



# Commissioner's Orders

2022/17

31 August 2022

<b>POLICIES</b> .....	<b>2</b>
WHS Consultation and Issue Resolution Policy, WHS Consultation Procedure and WHS Issue Resolution Procedure.....	2
<b>NOTICES</b> .....	<b>3</b>
Raincoat .....	3
<b>AWARDS</b> .....	<b>4</b>
Meal, travelling and related allowances .....	4
<b>FIREFIGHTER NOTICES</b> .....	<b>13</b>
Vacancies .....	13
Appointments.....	16
Promotions .....	16
New members appointed to Brigades .....	17
Appointment to Rank.....	18
Transfers .....	18
Separations .....	18
Retirements .....	19
Honorary List .....	19
<b>ADMINISTRATION AND TRADE NOTICES</b> .....	<b>20</b>
Appointments.....	20
Separations .....	20
Retirements .....	20

## POLICIES

### WHS Consultation and Issue Resolution Policy, WHS Consultation Procedure and WHS Issue Resolution Procedure

The Work Health and Safety consultation and issue resolution doctrine has been subject to major review with updates published under [WHS Consultation and Issue Resolution](#) in the Workplace Safety toolkit on the intranet.

#### Key points

The *Work Health and Safety Consultation and Issue Resolution Policy* affirms FRNSW's commitment to ensuring the views and concerns of workers and HSR are considered on matters that could affect their health and safety, and that WHS matters that remain unresolved after consultation are resolved through agreed WHS issue resolution procedures.

Guidance is provided in the *Work Health and Safety Consultation Procedure*, including:

- information on the legislative requirement for WHS consultation,
- distinction between local, multiple-work group and organisation-wide WHS consultation matters,
- guidance on mechanisms of WHS consultation,
- step by step procedures for each tier of WHS consultation, and
- a template to guide consultation managers to document their WHS consultation plans.

Guidance is provided in the *Work Health and Safety Issue Resolution Procedure*, including:

- distinction between a WHS "matter" and a WHS "issue",
- timeframes to resolve WHS issues,
- updated information to align with legislative requirements for the management of a Provisional Improvement Notice (PIN) and entry by an WHS Entry Permit Holder.

#### Who needs to read the doctrine?

The policy and procedures need to be read by all FRNSW workers and HSR, and all management representatives with responsibilities for WHS consultation and WHS issue resolution processes.

#### Rescindment

This *Work Health and Safety Consultation Procedure* rescinds:

- *Work Health and Safety Consultation and Communication Procedures* CG10-010 Version 01 – 21 February 2014
- In Order 2013/25 *Work Health and Safety Consultation*.

This *Work Health and Safety Issue Resolution Procedure* rescinds:

- *Work Health and Safety Issue Resolution Procedure* Version 01 – November 2016,
- *Work Health and Safety Notice Procedure* CG10-011 Version 01 – 2 April 2013
- *Workplace Entry by Work Health and Safety Entry Permit Holders Procedure* CG10-012 Version 01 – 2 April 2013
- In Order 2013/10 *Work health and safety notice procedure*
- In Order 2013/10 *Workplace entry by Work Health and Safety Entry Permit Holders procedure*

- In Order 2017/04 *Work health and safety issue resolution procedure*
- In Order 1996/18 *Visitors to Stations - Union Officials*

*Contact Officer:* Jen Norman, Manager Strategic Safety, 02 9265 3950

*File Reference:* FRN21/973 & FRN21/974

## NOTICES

### Raincoat

A new high visibility raincoat has been approved and will be available for purchase via ESCAT from mid-September 2022. The raincoats are personal issue and will replace existing raincoats allocated to appliances.

#### Issue

The new raincoat will be available for personal issue via ESCAT.

#### Decommission

Once issued, stations must return old raincoats to LHD laundry for decommissioning.

#### Who needs to read this?

This notice must be read by all firefighters.

#### Further information

Refer to Recommended practice, [Raincoat](#) for further information.

