



Commissioner's Orders

2023/07

12 April 2023

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HONOURS

National Medals and Clasps

National Medal

9174 Sarah TOBIN	521551 Joab RUSHTON
9175 Terry O'KANE	521558 John BIANCHINI
9176 Nathan HUTCHESON	521569 Brett MAKER
9178 Kyle MATHIESEN	521576 David VIARELLA
9180 Steven WALTON	521581 Aaron FERGUSON
9181 Robert WRIGHT	521583 Andrew BAKER
9182 Lucas GARDEN	521594 Natasha FISTR
9183 Matthew HAIG	521600 Matthew MURTAGH
9184 Brendan GRUGAN	521606 Toni THOMPSON
9186 Luke PARKIN	521610 Matthew DALY
9189 David SHARP	
9191 Sean ASKEW	
9192 Gregory NOTTAGE	
9194 Christian JANS	
9195 Davina PYE	
9197 John SHEEHY	
9198 Shane WALKER	
9199 Peter ABRAHAMMS	
9200 Daniel SKYBINSKY	
9202 Peter WORRAD	
9203 Drew MCKENNA	
9204 Kimberly CARLAND	
9205 Christopher GILPIN	
9206 Gavin LITTLE	
9207 David LEA	
9208 James BARBUTO	
9211 Mark BELL	
9212 David KOSTER	
521526 Craig BURKE	
521540 Timothy TIMMER	
521546 Anthony BLACKADDER	

1st Clasp of the National Medal

7365	Andrew FRASER	226028	Stephen SWEENEY
7604	Rodd BLAND	227018	Alan MATHESON
7614	Robert DICKSON	301034	Simon SMITH
8413	Brendan DALY	323023	Michael WATTS
8648	Robbie STEPHENSON	324020	Charles CLARKE
9457	Matthew BELL	340016	Jeffrey O'FARRELL
220041	Jenni MOWBRAY	484038	Graham THORPE

2nd Clasp of the National Medal

6633	Wayne WRIGHT	6655	Glenn EDWARDS
6635	Christopher MCAULIFFE	6656	Mark DELVES
6637	Errol WARWICK-DAY	6657	Clive HOOK
6639	Adrian FISHER	6659	Phillip STERLING
6641	John HOKIN	6661	Bradley MEYN
6642	Glen HINGSTON	6662	Paul RUDD
6644	Darren GOULD	7290	Michael MEDLIN
6646	Philip SHEEDY	7631	Michael HALL
6650	Timothy BROWN	8151	Andrew SHURETY
6652	Mark MCFARLANE	461023	Shane JONES
6654	Alan COOPER		

3rd Clasp of the National Medal

8145	Bradley IVES	321008	Michael EDWARDS
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Long Service and Good Conduct Medals and Clasps

LSGC Medal

820754 Roz CHATTAWAY	901754 Alexander KRANENBURG
901677 Matthew BLACKMORE	901755 Kimberly CASS
901678 John HODSON	901756 Matthew DUNN
901679 Louise DICKSON	901757 Matthew JOHNSON
901681 Nicholas DALY	901758 Mardi FRY
901684 Ian EBBELS	901759 Jeffrey WATERFIELD
901687 Jay COSTER	901762 Shelley PARKER
901690 Luke VILES	901763 Kamarah POOLEY
901692 Garth WILLMOTT	901764 Matthew TOGHILL
901693 Daniel OLEJNICZAK	901766 Anthony HAYNES
901697 Peter STACEY	901768 Brad DEMPSEY
901698 Christopher PEACOCK	901769 Luke SCHIFFLER
901699 Stephen LYSTER	901770 Aydan CHODKIEWICZ
901704 Andrew HERIOT	901771 David WATSON
901705 Bill HAWLEY	901776 Reece BENNETT
901717 Mark SAWYER	901781 Bradley ALLEN
901721 Benjamin CARRIE	901784 Aaron WALKER
901725 Benjamin DALY	901789 Neal SWAIN
901729 Duane BURKE	901790 Benjamin FISHER
901730 Anika BALLANTINE	901791 Christopher MARTIN
901732 Maxwell COTTINGHAM	901800 Andrew MCGARITY
901733 Scott UNDERWOOD	901812 Jonathan DUFFY
901734 Stephen BOTTRILL	901821 Michael MULVEY
901740 Luke CAMPBELL	901822 Brendan SWAIN
901745 Patrick NASH	901828 Krysti MACRAE
901747 Luke MITCHELL	901835 Robert DAY
901749 Mark MCFARLANE	901839 Sidney BAILEY
901752 Luke CRIDLAND	901843 Glen BEASLEY
901753 Scott HARLEY	901853 Matthew REID

