

Commissioner's Orders



4 September 2013

2013/20

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AWARDS

Meal, travelling and other allowances

The Australian Taxation Office, Taxation Determination (TD 2013/16) advises that meal, travelling and related allowances have been increased effective from 1 July 2013.

The meal, travelling and related allowances contained in the following awards have accordingly been varied:

- *Crown Employees (Fire and Rescue NSW Permanent Firefighting Staff) Award 2011.*
- *Crown Employees (Fire and Rescue NSW Retained Firefighting Staff) Award 2011.*
- *Crown Employees (Fire and Rescue NSW Tradespersons) Award 2012.*

The new rates apply to Firefighters and Trades staff from 1 July 2013. Please note appropriate back payments will be made for meal, travel and other related allowance claims arising on and from 1 July 2013.

The updated travel rate tables are available on the [Awards and Agreements](#) page of the Intranet.

Contact Officer: Georgia Dawson, Acting Assistant Industrial Officer, (02) 9265 2872
File Reference: NFB/00585-2

POLICY AND PROCEDURES

Alcohol and Other Drugs Policy

The Alcohol and Other Drugs Policy (AOD), commences today. This is an important part of the Fire & Rescue NSW commitment to maintaining a safe and healthy workplace.

The policy modernises our approach to ensuring workers are not adversely affected in the workplace by substance misuse thereby protecting the safety of Fire & Rescue NSW workers and the community while also ensuring support is provided to workers with genuine dependency issues.

This policy aims to:

- Facilitate the health, wellbeing and safety of employees by providing training and information on the harmful effects of alcohol and/or other drugs on work performance, safety and conduct.
- Provide employees experiencing difficulties with their use of alcohol and/or other drugs with advice and support services to assist them to manage this.
- Promote personal responsibility in relation to the consumption of alcohol and responsible and lawful use of general medications.

- Set a foundation of ethical and professional standards required by all employees regarding substance use.
- Establish fair, equitable, lawful and effective measures to ensure that workers meet the standards set out in the policy.

The full [policy](#) is available on the Intranet.

Rescindments

This policy rescinds :

- In Orders 1997/20, *Drug and Alcohol Policy*

Contact Officer: Jennifer Williamson, Assistant Director Workplace Standards,
(02) 9265 3954

File Reference: NFB/09732-2

Alcohol and Other Drugs Testing Procedures

The [Procedures](#) that accompany the policy have been finalised and are available on the intranet.

The Procedures will operate from 1 December 2013, which is also when testing, including random testing, will commence.

Both the Policy and Procedures have been agreed by the Fire Brigades Employees' Union.

Contact Officer: Jennifer Williamson, Assistant Director Workplace Standards,
(02) 9265 3954

File Reference: NFB/09732-2

Wearing utility boots

The new policy on [Wearing utility boots](#) has been published on the [Uniforms and PPC](#) toolkit on the Intranet.

A supporting work instruction, [Stowing utility boots](#), describes where firefighting boots may be stowed on appliances.

Contact Officer: Inspector Andrew Dadley, Manager Equipment Research and Design,
(02) 9742 7174

File Reference: FRN12/1928

PERMANENT FIREFIGHTERS NOTICES

Appointments

The following appointments are subject to the provisions of the Industrial Relations Act 1996. In some cases appointments may not be appealable. The 21 day period for any appeal commences on the date of this Commissioner's Orders.

