



Commissioner's Orders

2022/01

19 January 2022

CURRENT NATIONAL SECURITY ALERT LEVEL: PROBABLE

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POLICIES

Enterprise Risk Management Policy, Framework and Guidelines

The new [Enterprise Risk Management Policy](#) and updated [Enterprise Risk Management Framework](#) and [Enterprise Risk Management Guidelines](#) have been published on the intranet.

Key points

The FRNSW Policy, Framework and Guidelines have been updated in line with Treasury Policy TPP20-08, including:

- Greater emphasis on the role of leadership in risk management
- Expanded risk management principles
- The addition of Climate and Environment Risk and Cybersecurity Risk categories.

The Strategy and Risk team within the Strategy, Planning and Performance Branch will work with leaders, managers, and risk champions to implement these changes.

A further review of the Enterprise Risk Management Framework will occur later in 2022. This will occur in consultation with leaders, managers, and employees to ensure the framework remains fit for purpose and is consistent with Fire and Rescue NSW objectives.

Toolkit

More information is available on the [Risk Management Toolkit](#) on the intranet.

Who needs to read the policy?

This Policy is relevant to all staff.

Rescindments

This Policy rescinds Enterprise Risk Management Policy CG-06-004 Version 6, 24 September 2019

The Framework rescinds Enterprise Risk Management Framework version 1, 21 November 2018

The Guidelines rescinds Enterprise Risk Management Guidelines Version 5, 31 July 2020

Contact Officer: Emma Campbell-Smith, Manager Strategy and Risk on 0427 259 893

File Reference: FRN20/2606-004

Cyber Security Policy

The [Cyber Security Policy](#) has been published under Publications on the intranet.

Key points

The purpose of the policy is to Inform all employees and others who have access to Fire and Rescue NSW (FRNSW) information systems about their cyber security related obligations and responsibilities.

The Policy applies to all FRNSW staff (staff includes permanent and retained fire fighters, administrative and technical staff, contractors and consultants), partnering government agency employees, service providers, volunteers and visitors.

Who needs to read the plan?

This policy needs to be read by all FRNSW staff, partnering government agency employees, service providers, volunteers and visitors.

Rescindment

This policy rescinds the FRNSW Information Security Policy V2.

Contact Officer: Janelle Boyle, Manager IT Commercial, Governance and Risk, 0402 449 998

File Reference: FRN D21/116217

PROCEDURES

Bushfire Sub plan to the Major Incident Management Plan

The [Bushfire Sub Plan](#) to the Major Incident Management Plan has been reviewed and the revised Version 04 has been published on the [Major Incident Management Plans](#) toolkit on the intranet.

Key points

The Bushfire Sub Plan ensures that FRNSW provides effective, coordinated response to major incidents in NSW in support of the [NSW State Bushfire Plan](#) (EMPLAN).

The revisions in Version 04 include:

- Major revision of the Bushfire Information Coordination Centre (BICC) activation levels
- BICC roles and responsibilities updated
- requirement to ensure that appliances deployed to bushfires are suitable for the task in accordance with Operations Bulletin 2020-08, [Appliances suitable for bush/grass fires](#)
- Inclusion of section on AFA activations due to low air quality
- Inclusion of additional information on the responsibilities of Bush Fire Management Committees
- Deletion of table in Appendix B on appliances inappropriate for bushfire strike teams, as coverage of the GSA is managed by the SOC
- Deletion of information about classification and status of bushfires and structure triage that is now in the [Guideline Support Document](#) for SOG 3.1, Guidelines for bushfires.

Toolkit

FRNSW's Major Incident Management Plan, sub plans and supporting plans are available on the [Major Incident Management Plans](#) toolkit on the intranet.

Who needs to read the plan?

All staff involved in planning for and responding to bushfires should read the revised plan.

Rescindments

This plan rescinds:

- Bushfire Sub Plan (Version 03)

Contact Officer: Supt Scott Donohoe, Manager Bushfire and Aviation, 0400 440 361

File Reference: FRN16/797-005

FIREFIGHTER NOTICES

Vacancies

All current firefighter vacancies may be accessed via the [Internal Jobs Board](#) and applications must be completed online by following the links provided. For any technical assistance in submitting your application via I Work for NSW please contact I Work for NSW Support on 1800 562 679.

