



## **3% PAY INCREASE TO BE PAID ASAP AND BACKPAID – ARBITRATION STILL CONTINUES**

I am pleased to be able to inform you all that after significant negotiation and discussions with various levels of Government for the past number of weeks, over the weekend we reached agreement that all FRNSW Firefighters will receive a 3% pay increase, to be processed ASAP and back paid to 26 February 2024.

Your State Committee shares and understands your frustrations regarding Award negotiation timeframes, and we, like you, are feeling the cost-of-living pressures building. We are continuing to work building the case for arbitration, but we know money in your pockets is a priority.

Understanding this, and after considering our options, we initiated discussions with Government, which have ultimately led to an immediate pay increase of 3%, to be back paid to 26 February 2024.

This 3% increase is by no means an acceptance of the Government's initial offer, comes with no trade offs, and will not impact the ongoing award arbitration nor the final percentages determined by the IRC.

All 3 Awards remain unchanged apart from across-the-board increases of 3% on wages and allowances.

This was simply State Committee convincing Government to immediately pay us what was already offered, rather than members waiting for the conclusion of arbitration.

3% is not enough, but it's better in your pockets than in theirs. As said above, we continue building the case for our entire Log of Claims as voted on by you the members.

You should start seeing this increase, including back pay in the coming weeks with October 17 being a "pencilled in" date for first payment. I will update you further with clearer timeframes once we have further discussions with FRNSW.

In Unity

**Leighton Drury**  
State Secretary