

NZFS Offer - CEA Negotiations with NZPFU

- a) Term of 18 months, from 1 January 2009 to 30 June 2010
- b) 1% increase in wages and allowances from 1 January 2009
- c) Further 1% increase in wages and allowances from 1 July 2009.
- d) Inclusion of Officership Allowance into Total Weekly Wage of Station Officers and Senior Station Officers with effect from 1 July 2009, in conjunction with changes to Part 2, Clause 1 (Progression) of the current CEA as shown in Appendix A (attached), and removal of Clause 2.6.21 and any reference to Officership Allowance in Part 5, Table 4 of the current CEA.
- e) Removal of Part 2, Clause 8 (Sick Leave), Part 2 Clause 10 (Non-work Accident Leave) and Part 2, Clause 11 (Secondary Employment Accident Leave) from the current CEA and replacement with Appendix B (attached).
- f) Changes to Clause 1.4.2.3 of the current CEA as shown in Appendix C (attached).
- g) Removal of Clause s 2.6.13 and 2.6.13.1 (Shift Allowance) of the current CEA, and removal of the reference to Shift Allowance in Part 5, Table 4 of the current CEA.
- h) Changes to Clause 2.14.1 of the current CEA as shown in Appendix D (attached).
- i) Changes to POLHR2.14 - Transfers, Notification of Vacancies and Appointment policy (Clause 5.6.3 of the current CEA) as shown in Appendix E (attached).
- j) Removal of Part 6, Schedule 5 of the current CEA, and changes to Part 2, Clause 5 of the current CEA as shown in Appendix F (attached).
- k) Change to Part 1, Clause 1 of the current CEA as shown in Appendix G, and removal of all references to Trainee Firefighters from the current CEA, including from Part 5, Table 2 and Part 5, Table 3 of the current CEA.
- l) Removal of Clause 1.17.2 of the current CEA.
- m) Commitment of NZFS to undertake work in areas identified by the NZPFU and NZFS at a recent meeting that could generate savings to fund future wage increases that will include, but is not limited to:
 - Changes to the way training is delivered and resourced (looking at location of courses, better combination of full-time trainers supported by operational firefighters, the number of promotional courses, moderation processes etc
 - Rank rationalisation - firefighter and officer ranks
 - Options in relation to recruit training

- Alternative shift rosters - flexibility, part-time rosters, relief rosters, alternative rosters etc

Appendix A

PART 2 – CLAUSE 1 – PROGRESSION

2.1.1 TRAINEE FIREFIGHTER

2.1.1.1 Upon employment by the Chief Executive/National Commander.

2.1.2 FROM TRAINEE FIREFIGHTER TO FIREFIGHTER

2.1.2.1 By appointment by the Chief Executive/National Commander.

2.1.2.2 Subject to having successfully completed the Career Fire-fighter Recruit Programme, including all prescribed theoretical and practical assessments.

2.1.3 FROM FIREFIGHTER TO QUALIFIED FIREFIGHTER

2.1.3.1 After 2 years' continuous employment.

2.1.3.2 Subject to having successfully completed the career Qualified Firefighter Programme, including all prescribed theoretical and practical assessments, examination and consolidation activities.

2.1.4 FROM QUALIFIED FIREFIGHTER TO SENIOR FIREFIGHTER

2.1.4.1 After 2 years' continuous employment as a Qualified Firefighter.

2.1.4.2 Subject to having successfully completed the career Senior Firefighter Programme, including all prescribed theoretical and practical assessments, examination and consolidation activities.

2.1.5 FROM SENIOR FIREFIGHTER TO STATION OFFICER

2.1.5.1 After 2 years' continuous employment as a Senior Firefighter.

2.1.5.2 Subject to having successfully completed the career Station Officer Programme, including all prescribed theoretical and practical assessments, examination and consolidation activities.