Online applications must include a resume and address the two targeted questions.

Training Officer Appliance, Operational Support Station Officer/Operational Support Level 2

Applications are invited from Permanent firefighters with at least 48 months service from the date of commencement as a Recruit Firefighter for the role of Training Officer Appliance, Education & Training. Applicants holding the rank of Station Officer may be appointed as either an Operational Support Station Officer or Operational Support Level 2.

Applicants holding the rank of Leading Firefighter will be appointed as an Operational Support Station Officer. All other applicants will be appointed as an Operational Support Level 2 as per 14.10 Crown Employees (FRNSW Permanent Firefighting Staff) Award 2021. This is a second-round advertisement for this position.

Inquiries: *Inspector John Dunn, Team Leader Appliance Training on 0407 939 173*

Closing Date: *16 February 2022*

Taleo Reference: *00008OZO*

Training Officer Rescue, Operational Support Station Officer/Operational Support Level 2

Applications are invited from Permanent firefighters with at least 48 months service from the date of commencement as a Recruit Firefighter for the role of Training Officer Rescue, Education & Training. Applicants holding the rank of Station Officer may be appointed as either an Operational Support Station Officer or Operational Support Level 2.

Applicants holding the rank of Leading Firefighter will be appointed as an Operational Support Station Officer. All other applicants will be appointed as an Operational Support Level 2 as per 14.10 Crown Employees (FRNSW Permanent Firefighting Staff) Award 2021. This is a second-round advertisement for this position.

Inquiries: *Superintendent Bruce Cameron, Manager Technical Training on 0448 933 831*

Closing Date: *16 February 2022*

Taleo Reference: *00008PJ8*

Natural Disaster and Humanitarian Team Member, Operational Support Level 2

Applications are invited from Permanent firefighters with at least 48 months service from the date of commencement as a Recruit Firefighter for the role of Natural Disaster and Humanitarian Team Member, Operational Capability. This is first-round advertisement of this position.

Inquiries: A/Inspector Ross Bramich Team Leader Natural Disaster and Humanitarian on 0407 202 441

Closing Date: 16 February 2022

Taleo Reference: 00008PIR

Training Officer BA Hazmat (2 positions), Operational Support Level 2

Applications are invited from Permanent firefighters with at least 48 months service from the date of commencement as a Recruit Firefighter for the role of Training Officer BA/Hazmat, Education & Training. This is first-round advertisement of this position.

Inquiries: Inspector Chad Kennis, Team Leader BA Hazmat Training on 0417 657 800

Closing Date: 16 February 2022

Taleo Reference: 00008PM3

Training Officer FFOT, Operational Support Level 2

Applications are invited from Permanent firefighters with at least 48 months service from the date of commencement as a Recruit Firefighter for the role of Training Officer FFOT, Education & Training. This is first-round advertisement of this position.

Inquiries: A/Inspector Luca Bertoldi Team Leader FFOT on 0407 041 665

Closing Date: 16 February 2022

Taleo Reference: 00008PO8

Operational Research Officer (Driver Capability) Operational Support Inspector

Applications are invited from officers holding the rank of Inspector or Leading Station Officer for the role of Operational Research Officer (Driver Capability), Operational Capability. This is a first-round advertisement of this position.

Inquiries: Chief Superintendent Paul Johnstone on 0419 478 952

Closing date: 16 February 2022

Taleo reference: 00008PIT

Operator Communication Centre, Newcastle x 4

Amendment to Commissioner's Orders 2021/21 –

Applications are invited from Permanent Firefighters who hold the rank of Qualified Firefighter, Senior Firefighter or Leading Firefighter, pursuant to 28.6.2 of the Crown Employees (FRNSW Permanent Firefighting Staff) Award 2021, for the role of Operator Communication Centre (Newcastle), Operational Communications. This is a second-round advertisement of this position.

Successful applicants will need to successfully complete the training, and on appointment, to serve in the Newcastle Communication Centre for a minimum period of three years as pursuant to Clause 28.6.3 Crown Employees (FRNSW Permanent Staff) Award 2021.