*Contact Officer:* Michael Harvey, Manager Equipment Logistics on 02 9742 7555

*File Reference:* FRN12/1928-002

## AWARDS

### Meal, travelling and related allowances

The Australian Taxation Office, Taxation Determination (TD 2022/10) advises that certain allowances have been adjusted, effective from 1 July 2022.

#### Permanent Firefighters

Pursuant to subclause 10.4.2.3 of the *Crown Employees (Fire and Rescue NSW Permanent Firefighting Staff) Award 2021*, the following rates are adjusted by administrative action for Permanent Firefighters.

The following items in Table 3 of the abovementioned Award should now read:

Item No	Clause	Description	Unit	On and from 1 July 2022
14	10.2.3 10.3.1.2 10.4.2.1	Meal allowance	Per meal	\$33.25
15	10.2.1 10.2.2 10.3.1.2 10.4.2.2	Refreshment Allowance	Per meal	\$16.65

Pursuant to subclause 26.8 of the *Crown Employees (Fire and Rescue NSW Permanent Firefighting Staff) Award 2021*, the new allowance rates have been adjusted for Permanent Firefighters.

The following items in Table 4 of the abovementioned Award should now read:

Item No	Clause	Description	Unit	On and from 1 July 2022
1	16.5.2, 25.2.3 26.6.4, 26.6.5.3 29.6.5 29.8.1	Specified (Casual) Journey Rate (Dependent on Engine Capacity) 2601cc & over 1601 to 2600cc Under 1600cc	Per km	42.11 cents \$39.37 cents \$33.05 cents

				Capital Cities and high cost country centres (see list in item 7)	Tier 2 and other country centres (see list in item 7)
4	26.3.1.1	Breakfast	Per meal	\$29.90	\$26.80
5	26.3.1.2	Lunch	Per meal	\$33.65	\$30.60
6	26.3.1.3	Dinner	Per meal	\$57.30	\$52.75
7	26.4.1	Accommodation first 35 days (includes all meals) - Capital Cities  - High Cost Country Centres	Per day  Per day	\$340.15 Sydney \$299.15 Adelaide \$317.15 Brisbane \$310.15 Canberra \$362.15 Darwin \$289.15 Hobart \$315.15 Melbourne \$322.15 Perth  \$289.15 Armidale \$283.15 Bathurst \$287.15 Bega \$307.15 Bourke \$294.15 Broken Hill \$286.15 Cobar \$290.15 Coffs Harbour \$290.15 Dubbo \$287.15 Gosford \$280.15 Griffith \$286.15 Lismore \$305.15 Maitland \$306.15 Mudgee \$299.15 Muswellbrook \$327.15 Newcastle \$332.15 Norfolk Island \$289.15 Nowra \$318.15 Orange \$312.15 Port Macquarie \$281.15 Queanbeyan \$296.15 Wagga Wagga \$300.15 Wollongong	

	26.4.1	- Tier 2 Country Centres	Per day	\$265.45 Albury \$265.45 Cooma \$265.45 Cowra \$265.45 Goulburn \$265.45 Grafton \$265.45 Gunnedah \$265.45 Inverell \$265.45 Narrabri \$265.45 Tamworth \$265.45 Taree \$265.45 Tumut
		- Other Country Centres	Per day	\$249.45
8	26.4.2	Actual Necessary Expenses – all locations	Per day	\$21.30
9	26.4.3	Accommodation – after first 35 days and up to 6 months	Per day	50% of the appropriate location rate
10	26.5	Government Accommodation - Incidental Expenses – all locations	Per day	\$21.30
11	26.6.5.4 29.8.4	Official Business Rate (Dependent on Engine Capacity) 2601cc and over 1601 to 2600cc Under 1600cc	Per km	118.75 cents 109.72 cents 79.26 cents

## Meal, travelling and related allowances

The Australian Taxation Office, Taxation Determination (TD 2022/10) advises that certain allowances have been adjusted, effective from 1 July 2022.

