

## **Retained to Permanent Pathway**

We have great news to share with you in relation to the Retained to Permanent Pathway.

As per the 2023 Retained Firefighter Award (2023) requirements (subclause 40.5.1.4), FRNSW and the FBEU have been working together on reviewing and improving the merit selection process for the Retained to Permanent Pathway.

The attached assessment strategy has been agreed between the parties and is ready to be implemented. The Pathway aims to improve attraction and retention to the Retained ranks. Retained firefighters are trained professional firefighters working in an on call capacity with a range of diverse skills and experience. The Pathway aims ensure that Retained firefighters are able to have their skills, experience and contributions to FRNSW recognised through an improved employment pathway. to continue their career with FRNSW.

Thanks for your patience and thanks also to the working party representatives from FRNSW, FBEU, Talent Acquisition, Health and Safety, HR Advisory, and IR subject matter experts that contributed to this outcome.

Next steps for the working group include:

- Review the current Recognition of Prior Learning (RPL) process to ensure the implementation of a Retained to Permanent Firefighter Pathway is efficient and cost effective. Investigate options to consider transferability and recognition of relevant specialist qualifications, for example Rescue.
- Work with the Education and Training team to ensure Retained Firefighters are well equipped with the knowledge of how to become successful applicants. Determine the length of the pathway recruit training course.
- Review and consider the ratio for years of service for promotional purposes.
- Review and consider Leave transfer ratios.