



15 March 2019

Mr Paul Baxter  
Commissioner  
Fire and Rescue NSW  
1 Amarina Avenue  
GREENACRE NSW 2190

*Attention: Bernard King, Director Employee Relations*

Dear Mr Baxter,

I refer to the Department's letter of 20 February 2019 and its subsequent message to permanent firefighters this week concerning the Awards' requirement for firefighters submitting medical certificates to state the nature of their illness or incapacity.

While this requirement is not disputed (for now), the Department cannot expect to enforce it and commence docking firefighters' wages without clarifying what it believes "the nature of the illness or incapacity" actually means. The Union and Department have long agreed that this does not mean a diagnosis, but there is no corresponding understanding on what this does mean instead.

It is not unreasonable to expect the Department to provide at least some guidance where there is none, so the Union proposes that the parties to meet to discuss this issue and its implications together with the correct interpretation and operation of Permanent Award subclause 23.7.8, before the Department proceeds as planned.

I will contact Mr King in order to arrange a mutually convenient meeting, hopefully within the coming week.

Yours sincerely,

Chris Read  
Senior Industrial Officer