1st Clasp of the LSGC Medal

8269 David VALENTINE	8271 Adam HAWTHORNE
8270 Neil KING	8272 Guy MANGAN

8273 Shane MURRAY
8274 Glenn OSTARA
8275 Scott GORDON
8278 David CLARKE
8279 Royce BECK
8284 Sean MCINTOSH
8285 Aaron CAMPBELL
8287 Robert JOSHUA
8289 Edward COOPER
8292 Ryan HARRIS
9282 Sebastian JACOBS

28310 Kerrie PILON
28311 Helen PATERSON
28313 Kerrie BEAUMONT
80026 Bruce SIGAL
212033 Richard WHITE
216060 Timothy LARNACH
224025 Ian JOHNSON
343037 Michael HILLIER
411028 Benjamin SCHRADER
428059 Tim EDLINGTON
505043 Richard COLE

2nd Clasp of the LSGC Medal

7127 Graham KINGSLAND
7128 Christopher ROSS
7129 Malcolm MCCLURE
7130 Craig UNDERWOOD
7131 Dennis SHAW
7132 Michael O'SHANASSY
7133 Graeme HURST

7136 Andrew NAGY
7671 Glenn JOBBINS
29732 Julie COGGINS
345033 Christopher QUINN
428036 Michael MCDONALD
445038 Paul BARTON
458042 Nathan GOODBUN

3rd Clasp of the LSGC Medal

5899 Paul SHAPTER
5907 Anthony MARTIN
5913 Glen BOYKO

293010 Brian O'HORA
346009 Peter HART

POLICIES

Operational Assurance Review Policy

The [Operational Assurance Review Policy](#) has been published on the Operational Improvement and Assurance [toolkit](#) on the intranet.

Key points

The [Operational Assurance Review Policy](#) affirms FRNSW's commitment to ensuring that safety of fire fighters and the community. Operational Assurance Reviews observe the knowledge, skills and performance of frontline operational staff and the mechanisms that support them to both identify and address operational risk.

The policy is focussed on determining the current state of operational readiness and outlines the key responsibilities of staff involved before, during and after this process.

Who needs to read this instruction?

This policy needs to be read and understood by all Fire Fighters and Officers. Other staff should be aware of this policy, as an Operational Assurance Review may lead to suggestions for improvement in their area of responsibility.

Contact Officer: *Manager Operational Improvement – Shaun Weston 0428504155*

File Reference: *D22/ 92030*

After Action Review Policy

The [After Action Review Policy](#) has been published on the Operational Improvement and Assurance [toolkit](#) on the intranet.

Key points

The *After Action Review Policy*

- After Action Reviews provide a forum to reflect on team performance, aimed at reinforcing positive behaviours and actions (sustain) and identifying areas for improvement (improve).
- AARs are conducted after incidents and may also be held for exercises and major events, contributing to continuous improvement of operations.
- Thematic insights resulting from individual observations and AAR's are risk assessed and may invoke a working action plan, recorded on the Operational Improvement and Assurance register.

Who needs to read this instruction?

This policy needs to be read and understood by all Fire Fighters and Officers. Other staff should be aware of and understand this policy, as an After Action Review, may lead to suggestions for improvement in their area of responsibility.

Rescindment

This policy rescinds:

- Commissioners Orders 2015/17, *Operational Debrief Policy*

Contact Officer: Manager Operational Improvement – Shaun Weston 0428504155

File Reference: D22/ 92030

NOTICES

ANZAC Day 2023

ANZAC Day is a National Day of Remembrance that goes beyond the anniversary of the landings at Gallipoli in 1915. It is the day on which we remember all Australians who served and died in war operations and on operational service. The spirit of ANZAC, with its qualities of courage, comradeship, and self-sacrifice continues to have meaning and relevance for our sense of National identity.

ANZAC Day March

The aim of the ANZAC Day March is to give the participating veterans, ex-services personnel and the public an opportunity to honour those who served in the defence of Australia or its interests, especially remembering those who paid the supreme sacrifice or otherwise suffered because of their service. The Returned and Services League of Australia (RSL) has granted permission for FRNSW to march in the Newcastle ANZAC Day March as a Unit under Command.

Eligibility to March

Eligibility to march in the ANZAC Day March is determined by the Returned and Services League of Australia. In short, anyone eligible to be a member of the RSL is eligible to participate in the ANZAC Day March. One descendant of a deceased veteran may also honour their relative's service by wearing the relative's medals on their right breast.

Dress

Dress uniform (full ceremonial) for uniformed personnel.

Lounge suit/smart casual for administrative and trades personnel

Protocol for wearing medals.

Current and former FRNSW employees who have been awarded FRNSW Commendations and Awards who wish to honour a relative's war service by wearing their relative's medals should wear the relative's medals on the right breast below their FRNSW Commendations and Awards.