2.1.5.3 By appointment by the Chief Executive/National Commander to an established position.

2.1.5.4 Upon promotion to a Station Officer position it is expected that these individuals will actively and positively contribute to the success of the NZFS by ensuring the work of their

watch is focused on achieving a reduction in the incidence and consequences of fire through:

- Leading his/her watch to achieve results directly relevant to organisational objectives
- Ensuring that all members of his/her watch maintain a high level of competence and skill
- Modelling behaviours that are consistent with the values and practices of NZFS
- Providing timely and constructive feedback to watch members, focused on recognising good performance and dealing appropriately with performance issues

2.1.6 **FROM STATION OFFICER TO SENIOR STATION OFFICER**

2.1.6.1 After 2 years' continuous employment as an operational Station Officer.

2.1.6.2 Subject to having successfully completed the career Senior Station Officer Programme, including all prescribed theoretical and practical assessments, examination and consolidation activities.

2.1.6.3 By appointment by the Chief Executive/National Commander to an established position.

2.1.6.4 Upon promotion to a Senior Station Officer position it is expected that these individuals will actively and positively contribute to the success of the NZFS by ensuring the work of their watch is focused on achieving a reduction in the incidence and consequences of fire through:

- Advocating for and communicating the organisational position in a positive way to his/her watch
- Creating an environment where change is readily accepted and achieved, and where barriers to change are appropriately responded to

In addition to meeting those expectations detailed for Station Officers, above.

TIME TO BE MADE UP

2.1.7 Where, for any reason, the employment of any worker is interrupted for a period of twelve weeks or more in one year, such member shall be required to serve such additional time as may be necessary to complete the total term of employment or terms of employment required under the provisions of the progression clause of this Agreement for appointment or promotion to any rank or position.

2.1.8 Where prior to the date of this Agreement any worker who is currently employed in the Service, has, during his or her present term of employment, so transferred to a non-operational position before having completed the term or terms of employment required under the provisions of the progression clause of this Agreement for appointment or promotion to any rank or position, then such worker's employment shall be deemed to have been interrupted (but not broken) by the period of time during which any worker was employed in such non-operational position and such term of employment may be resumed on return to operational duties.

Appendix B

Sick Leave – Part Two (Replaces Clauses 8, 10 and 11)

Nothing in this clause shall deprive any worker covered by this Agreement of any entitlement under any Act of Parliament, provided however that all sick leave entitlements in this Agreement are inclusive of, and not in addition to, the entitlements regarding sick leave under the Holidays Act 2003.

Entitlement

Where a worker is rendered unfit for duty as a result of illness such worker shall be entitled to paid sick leave of up to 12 shifts per annum. After 14 years employment the allocation increases to 14 shifts per annum. An entitlement of 12 shifts will be available immediately upon commencing employment with the New Zealand Fire Service.

Medical certificates, dated on the day of the absence, where practicable, will be required by the employer at any time where:

- The employee's sick leave absence is for three or more consecutive shifts/working days or;
- The employer has concerns about the employee's health and well-being because of the level of sick leave being taken (in this case the cost of the medical assessment will be met by the Employer) or;
- The employee has already had five shifts off in a given leave year due to illness or;
- The employer suspects that the sick leave being taken is not genuine (in this case the cost of the medical assessment will be met by the Employer).

Unused sick leave in each leave year shall be carried forward and accrued to the following year's entitlement, up to a maximum of 180 shifts.

Where absence is for a part-shift only, the employee's sick leave entitlement shall be reduced by the proportion of the shift the employee was absent for.

Exhaustion of Sick Leave Entitlement

When an employee has exhausted his/her sick leave entitlement, any further absences due to illness shall be on leave without pay. Such leave without pay interrupts, but does not break, service. If an employee has exhausted his/her sick leave entitlement they may request an extension to their entitlement. Any such requests will be reviewed by the relevant Fire Region Manager and referred to the Chief Executive for a final decision. In agreeing to any extension, the Chief Executive may decide that any extension will be debited against the employee's next annual entitlement, when that becomes due.