### Retained Firefighters

Pursuant to subclause 8.3.1.3 of the *Crown Employees (Fire and Rescue NSW Retained Firefighting Staff) Award 2021* the following items in Table 3 of the abovementioned Award should now read:

Clause	Description	Code	On and from 1 July 2022
8.2.3, 8.3.1.1 29.4.2	Meal allowance	MA	\$33.25

8.2.1 8.2.2 8.3.1.2	Refreshment Allowance	RA	\$16.65
---------------------------	-----------------------	----	---------

Pursuant to subclauses 20.7 of the *Crown Employees (Fire and Rescue NSW Retained Firefighting Staff) Award 2021*, the following items in Table 5 of the abovementioned Award should now read:

Item No	Clause	Description	Unit	On and from 1 July 2022	
				Capital Cities and high cost country centres (see list in item 4)	Tier 2 and other country centres (see list in item 4)
1	20.2.1	Breakfast	Per meal	\$29.90	\$26.80
2	20.2.2	Lunch	Per meal	\$33.65	\$30.60
3	20.2.3	Dinner	Per meal	\$57.30	\$52.75

Item No	Clause	Description	Unit	On and from 1 July 2022
4	20.3.1	Accommodation first 35 days (includes all meals) - Capital Cities	Per day	\$340.15 Sydney \$299.15 Adelaide \$317.15 Brisbane \$310.15 Canberra \$362.15 Darwin \$289.15 Hobart \$315.15 Melbourne \$322.15 Perth
		- High Cost Country Centres	Per day	\$289.15 Armidale \$283.15 Bathurst \$287.15 Bega \$307.15 Bourke \$294.15 Broken Hill \$286.15 Cobar \$290.15 Coffs Harbour \$290.15 Dubbo \$287.15 Gosford \$280.15 Griffith \$286.15 Lismore \$305.15 Maitland \$306.15 Mudgee \$299.15 Muswellbrook \$327.15 Newcastle \$332.15 Norfolk Island \$289.15 Nowra \$318.15 Orange \$312.15 Port Macquarie \$281.15 Queanbeyan \$296.15 Wagga Wagga \$300.15 Wollongong
	20.3.1	- Tier 2 Country Centres	Per day	\$265.45 Albury \$265.45 Cooma \$265.45 Cowra \$265.45 Goulburn \$265.45 Grafton \$265.45 Gunnedah \$265.45 Inverell \$265.45 Narrabri \$265.45 Tamworth \$265.45 Taree \$265.45 Tumut



		- Other Country Centres	Per day	\$249.45
5	20.3.2	Actual Necessary Expenses – All locations	Per day	\$21.30

Item No	Clause	Description	Unit	On and from 1 July 2022
6	20.3.3	Accommodation – after first 35 days and up to 6 months	Per day	50% of the appropriate location rate
7	20.4, 29.3.3	Incidental Expenses	Per day	\$21.30

## Meal, travelling and related allowances

The Australian Taxation Office, Taxation Determination (TD 2022/10) advises that certain allowances have been adjusted, effective from 1 July 2022.

### Tradespersons

Pursuant to sub-clause 25.1.5 of the *Crown Employees (Fire and Rescue NSW Tradespersons) Award 2022*, meal, accommodation, and incidental allowances have been adjusted as follows:

Item No	Description	Unit	On and from 1 July 2022	
			Capital Cities and high cost country centres (see list in item 4)	Tier 2 and other country centres (see list in item 4)
1	Breakfast	Per meal	\$29.90	\$26.80
2	Lunch	Per meal	\$33.65	\$30.60
3	Dinner	Per meal	\$57.30	\$52.75

4	Accommodation first 35 days (includes all meals) - Capital Cities	Per day	\$340.15 Sydney \$299.15 Adelaide \$317.65 Brisbane \$310.15 Canberra \$362.15 Darwin \$289.15 Hobart \$315.15 Melbourne \$322.15 Perth
	- High Cost Country Centres	Per day	\$289.15 Armidale \$283.15 Bathurst \$287.15 Bega \$307.15 Bourke \$294.15 Broken Hill \$286.15 Cobar \$290.15 Coffs Harbour \$290.15 Dubbo \$287.15 Gosford \$280.15 Griffith \$286.15 Lismore \$305.15 Maitland \$306.15 Mudgee \$299.15 Muswellbrook \$327.15 Newcastle \$332.15 Norfolk Island \$289.15 Nowra \$318.15 Orange \$312.15 Port Macquarie \$281.15 Queanbeyan \$296.15 Wagga Wagga \$300.15 Wollongong

