring us into line with other fire services across Australia.

Resources

We have some [resources](#) for you on our website including printable posters, social media profile photos and social media tiles for you to print and share at your stations and amongst your social networks. Bookmark the page and check back regularly as content will be added over the course of the campaign.

What do I do if I have a question or concerns?

As stated in the Code Reds and Sitrep we want to reiterate here that if any member is concerned at any time that any of the activities you are participating poses a risk to your own health and safety, the safety of a colleague or member of the community you should immediately cease that activity and contact us immediately either via your station delegate, SCOM representative, or if you have an urgent question and you can't contact either of these, the FBEU office via senior industrial officer Rini Krouskos on 0499 187 583 or industrial officer Giacomo Arnott on 0467 005 578.

If at any time you are concerned that you have been targeted or adversely impacted by FRNSW due to compliance with a Code Red please contact the Union office immediately for assistance.