Sickness At Home

An employee may be granted leave on pay, as set out below, as a charge against their sick leave entitlement when the employee must, because of emergency, stay at home to attend to a member of

their household who, through illness or injury, becomes dependent on the employee. This person would in most cases be the employee's child or partner but may be another member of the employee's family or household. "Family" for the purpose of this provision includes children, spouse, or person living in a recognized de facto relationship with the worker, parents or other relatives such as grandparents, grandchildren and relations by marriage, living with the worker.

Approval is only to be given in the event of emergency illness. It will not be given when the employee has had advance notice e.g. of admission to hospital, etc. Approval will not be given for absences on account of illness in a worker's family or household if another adult member of the family or household is able to care for the sick person.

Non-work Accident

A "non-work" accident is an accident other than an accident arising out of or in the course of employment with the Fire Service or with a secondary employer.

Absences related to injuries associated with non-work accidents shall be debited against an employee's sick leave entitlement for the first week (seven calendar days) of the absence. A debit will only be made against the employee's sick leave entitlement where that employee was rostered to work.

Where Weekly Compensation is able to be claimed from ACC, the employee will be paid at normal sick leave rates, subject to the employee providing all of the necessary documentation to NZFS within seven days of their non-work accident to enable NZFS to lodge a claim for Weekly Compensation with ACC. Their sick leave entitlement will be debited to make up any shortfall in the amount reimbursed in weekly compensation and that paid in sick leave. Once an employee's sick leave entitlement is exhausted the employee will be placed on leave without pay.

Where the amount of weekly compensation paid by ACC is greater than the worker's normal sick leave rates, then the worker will be paid at the weekly compensation rate payable by ACC.

Where Weekly Compensation is not able to be claimed by the employee from ACC or where the required documentation referred to above is not provided within seven days of the employee's accident, any absence from the eighth day of absence will be deducted from the employee's sick leave entitlement until this entitlement is exhausted or the employee returns to work. Once an employee's sick leave entitlement is exhausted the employee will be placed on leave without pay.

Secondary Employment Accident Leave

A "secondary employment accident" is an accident arising out of or in the course of paid work where the employer is not the New Zealand Fire Service. Secondary employment accidents include those accidents arising out of or in the course of paid self-employment or any other contractual arrangements.

Any employee who suffers a secondary employment accident shall be placed on leave without pay until such time as they return to full duties. Secondary employment accident leave without pay will interrupt, but not break, service.

Union officials and/or delegates who are employed under this Agreement and who are not in receipt of any wages or salary from the Union and who have an accident in the course of attending to authorized Union business shall not be deemed to be engaged in secondary employment.

Long term absences

Any employee who has been absent for an extended period (beyond 26 weeks), will be required to undergo assessments (at the Fire Service's expense and discretion) as identified by the Fire Service in order to ensure that the employee is fit to return to full duties and that their health and well-being will not be compromised by their return to work.

Where it becomes apparent that an employee is likely to be absent because of illness or injury for a period beyond 26 weeks, the Employer shall undertake a review of the employee's medical status at the time it is identified that the employee is likely to be absent beyond 26 weeks, to determine whether the employee's employment shall be continued or whether the employee shall be retired on medical grounds. The decision to undertake this review may be made before the worker has been absent for 26 weeks where information is available that suggest that the worker is likely to be absent for a period beyond 26 weeks. Further reviews, in a similar manner, shall continue upon completion of each successive 13 week period of absence until either the employee returns to full duties or is retired on medical grounds.

Light Duties

Where a worker's medical certificate enables that worker to return to work on light duties, such duties shall be decided by the Area or Assistant Area Manager, and shall form part of a structured rehabilitation program. The rehabilitation program will be agreed by consultation with the employee, the Area or Assistant Area Manager and the Union. In circumstances where the Fire Service is unable to provide suitable alternative duties, the worker will remain on sick leave until he/she is able to return to full duties, subject to the provisions of the Long-term absences and exhaustion of sick leave clauses above.

Transition Arrangements

As at the date this agreement comes into force, employees' current sick leave balances will be converted at the rate of 14 shifts for every 28 days available at the time of transfer to the new system.