Position & Level	No.	Name	Date of Decision	Maximum Fortnightly Salary \$	Actual Fortnightly Salary at Date of Decision
Training Officer Initial Skills - OS2	8806	A Richards	29.07.13	3696.42	2856.16
Training Officer Initial Skills - OS2	6344	M Wilson	29.07.13	3696.42	2983.42
Team Leader CFU - OS3	8353	H Langdon	26.07.13	4493.34	3696.42
Training Officer BA/Hazmat - OS2	8959	M McBain	01.08.13	3696.42	3696.42
Training Officer BA/Hazmat - OS2	8692	A Chalmers	01.08.13	3696.42	3696.42
Hazmat Technical Officer - OS2	7287	I Levitt	16.08.13	3696.42	2891.80
Training Officer Regional - OS2	8339	M Johnsen	13.08.13	3696.42	2866.34
Training Officer, Firefighting Operations - OS2	9414	M Rogers	19.08.13	3696.42	2847.68
Hazmat Technical Officer - OS2	7757	C Van Schie	16.08.13	3696.42	3102.66

Promotions

Firefighter Level 2 to Qualified Firefighter

901040 K Mowbray 28 August 2013

Resignation

6579 R Phillips 22 August 2013

Retirements

4983 SF R Johns 23 August 2013
 5418 SF A Macrae 23 August 2013
 6223 SO P Tickle 16 August 2013
 6579 QF R Phillips 22 August 2013
 7024 Insp J Clough 30 August 2013
 8843 SF T King 16 August 2013

RETAINED FIREFIGHTERS NOTICES

New members appointed to Brigades

902741	C Fischbeck	Kelso	16 July 2013
902810	L Simpson	Muswellbrook	9 August 2013
902813	O Nott	Narrabri	13 August 2013
902815	P Campbell	Dubbo	14 August 2013
902812	Z Duggan	Stockton	14 August 2013
902817	A Schmich	Eden	15 August 2013
902821	B Moore	Dubbo	19 August 2013
902824	F Bevington	Narooma	21 August 2013
902818	T Rocha	Cardiff	22 August 2013
902827	A Thrower	Goulburn	23 August 2013
902833	P Patel	Walgett	27 August 2013
902834	J Murdock	Unanderra	29 August 2013
902831	C Goldsworthy	West Wyalong	30 August 2013

Transfers

520930	RetF V Kutle	Ingleburn	to	Camden	6 August 2013
901110	RetF R Duncan	Coraki		Evans Head	16 August 2013
902334	RetF M Muscat	Walgett		Bellingen	19 August 2013
901326	RetF B Smyth	Narromine		Nyngan	19 August 2013

Appointed to Ranks

382039	DCapt D Murdoch	Morpeth	Captain	15 August 2013
205034	RetF B Gerdes	Sawtell	Deputy Captain	30 August 2013

These appointments are subject to the provisions of the Industrial Relations Act 1996. The 21 day period for appeal commences from the date of this Commissioner's Orders.

Termination

902286	RetF S McIsaac	Young	6 August 2013
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Resignations

521978	RetF A Helmer	Albion Park	24 May 2013
900705	RetF S Szczerbanik	Balranald	1 July 2013
471015	DCapt J Evans	Tea Gardens	14 July 2013
471014	RetF I Stewart-Dempsey	Tea Gardens	14 July 2013
521889	RetF A Bedwell	Bundeena	19 July 2013
902674	RetF M Sparke	Bowral	24 July 2013
521146	Capt K Shannon	Laurieton	29 July 2013
495041	RetF B Yiu	Wentworth Falls	2 August 2013
901629	RetF M Wood	Bowral	2 August 2013
902229	RetF D O'Mara	Bathurst	7 August 2013
901608	RetF A Kennedy	Bingara	11 August 2013

Retirements

63002	RetF J Jeffriess	Blacktown	26 July 2013
94023	RetF H Weir	Kellyville	26 July 2013
343001	RetF J Martin	Katoomba	4 August 2013

Transferred to Honorary List

471015	DCapt J Evans	Tea Gardens	15 July 2013
471014	RetF I Stewart-Dempsey	Tea Gardens	15 July 2013
63002	RetF J Jeffriess	Blacktown	27 July 2013
94023	RetF H Weir	Kellyville	27 July 2013
343001	RetF J Martin	Katoomba	5 August 2013

Greg Mullins AFSM
Commissioner
4 September 2013