Consumption of alcohol while in uniform

FRNSW employees must not consume alcohol while in FRNSW uniform or wearing any identifiable part of FRNSW uniform, provided that the Commissioner may grant exemptions to allow the consumption of alcohol at work or whilst in uniform at special events. In these circumstances workers must ensure that alcohol is consumed in a responsible manner, consistent with upholding the reputation and integrity of FRNSW.

How to March with Newcastle Contingent on ANZAC Day

Forward your intention to march and proof of Defence Force Service papers to the ANZAC Day Co-ordinator at: mnaoadmin@fire.nsw.gov.au

Meet up at 260 Station, Newcastle at 0800h, 25 APRIL 2023.

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.

Operational Support Inspector, Team Leader Aviation

Applications are invited from officers holding the rank of Inspector or Leading Station Officer with twelve months service at the Leading Station Officer rank for the role of Team Leader Aviation, Bushfire and Aviation. *This is a first-round advertisement of this position.*

Enquiries: Superintendent Scott Donohoe, Bushfire and Aviation on
0400 440 361

Closing date: 10 May 2023

Taleo reference: 00009K00

Operational Support Inspector, Team Leader Simulation

Applications are invited from officers holding the rank of Inspector or Leading Station Officer with twelve months service at the Leading Station Officer rank for the role of Team Leader Simulation, Strategic Capability. *This is a first-round advertisement of this position.*

Enquiries: Superintendent Jeff Hogan, Operational Command Management on
0416 803 455

Closing date: 10 May 2023

Taleo reference: 00009K02

Fire Safety Officer, Operational Support Station Officer/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 role of Fire Safety Officer, Community Safety. 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 2022. This is a second-round advertisement of this position.

Inquiries: Station Officer Luke Loseby, Team Leader Fire Safety on
0418 259 991.

Closing Date: 10 May 2023

Taleo Reference: 00009JR6

Training Officer Rescue

Applications are invited from firefighters with at least 48 months service from the date of commencement as a recruit firefighter for the position of Training Officer Rescue in the Education and Training Directorate at the Emergency Services Academy, Orchard Hills. This is a first-round advertisement for this position.

Enquiries: *Inspector Jeffrey Morse on 0448 869 205*

Closing date: *10 May 2023*

Taleo reference: *00009JTL*

Appointments

Service No.	Name	Position	Effective date
8241	N Chubb	Relieving Inspector	07 April 2023
8246	M Hreszczuk	Relieving Duty Commander	
		Region South	24 April 2023

Promotions

Firefighter to Qualified Firefighter

905885	S Edgar	07 April 2023
907774	P Green	26 April 2023
907775	A Howe	26 April 2023
907776	C Joseph	26 April 2023

New members appointed to Brigades

909231	A Davy	Merewether	21 March 2023
909234	A Brown	Barham	25 March 2023
909240	C Bassett	Mudgee	28 March 2023
909248	A Chappelow	Albion Park	29 March 2023
909241	T Kennaugh	Katoomba	30 March 2023
909243	D Izard	Ulladulla	30 March 2023
909247	N Warton	Gulgong	30 March 2023
909250	I Navatu	Gunnedah	31 March 2023

Transfers

908535	J Clark	South Tamworth	to	Lambton	27 March 2023
909094	H Moulds	Moree	to	Narrabri	31 March 2023
908449	N McCarthy	Windsor	to	Riverstone	1 April 2023
905824	S Rattenbury	Coolah	to	Taree	2 April 2023
904830	J Markham	Muswellbrook	to	Forster	4 April 2023

Appointment to Rank

907544	S Middleton	Deputy Captain	Kearsley	23 March 2023
521039	T McCall	Deputy Captain	Gulgong	27 March 2023
903266	A Lennon	Captain	Cobar	31 March 2023
908195	L McKenzie	Deputy Captain	Morpeth	3 April 2023

Separations

906495	A Warner	Qualified Firefighter	23 March 2023
906151	P Denyer	Barraba	19 December 2022
906686	P Sherwood	Barraba	18 January 2023
907582	M Bryant	Wee Waa	19 February 2023
908526	S George	Kingscliff	28 February 2023
909105	D Willis	Junee	1 March 2023
905042	C Morris	Picton	6 March 2023
900745	N Colver	Tea Gardens	16 March 2023
906137	I Cole	Toukley	17 March 2023
906823	J Larsen	Toukley	17 March 2023
907270	J Fuller	Casino	18 March 2023
904022	S James	Rutherford	23 March 2023
902352	P Scott	Kempsey	27 March 2023
908721	A Fleming	Maitland	27 March 2023

Retirements

6552	P Morris	Senior Firefighter	21 April 2023
904251	S Olireti	Qualified Firefighter	19 April 2023
508008	R Eckersley	South Tamworth	15 March 2023
484045	S Kirsop	Wallsend	29 March 2023

Honorary List

508008	R Eckersley	South Tamworth	16 March 2023
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Jeremy Fewtrell
Acting Commissioner
12 April 2023