Appendix C

Maternity Leave

Clause 1.4.2.3

Where a worker returns to duty before the expiration of twelve months' leave without pay, and completes a further six months' service, she qualifies for a payment equivalent to thirty working days on pay (calculated at the rate payable for the thirty working days immediately following the cessation of duty) where she has been absent on maternity leave for 30 working days or more. Where the worker is absent on maternity leave for a period less than 30 working days, she qualifies for a payment equivalent to the number of working days on pay she was absent for .

Appendix D

PART 2 – CLAUSE 14 – TIME BANKING

2.14.1 Notwithstanding any entitlements provided under clause 2.6.10, employees may elect to work outside their usual rostered shifts and request time off in lieu as an alternative to the payments specified in clauses 2.6.9.4, 2.6.10, 2.6.13 or 2.16.17-18. Time banking will operate under the following conditions:

- Only complete shifts may be time banked;
- The maximum that can be accumulated in the time bank is eight shifts;
- Shifts must be accumulated and taken as either day or night shifts (i.e. a day shift banked cannot be taken as a night shift);
- Prior approval must be sought from the Chief Fire Officer before a time banked shift can be taken – permission will not be unreasonably withheld;
- Mileage reimbursement will be paid as would otherwise apply for overtime; and
- Prior approval is not necessary if an employee's dependant's caregiver is unexpectedly unable to provide care as normal.
- All time banked in terms of this clause must be taken as soon as practicable after it is earned and in no case later than 12 months after it is earned. Banked time not taken within a 12 month period after it has been earned shall be forfeited.

Appendix E

Transfers, Notification of Vacancies & Appointment Policy

Introduction

The New Zealand Fire Service is constituted on the basis of operational staff reporting to an Area Manager or Assistant Area Manager ~~Chief Fire Officer~~. ~~Chief Fire Officer's~~ Area Managers are appointed to head a defined location, determined by the Fire Service Act to be ~~a District~~ an Area. Each area is made up of one or more Fire Districts, as defined in the Fire Service Act.

The New Zealand Fire Service has a maximum number of operational personnel for each District, known as 'establishment'. From time to time, and for a variety of reasons a staff member may leave a district. When an operational employee permanently leaves a District and as a result the actual staff number is less than the establishment a vacancy is deemed to exist.

The purpose of this policy is to define the steps to be taken, and the delegated authority levels required, when vacancy exists in permanent Districts.

District boundaries current at the time that this policy comes into effect, constitute reasonable geographic boundaries. If the Fire Service intends to alter these boundaries in the future, the Fire Service will consult with the New Zealand Professional Firefighters Union prior to reviewing this policy, to determine whether this policy remains applicable.

Where the Fire Service extends a district's boundary, the Fire Service and the New Zealand Professional Firefighters Union may need to agree certain protections to ensure that employees are not required to transfer to stations beyond a reasonable commuting distance from their previous District boundaries.

Policy

It is Fire Service policy that-

- Multi-station district vacancies will be notified to personnel within the District in the first instance to allow existing staff of the same rank to apply for transfer to the vacancy in the first case.
- Where a vacancy is to be filled with staff from outside of the District the vacancy will be notified to all employees equally.
- Transfer on compassionate grounds will only be permitted in accordance with laid down procedure.

- Mutual and Directed Transfers will only be permitted in accordance with laid down procedure.

Scope

This policy applies to permanent (paid) operational positions in Fire Districts only.

This policy does not apply to volunteer positions.

This policy does not apply to Managerial, Communication Centre, uniformed support roles or Administration positions.

