

From: Communication Services <comms@rfs.nsw.gov.au>
Sent: Thursday, 12 August 2021 10:01 AM
To: All Staff
Subject: Message from the Commissioner: RFS Award - summary of feedback report



12 August 2021

Message from the Commissioner

Good morning,

As promised, as part of the RFS Award consultation process we have now analysed your feedback to the survey and prepared [a summary report](#).

Highlights from the feedback survey include:

- Nearly 60% of our people responded to the feedback survey.
- 483 (74%) either strongly disagreed or disagreed to supporting the proposal.
- Three quarters of our people who responded disagreed that the proposed changes offered better employment conditions or that they were conducive to better service delivery.
- 377 respondents (58%) prefer to keep the current RFS Award in some form, with 262 respondents (40%) indicating a preference to ensure consistent and fair practices.
- There was a wealth of feedback and suggestions for better application of the current Award, mainly focused on allowances for after hours duty and on call work, management of Agreed Absences and Local Arrangements and shift work.

It is very clear from the feedback survey that our people are not supportive of changes proposed to employment conditions. As I have said many times, we will not support changes to the RFS Award unless they are supported by staff. We have listened to your feedback, and we will not seek to implement the proposed changes.

Given your feedback, we will now seek to develop protocols and guidance for better application of the current Award. This will include consultation with staff to confirm requirements for better practice and development of supporting materials that are member supported. The summary feedback report provides an overview of the next steps including the process and anticipated timeframes. We would look to have better practices finalised and in place before the end of June 2022.

As I have raised before, the Public Service Association of NSW (PSA) may elect to take a different

stance on this matter. Whether or not the PSA decides to pursue arbitration of our Award conditions, please rest assured that we will do everything within our authority to ensure that your views are honoured and that employment conditions continue to be fair and conducive to service delivery.

I would again like to thank you for your engagement and participation in the consultation process, and taking the time to have your say about this very important issue.

Regards

Rob Rogers AFSM
Commissioner

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