Item No	Description	Unit	On and from 1 July 2022
4	- Tier 2 Country Centres	Per day	\$265.45 Albury \$265.45 Cooma \$265.45 Cowra \$265.45 Goulburn \$265.45 Grafton \$265.45 Gunnedah \$265.45 Inverell \$265.45 Narrabri \$265.45 Tamworth \$265.45 Taree \$265.45 Tumut
	- Other Country Centres	Per day	\$249.45
5	Actual Necessary Expenses – All locations	Per day	\$21.30
6	Accommodation – after first 35 days and up to 6 months	Per day	50% of the appropriate location rate
7	Incidental Expenses	Per day	\$21.30

Contact Officer: *Stuart McMartin, Senior Employee Relations Officer 9265 2954*

## 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.

---

#### **Duty Commander Regional West 1**

---

Applications are invited from firefighters holding the rank of Inspector, Leading Station Officer and Station Officer with twenty-four (24) months service at Station Officer rank for the role of Duty Commander Regional West 1, Regional Operations. This is a second-round advertisement of this position.

*Enquiries:* Superintendent Brett Jackson, Zone Commander RW1 on  
0429 826 464

*Closing date:* 28 September 2022

*Taleo reference:* 000093SG

---

#### **Senior Research Officer, Community Engagement (Operational Support Inspector)**

---

Applications are invited from firefighters holding the rank of Inspector or Leading Station Officer with twelve (12) months service at the Leading Station Officer rank for the role of Senior Research Officer Community Engagement, Community Safety. This is a first-round advertisement of this position.

*Enquiries:* Superintendent Michael Jay on 0403 004 402

*Closing Date:* 28 September 2022

*Taleo Reference:* 000093XW

---

#### **Assistant Equipment Management Officer, Operational Logistics (Operational Support Station Officer)**

---

Applications are invited from Senior Firefighters with at least thirty-six (36) months service at Senior Firefighter rank with FRNSW as of the closing date for applications for the role of Assistant Equipment Management Officer, Operational Logistics, Operational Capability. The successful applicant will be conditionally appointed as Operational Support Station Officer as per 14.10.1 Crown Employees (FRNSW Permanent Firefighting Staff) Award 2021. This is a third-round advertisement for this position.

Please note: This is third round advertisement for this role and as a result it is only open to Senior Firefighters with at least thirty-six (36) months service at Senior Firefighter rank with FRNSW as of the closing date for applications. The role description for this role is generic and the essential requirement – *Must have at least forty-eight (48) months of service from*

*the date of commencement as a Recruit Firefighter* is based on Operational Support Level 2 classification requirements. This essential requirement will not be considered for this recruitment action.

*Enquiries:*                    *Inspector Michael Harvey, Manager Equipment Logistics on 0427 725 371*

*Closing Date:*            *28 September 2022*

*Taleo Reference:*        *000093UW*

---

**Operator Sydney Communications Centre (2 positions)**

---

Applications are invited from Permanent Firefighters who hold the rank of Qualified Firefighter, Senior Firefighter or Leading Firefighter for the role of Operator Communications Centre (Alexandria), Operational Communications, Operational Capability. This is a first-time advertisement of this position

*Enquiries:*                    *Inspector Mat Sigmund, Response Coordinator on 0423 614 573*

*Closing Date:*            *28 September 2022*

*Taleo Reference:*        *000093RT*

---

**Bushfire Management Committee Advisor (BFMCA), Operational Support Level 2**

---

Applications are invited from firefighters with at least forty-eight (48) months service from the date of commencement as a recruit firefighter for the position of Bushfire Management Committee Advisor (BFMCA), Operational Capability. This is a first-round advertisement for this position.

*Enquiries:*                    *A/Inspector Brett Pittman, Team Leader Bushfire on 0447 203 730*

*Closing Date:*            *28 September 2022*

*Taleo Reference:*        *000093RU*

---

**Training Officer FFIT, Operational Support Level 2 (2 positions)**

---

Applications are invited from firefighters with at least forty-eight (48) months service from the date of commencement as a recruit firefighter for the position of Training Officer FFIT, Education & Training. This is a first-round advertisement for this position.