Section 1

When a vacancy arises, the following procedure will be adhered to:

Vacancies within a Fire District

- (i) The vacancy will be notified as soon as possible to all employees within the multi-station district to enable those on the same rank, and undertaking the same duties, to express a preference to be transferred into the vacant position. If two or more employees express a wish to be transferred into a position, the ~~Chief Fire Officer~~ Area or Assistant Area Manager will select one employee by following the procedure set out in section 3 (i).
- (ii) The provisions of the above clause (1(i)) are met when a District maintains a station preference system that enables personnel within the District to state, and regularly update, their preferred location(s) should vacancies arise. Where such a system is maintained it will not be necessary to notify every vacancy as it arises - transfers can be made once a vacancy arises without notification, using the preferences maintained in the station preference system. If two or more employees express a preference for the same position in the station preference system, the Area or Assistant Area Manager will select one employee by following the procedure set out in section 3(i).
- (iii) At the completion of any intra-District transfers (or in all cases for single station districts), the ~~Chief Fire Officer, in consultation with the Region Manager/Commander~~ Area Manager, will review whether there remains a position to be filled. Unless there are compelling operational or management considerations that dictate otherwise, the normal approach will be to fill the vacancy.
 - a) An Officer vacancy may be filled on a temporary basis under Section 66 of the Fire Service Act, by a Firefighter or Officer who is otherwise qualified, provided that the circumstances justify it. Normally, Section 66 appointments are reserved for fixed periods of absence or to cover a vacancy until a permanent appointment can be made.
 - b) A Firefighter vacancy may be filled by existing personnel

or a new recruit. This will be determined by the ~~Chief Fire Officer in consultation with the Fire Region Manager~~ Area Manager. In determining whether to tag a position for a new recruit, the ~~Chief Fire Officer~~ Area Manager will take into consideration the impact of any delay in recruiting and training a new recruit, and the appropriate balance between experienced and inexperienced personnel within the District.

Section 2

Vacancies being notified outside of Fire District.

Once it is determined that a position is to be filled, either at the completion of any intra-district transfers or in a single station district, the following procedure will be adhered to:

- (i) The position will normally be notified to all employees as a vacancy and either-
 - a) seek existing suitably qualified personnel to apply, **or**
 - b) indicate it has been tagged as a "Trainee Firefighter vacancy".
(Where this is the case applications will not be sought to the notice but will be sought through the usual national recruitment campaigns.)
- (ii) The normal process for notification will be the Fire Service Gazette. The vacancy notice will indicate the District into which the appointment will be made and the Station where the vacancy presently exists. A vacancy will normally be notified within one month of it being determined that it is to be filled.
- (iii) Existing Firefighters applying for transfer may make application on the prescribed form entitled "Firefighter Application for Transfer" (attached as an appendix). In exceptional cases where the ~~Chief Fire Officer~~ Area or Assistant Area Manager requires additional material in order to fully consider the application this must also be provided.

Those applying for Officer vacancies, whether through promotion or transfer must make application in the manner set out in the Gazette Notice.

- (iv) Where a Firefighter vacancy is notified as one seeking existing personnel to apply [section 2(i)(a)] and no applications are received the ~~Chief Fire Officer~~ Area Manager may either hold a position vacant, or determine that the vacancy should be tagged as a "Trainee Firefighter vacancy".
- (v) A vacancy tagged as a "Trainee Firefighter vacancy", will be filled from the applicants who have been assessed as suitable for appointment through the national recruitment campaign.

Placement will be at the discretion of the Fire Service based on regional preferences indicated by the applicant. On commencement of a Phase 1 course the Trainee will be advised of their intended station.

Selection 3 Criteria for Transfer or Appointment

- (i) In the case of all vacancies notified under 1(i) where more than one qualified employee expresses an interest in the vacancy or Firefighter vacancies notified under 2(i)(a), the following criteria (in order of priority) will be followed to determine the person who is best suited to the position:
 - 1. The specific skills and experience necessary for the vacancy as determined by the Chief Fire Officer Area or Assistant Area Manager.
 - 2. Where more than one applicant meets the skills and experience required, the best suited may be determined by the applicant with the highest rank.
 - 3. Where more than one applicant meets the two criteria above, the best suited may be determined by total length of service.
- (ii) Officer vacancies notified under 2(i)(a) shall be filled in accordance with the Recruitment Best Practice Guide.
- (iii) When a vacancy has been notified under 2(i)(a), and an employee has genuine and compelling compassionate grounds for appointment (see Section 4), that employee shall be given priority over other applicants.

