



Ref: A6059924
19 May 2024

Mr Leighton Drury
State Secretary
Fire Brigade Employees Union of NSW
1-7 Belmore St
Surry Hills NSW 2010
Email: ldrury@fbeu.net

Re: Advice regarding increases to remuneration

Dear Mr Drury,

Baseline Remuneration Adjustment and Cost of Living Adjustment Payment

I am pleased to inform you that a baseline remuneration offer and a cost-of-living adjustment have been approved to provide for a 10.5 per cent increase to remuneration over three years per the terms set out in this letter.

The Fire and Rescue NSW Commissioner has approval to progress an offer in respect of the *Crown Employees (Fire and Rescue NSW Permanent Firefighting Staff) Award 2023* and the *Crown Employees (Fire and Rescue NSW Retained Firefighting Staff) Award 2023* as set out in this letter.

The offer comprises three-year industrial instruments amounting to up to 10.5 per cent increase to remuneration over three years, complemented by an additional one-off cost of living adjustment payment available in each year:

Year 1	Up to 4 per cent increase comprising: <ul style="list-style-type: none"> - 3.0 per cent increase to salary and salary related allowances - 0.5 per percent increase to superannuation - A further 0.5 per cent increase to salary and salary related allowances is available for workers who have not received structural adjustment in the past 12 months, provided agreement is reached in a timely manner for instruments that have expired or will expire by 30 June 2024, and at least one month prior to expiry for instruments which are due to be renewed after 1 July 2024.
--------	---

	<p style="text-align: center;">Plus</p> <p>A \$1000 taxable, one-off cost of living adjustment payment, plus superannuation, conditional on the 12-month annual average Sydney Consumer Price Index rate exceeding 4.5 per cent in the year to the March quarter of 2025. The payment would be pro-rated for employees who do not work full time and will be paid in July 2025.</p>
Year 2	<p>3.5 per cent increase comprising:</p> <ul style="list-style-type: none"> - 3.0 per cent increase to salary and salary related allowances - 0.5 per percent increase to superannuation <p style="text-align: center;">Plus</p> <p>A \$1000 taxable, one-off cost of living adjustment payment, plus superannuation, conditional on the 12-month annual average Sydney Consumer Price Index rate exceeding 4.5 per cent in the year to the March quarter of 2026. The payment would be pro-rated for employees who do not work full time and will be paid in July 2026.</p>
Year 3	<p>3.0 per cent increase to salary and salary related allowances</p> <p style="text-align: center;">Plus</p> <p>A \$1000 taxable, one-off cost of living adjustment payment, plus superannuation, conditional on the 12-month annual average Sydney Consumer Price Index rate exceeding 4.5 per cent in the year to the March quarter of 2027. The payment would be pro-rated for employees who do not work full time and will be paid in July 2027.</p>

Through a collaborative approach to negotiation and bargaining, agencies and unions can identify system changes, productivity outcomes or savings to enhance the baseline wages offer set out in this letter. Acceptance of this offer will also not prevent continuing collaborative discussions during the life of an agreement that can deliver additional enhancements for employees and improved Government services to the public.

Addressing Outcomes in Workers Compensation

As you will be aware, the Government is committed to protecting our workers compensation scheme, including by improving return to work rates. The decline in recent years is unsustainable and leads to workforce shortages that affect your members.

The Government proposes to work together on this issue with the union movement, including by setting up a working group to ensure we collaborate on this important policy.

The Fire and Rescue NSW Commissioner has been advised of the above approvals and will contact you to progress negotiations on individual instruments.

Should you wish to discuss the general terms of this offer, please contact Marina Rizzo, Executive Director, Industrial Relations on 0414 836 204.

Yours sincerely,



Simon Draper

Secretary