



The Public Service Association of NSW serves the following claims on the Rural Fire Service for variation of the *Crown Employees (Rural Fire Service) Award 2012*.

Integrity and Trust

1. To foster a climate of trust and reliability we seek the following:

- 1.1. All existing conditions of employment will be maintained unless otherwise improved as a result of negotiations with the PSA.
- 1.2. An indexation increase in all allowances contained within the Award to ensure parity with increases of applicable allowances by inclusion in the annualised conditions allowance.
- 1.3. The PSA reserves the right to raise other matters throughout negotiations that are of benefit to PSA members and that are not contained within this document.

2. To ensure a sustainable approach to working hours we seek the following:

- 2.1. The RFS will support all employees to achieve an acceptable balance of work and life by ensuring that employees work an average 35 hour week within a bandwidth from Monday to Friday.
- 2.2. Employees will be able to access a formalised Flexible Working Hours arrangement in consultation with their manager.
- 2.3. Employees will be adequately compensated for being required to work outside of the bandwidth of Monday to Friday, on weekends and Public Holidays

3. To ensure the Work Health and Safety of employees and a balance of work and life we seek the following:

- 3.1. That the fundamental principles of Fatigue Management are enshrined into the Award.
- 3.2. Workload management for employees will be improved to ensure it is safe, realistic and achievable. Steps will be taken to ensure that workload issues do not negatively impact on an employee's ability to access regular leave, flexibility, training and career development opportunities.

Mutual Respect

4. To ensure a consistent application of the Award in line with procedural fairness we seek the following:

- 4.1. All terms and conditions of employment contained in the Award will be prescribed in plain English and all unnecessary duplication and ambiguity will be removed from the Award.

- 4.2. Training of managers and supervisors in the full range of their responsibilities, including workload management, employee feedback techniques, performance management and review, dealing with employees with special needs, employees that are returning to work after injury or illness and cultural awareness.
- 4.3. All employees of the NSW Rural Fire Service, including Senior Executive, Managers and Supervisors are fully informed of the Award and are suitably competent to implement the obligations and entitlements of the Award.

5. To support a constructive accountable respectful culture we seek the following:

- 5.1. That the Award contains specific measures to address bullying in all forms.
- 5.2. All employees, including Senior Executive, Managers and Supervisors are trained in regards to such specific measures and the relative bullying service standard and policy.

Adaptability and Resourcefulness

6. To ensure that there is a strategic plan to manage After Hours work for the health, safety and balance between work and life for employees we seek the following:

- 6.1. All After Hours work should be performed at a work location.
- 6.2. All work performed After Hours should be adequately compensated.

7. To ensure that entitlements within the Award are managed and applied in an equitable manner we seek the following:

- 7.1. To retain the administrative efficiency that is intended by the current form of the Annualised Conditions Allowance (ACA).
- 7.2. To remove the inequities that exist caused by the ACA being calculated according to a matrix of percentages of an employee's salary.
- 7.3. That all of the terms and conditions of the ACA be more clearly defined.
- 7.4. That the Award makes clear that ACA recipients while on call are entitled to additional payment if called to duty.
- 7.5. The process for overtime payments shall be modernised so that payments can be made within two pay cycles.

Community and Environment

8. To ensure employees can effectively deliver to communities during periods of Major Incidents we seek the following:

- 8.1. If employees operating under Major Incident Conditions are to be continued to be treated as shift workers, that a system is put in place to ensure employees are compensated for working additional hours above their contracted 35 hours.
- 8.2. That role statements are developed for Incident Management Team positions and that employees are paid in accordance with the role being performed (unless at a lower grading than their substantive role).
- 8.3. For the commencement and conclusion of Major Incident Conditions to be more clearly defined.
- 8.4. The process for overtime payments for Major Incidents shall be modernised so that payments can be made within two pay cycles.

9. To continue the principles of being a volunteer supportive employer we seek the following:

- 9.1. To support volunteers and their organisations in all activities.
- 9.2. To support the flexible membership principles and recognise that all volunteer activities have equal importance.

Knowledge and Learning

10. To ensure professional recognition and career development that will maintain a sustainable workforce we seek the following:

- 10.1. That the Award provides clear career paths across all of the areas of the NSW Rural Fire Service in order to modernise the approach in future service delivery.
- 10.2. That the Award provides for ongoing training and learning opportunities that support career and professional development.