Inquiries: Inspector Stuart Mitchell, Response Coordinator on 0437 143 821

Closing Date: 16 February 2022

Taleo Reference: 00008PJI

Appointments

Service No.	Name	Position	Effective date
6658	G Rankin	Chief Superintendent HR Capability Planning & Staffing	17 January 2022
7029	A Faunce	Chief Superintendent Training	17 January 2022
7405	G Barber	Area Commander Region West	17 January 2022
7448	C Steer	Chief Superintendent Operational Communications	17 January 2022
8083	S Hayes	Training Officer BA/Hazmat	11 January 2022

Promotions

Superintendent to Chief Superintendent

6658	G Rankin	17 January 2022
7029	A Faunce	17 January 2022
7405	G Barber	17 January 2022

7448 C Steer

17 January 2022

Leading Station Officer to Inspector

Amendment to Commissioners Orders 2021/24 –

8640 A Picone

11 June 2021

Station Officer to Leading Station Officer

7290 M Medlin

14 May 2021

9077 J Downey

04 May 2021

Amendment to Commissioners Orders 2021/24 –

8640 A Picone

11 June 2021

Leading Firefighter to Station Officer

7925 D Gatt

18 December 2021

7934 D Lydom

18 December 2021

8133 M Murphy

18 December 2021

8285 A Campbell

18 December 2021

8496 S Grinyer

18 December 2021

8518 M Cooper

18 December 2021

8649 S Kennedy

18 December 2021

8681 R Wilson

18 December 2021

9038 S Croft

18 December 2021

9248 P Rennex

18 December 2021

9301 H Sutton

18 December 2021

521128 D Murphy

18 December 2021

Senior Firefighter to Leading Firefighter

8667 A Long

22 June 2021

900717 A Barnard

24 June 2021

9409 R Linden

24 June 2021

Firefighter to Qualified Firefighter

907127 B Bell

20 April 2022

907023 N Beeby

03 February 2022

906145 K Burt

07 March 2022

Recruit Firefighter to Firefighter

907992 M Brogan

18 December 2021

907993 D Brooksbank

18 December 2021

907994 C Dyball

18 December 2021

907996 H Joyce

18 December 2021

907997 S Macauley

18 December 2021

907998 N Alexander

18 December 2021

907999 R Mullen

18 December 2021

908000 D Smith

18 December 2021

908001	Z Smolovich	18 December 2021
908002	E Turner	18 December 2021
908003	D Wojcik	18 December 2021
908004	D Worrad	18 December 2021
908005	F Wright	18 December 2021
907949	A Maaka	18 December 2021
907945	J Chalmers	18 December 2021

New members appointed to Brigades

908305	N Braden	Merimbula	06 December 2021
908303	S Armitage	Kiama	07 December 2021
908302	B Sammut	Ballina	08 December 2021
908301	K James	Sawtell	10 December 2021
908307	S Vincent	Yamba	13 December 2021
908308	J Bellchambers	Batemans Bay	14 December 2021
908306	C Lucas	Wingham	15 December 2021
908316	K Radford-Swann	Balranald	15 December 2021
908313	F Mallon	Maitland	16 December 2021
908315	T Bartlett	Maitland	16 December 2021
908310	J Hankinson	Batemans Bay	17 December 2021
908325	B Mullen	Doyalson	17 December 2021
908318	H Stapleton	Woolgoolga	20 December 2021
908321	J Armstrong	South West Rocks	20 December 2021
908329	E Humphries	Holbrook	20 December 2021
908327	I Mayenschein	Merewether	21 December 2021
908328	R Dunn	Merewether	21 December 2021
908333	M Dennehy	Ballina	21 December 2021
908334	T Hamam	Peak Hill	21 December 2021
908336	L Ford	Cobar	21 December 2021
908335	A Howden	Bowraville	22 December 2021
908331	S Hansen	Batemans Bay	23 December 2021
908332	C Chapman	Batemans Bay	23 December 2021
908338	J Fogarty	Woolgoolga	23 December 2021
908340	F Williams	Uralla	23 December 2021
908339	J Blakeney	Moruya	24 December 2021
908341	P Starley	Thredbo	24 December 2021
908345	C Kokshoorn	Thredbo	24 December 2021
908346	T Edds	Yamba	24 December 2021
908337	J Sullivan	Windsor	10 January 2022