*Enquiries:*                    *Inspector Nick Chubb on 0456 785 891*

*Closing Date:*            *28 September 2022*

*Taleo Reference:*        *000093XC*

---

**On-Call Firefighter to Permanent Firefighter (2 x positions), Albury Central**

---

Applications are invited from On-Call Firefighters currently attached to 206 Albury North and 209 Albury Civic for the position of Permanent Firefighter Albury Central, Regional Operations. This is a first-round advertisement for this position.

*Enquiries:* Superintendent Stewart Alexander, Zone Commander RS3 on 0417 651 826

*Closing Date:* 28 September 2022

*Taleo Reference:* 000093UY

---

**On-Call Firefighter to Permanent Firefighter (2 x positions), Turvey Park**

---

Applications are invited from On-Call Firefighters currently attached to 472 Turvey Park and 480 Wagga Wagga for the position of Permanent Firefighter Turvey Park, Regional Operations. This is a first-round advertisement for this position.

*Enquiries:* Superintendent Stewart Alexander, Zone Commander RS3 on 0417 651 826

*Closing Date:* 28 September 2022

*Taleo Reference:* 000093VB

---

**On-Call Firefighter to Permanent Firefighter, Armidale**

---

Applications are invited from On-Call Firefighters currently attached to 205 Armidale and 315 Guyra for the position of Permanent Firefighter Armidale, Regional Operations. This is a first-round advertisement for this position.

*Enquiries:* Inspector Peter Nugent, A/Zone Commander RN3 on 0418 626 558

*Closing Date:* 28 September 2022

*Taleo Reference:* 000093XM

## Appointments

---

Service No.	Name	Position	Effective date
901259	R Gower	Training Officer BA/Hazmat	24 August 2022

## Promotions

---

### Senior Firefighter to Leading Firefighter

---

9312	B Gaudin		13 July 2021
900856	K Strudwick		06 August 2021
901769	L Schiffler		08 August 2021
8646	B Edwards		18 August 2021
8700	R Bailey		25 August 2021
901972	C Lloyd		29 August 2021

### Firefighter to Qualified Firefighter

---

907436	W Lomas		14 September 2022
907442	K Turner		14 September 2022
907621	D Burnett		22 February 2023

### Recruit Firefighter to Firefighter

---

908396	J Bish		22 July 2022
908397	J Carlisle		22 July 2022
908445	M Dalley		22 July 2022
905885	S Edgar		22 July 2022
908446	B Gooley		22 July 2022
904556	N Johansen		22 July 2022
908398	B Overton		22 July 2022
908399	B Pember		22 July 2022
908400	S Priestly		22 July 2022
908447	R Privatelli		22 July 2022
908401	B Quin		22 July 2022
908402	U Santos de Jesus		22 July 2022
908404	A Scannell		22 July 2022
908479	S Douglas		22 July 2022



908406	A Taylor	22 July 2022
908407	G Turnbull	22 July 2022
908408	J Vandenberg	22 July 2022
908409	R Willis	22 July 2022
908448	E Woan	22 July 2022
908488	M Bell	26 August 2022
904319	S Coyle	26 August 2022
908489	J Daddo	26 August 2022
908490	G De Mesa	26 August 2022
905333	T De Paoli	26 August 2022
906303	L Duffy	26 August 2022
908491	D Gibson	26 August 2022
906565	E Gosby	26 August 2022
908492	A Hamodeh	26 August 2022
908493	C Holcombe	26 August 2022
902887	D Jackson	26 August 2022
908494	S McConnell	26 August 2022
908495	B McCrindle	26 August 2022
908496	J McGrath	26 August 2022
908497	P Metham	26 August 2022
908498	M Morrison	26 August 2022
908499	S Poole	26 August 2022
908500	W Sears	26 August 2022
908502	M Whitehouse	26 August 2022

---

### **New members appointed to Brigades**

---

908771	B Williams	Glen Innes	05 August 2022
908775	K Halloran	The Entrance	08 August 2022
908776	R Burns	Narromine	08 August 2022
908777	M Crawley	Nambucca Heads	09 August 2022
908778	M Johnston	Mullumbimby	09 August 2022
908780	J Harkness	Mullumbimby	09 August 2022
908781	J Giesler	Denman	10 August 2022
908782	T Sweeny	Temora	11 August 2022

908785	J Marsh	Denman	11 August 2022
908786	T Blunn	Goonellabah	12 August 2022
908784	J Goff	Bowral	15 August 2022
908787	M Cinar	Junea	15 August 2022
908790	L Monro	Nambucca Heads	16 August 2022
908792	R Malvern	Warren	17 August 2022
908793	L Young	Balgownie	18 August 2022
908795	M Robinson	Cooma	18 August 2022
908796	C Kimmins	Shellharbour	18 August 2022
908788	E O'Fathartaigh	Katoomba	22 August 2022

---

### Appointment to Rank

---

904752	G Vanderburg	Captain	Ballina	08 August 2022
904712	S Hourn	Deputy Captain	Merriwa	15 August 2002
900283	A Grant	Deputy Captain	Eden	22 August 2022

---

### Transfers

---

205034	B Gerdes	Sawtell	to	Queanbeyan	12 August 2022
905400	N Ahern	Trangie	to	Delroy	15 August 2022
906363	L Collins	Cardiff	to	Tweed Heads	15 August 2022
907424	C Bradtke	Warren	to	Narooma	16 August 2022
906986	G West	Lithgow	to	Bathurst	19 August 2022

---

### Separations

---

521103	G Dowden	Guyra	11 March 2022
907850	M Craig	Balgownie	06 June 2022
903057	R Ebbeck	Holmesville	20 June 2022
900360	L Lewis-Hughes	Alstonville	30 June 2022
521653	L Scerri	Morisset	04 July 2022
903989	B Antaw	Glen Innes	04 July 2022
900114	D Boag	Minmi	10 July 2022
908293	A Patterson	Laurieton	15 July 2022
905067	L McGee	Kelso	18 July 2022

900945	M Tull	Singleton	20 July 2022
907339	L Moore	Kingscliff	27 July 2022
907568	C Dickinson	Narrabri	31 July 2022
905408	B Goodman	Wallerawang	01 August 2022
907503	J Turner	Wallsend	04 August 2022
905453	T Field	Portland	05 August 2022
905635	J Goodliff	Raymond Terrace	07 August 2022

---

## Retirements

---

7091	B Sullivan	Station Officer	08 September 2022
6113	P Morrisson	Senior Firefighter	30 August 2022
8039	B Mooney	Senior Firefighter	15 August 2022

324020	C Clarke	Holbrook	13 May 2022
521567	D Ferguson	Brunswick Heads	29 June 2022
293021	J McBurnie	Finley	01 July 2022
904940	S Bullock	Eden	29 July 2022

---

## Honorary List

---

521103	G Dowden	Guyra	12 March 2022
324020	C Clarke	Holbrook	14 May 2022
521567	D Ferguson	Brunswick Heads	30 June 2022
293021	J McBurnie	Finley	02 July 2022
521653	L Scerri	Morisset	05 July 2022

## ADMINISTRATION AND TRADE NOTICES

### Appointments

---

<b>Service No.</b>	<b>Name</b>	<b>Position</b>	<b>Effective date</b>
908774	C Sebastian	SharePoint Solutions Architect	15 August 2022
908312	P McDonald	Administrative Support Officer	24 August 2022
<b><i>Amendment to Commissioners Orders 2022/16</i></b>			
908173	A Huynh	Engineer	12 September 2022

### Separations

907755	L Raisin	Administrative Support Officer	23 August 2022
905951	P Gopisetty	Senior Application Developer	09 September 2022
908621	N Vu	Accounts Officer	23 August 2022

### Retirements

30220	M Thompson	Director Information Technology	23 August 2022
-------	------------	---------------------------------	----------------

**Paul Baxter**  
**Commissioner**  
**31 August 2022**