Appointment to Rank

905406	RetF M Barber	Deputy Captain	Morpeth	17 December 2021
907020	RetF B Spaulding	Captain	Richmond	20 December 2021
907566	RetF A Papallo	Deputy Captain	Griffith	22 December 2021
906602	RetF A Williams	Deputy Captain	Cowra	01 January 2022

Transfers

907469	RetF J Hubbard	Wyoming	to	Wellington	29 November 2021
907307	RetF K Frize	Stockton	to	Lambton	30 November 2021

907728	RetF N Whitehurst	Parkes	to	Peak Hill	01 December 2021
905782	RetF R Stainton	Branxton	to	Kearsley	08 December 2021
906958	RetF M Baldwin	Uralla	to	Branxton	11 December 2021
906030	RetF T Miles	Bowral	to	Campbelltown	20 December 2021
521950	RetF J Taylor	Leura	to	Wentworth Falls	31 December 2021
906894	RetF T Rinck	Parkes	to	Orange	04 January 2022
906974	RetF E Wythes	Parkes	to	Orange	04 January 2022
907423	RetF J Freinberger	Carrington	to	Maitland	12 January 2022

Separations

905258	RetF R Putter	Inverell			07 October 2021
906795	RetF T Fitzgerald	Kingscliff			30 October 2021
904602	RetF D Turner	Bellingen			01 November 2021
901695	RetF C Rojas	Richmond			04 November 2021
905541	RetF L Zingus	Bowraville			09 November 2021
906612	RetF J Pennington	Bowraville			14 November 2021
904186	RetF M O'Brien	Broken Hill South			15 November 2021
907705	RetF C Haydon	Peak Hill			21 November 2021
906711	RetF M Burrell	Lawson			24 November 2021
906818	RetF J Lawton	Moree			26 November 2021
906601	RetF B Vincent	Lambton			29 November 2021
901283	RetF T Lukas	Brewarrina			02 December 2021
901779	RetF M Tully	Maitland			02 December 2021
905852	RetF L Witham	Byron Bay			03 December 2021
906217	RetF J McLaren	Camden			06 December 2021
904886	RetF G Rose	Brewarrina			07 December 2021
906650	RetF B Camuglia	Camden			07 December 2021
280054	RetF P Small	Walgett			12 December 2021
907120	RetF J Helou	Merrylands			15 December 2021
902491	RetF B Whittaker	Holmesville			16 December 2021
902524	RetF S Nilon	Morisset			16 December 2021
311044	DCapt G Rizzeri	Griffith			17 December 2021
906232	RetF B Hayward	Uralla			18 December 2021
907481	RetF G Robinson	Peak Hill			20 December 2021
905937	RetF D Halbisch	Junee			22 December 2021
905790	RetF J Northcott	Bellingen			01 January 2022

Retirements

7039	SF G Pokrajac				14 January 2022
7145	SF S Brennan				15 January 2022
7539	SF J Kaposi				06 January 2022
6461	SO G Kimpton				04 January 2022
7718	SO J Sheather				05 December 2021
6279	SF W Turner				16 December 2021
9399	SF B Giardina				16 December 2021
387007	RetF V Southgate	Mudgee			31 October 2021
521181	RetF D Thurlow	Lithgow			10 December 2021
520337	RetF C Burke	Balranald			15 December 2021
520908	DCapt P Pearce	South Tamworth			17 December 2021
904361	RetF T Krause	Temora			17 December 2021
904993	RetF D Middleton	Macksville			17 December 2021

905102 RetF S Fardell

Orange

22 December 2021

Honorary List

387007	RetF V Southgate	Mudgee	01 November 2021
521181	RetF D Thurlow	Lithgow	11 December 2021
280054	RetF P Small	Walgett	13 December 2021
520337	RetF C Burke	Balranald	16 December 2021
311044	DCapt G Rizzeri	Griffith	18 December 2021
520908	DCapt P Pearce	South Tamworth	18 December 2021
905102	RetF S Fardell	Orange	23 December 2021

ADMINISTRATION AND TRADE NOTICES

Appointments

Service No.	Name	Position	Effective date
907304	R Williams	Area Administrative Support Officer	13 December 2021
908278	A Hurst	Manager Talent Acquisition	10 January 2022

Separations

30030	M Tolson	Executive Assistant	26 January 2022
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Paul Baxter
Commissioner
19 January 2022