Section 4

Compassionate Grounds

In order to gain priority over other applicants due to compassionate grounds, the employee must demonstrate -

- a compelling domestic or personal situation (which requires the worker to live in, or close to the District within which the vacancy arises).
That either:
 - must NOT have existed at the time that the worker was engaged (note the Recruit Deployment policy),
or
 - must NOT be of the worker's choice.

The employee may be required to provide evidence to support any such claim.

- (i) Where the compassionate grounds are likely to occur for a defined period only, the Fire Service may transfer the employee for that time period and may require the employee to transfer back to their normal District at the end of that time period.

- (ii) In the event that a worker is denied transfer from another District on compassionate grounds, the worker may appeal this decision by referring the matter to the Director of Human Resources. The Director of Human Resources shall review the decision by appointing a panel, including a representative from the New Zealand Professional Firefighters' Union to consider the request.

Section 5

Mutual & Directed Transfers

Two or more Firefighters or two or more Officers can effect a mutual swap between Fire Districts where individual employees agree, and their respective ~~Chief Fire Officers~~ Area Managers also agree (this agreement will not be unreasonably withheld). All transfer costs are to be borne by the individuals electing to transfer.

Officers or Firefighters can, where required for operational reasons, be directed to transfer from one Fire Station to another within a Fire District, but that such directed transfers will not occur across the boundary between Fire Districts. Fourteen days notice of such a transfer shall be given.

Operational reasons include:

- relocation of appliances or functions (such as BA servicing) within a District;
- a need to re-balance experience and skills within the District to avoid a concentration of inexperienced personnel; or
- a significant personality conflict between workers.

If an Officer or Firefighter believes that he/she has been unreasonably transferred, he/she may request that their Fire Region Manager review the transfer. Such a request must be made no later than 14 days after the date of transfer.

Note: This does not preclude temporary transfer between Fire Districts where such Districts have contiguous boundaries within the same metropolitan area. Such temporary arrangements must be short-term while the position is filled or because of the absence of the position holder.

Accountabilities

1. ~~Chief Fire Officer and Fire Region Managers~~ Area Managers are responsible for the operation of this policy.
2. Human Resource Consultants are responsible for providing advice and guidance on the application of this policy.
3. Senior Advisor HR Policy and Development is responsible for the maintenance and updating of this policy.

Assistance

For further assistance or advice please contact:

- *Human Resources Consultants*

Appendix F

PART 2 - CLAUSE 5 – PROGRAMMED WORK

PROGRAMMED WORK

2.5.1 Programmed work means all activities performed by Officers and Firefighters related to their roles, other than

2.5.1.1 Attending emergency incidents

2.5.1.2 The restoration to operational readiness of fire appliances after attending an emergency incident.

DAILY ROUTINE

2.5.2 The daily routine for each Station is determined according to the following

Station Management System (SMS) and Business Plans

2.5.2.1 SMS is both a consultative business planning approach and a supporting software. The parties are committed to SMS because it:

- enables frontline personnel to be directly involved and influence their own work programmes;
- enables the organisation to demonstrate the contribution that its people make to serving their communities;
- enables the parties to move away from routine hours of work towards greater flexibility and trust; and
- automates and simplifies manual processes and provides permanent records of training and attendance, particularly from a health and safety perspective.

SMS is not:

- a means to “make work” or introduce meaningless activities;
- a competition or comparison between watches, stations, districts or regions;
- a system for management to excessively monitor firefighters’ activities without good cause.

2.5.2.2 Each station’s business plan will determine the objectives and tasks to be achieved in the course of the year. In consultation with the Area and/or Assistant Area Manager, Officers and Firefighters will have an opportunity to determine the scheduling and planning of programmed work, subject to the availability and needs of the public.

2.5.2.3 Management has a legitimate responsibility to ensure that business planning is undertaken in a consistent and reasonable manner and complies with all legal requirements. Management have an obligation to ensure that the NZFS is operated efficiently and effectively and, therefore, must oversee and facilitate the planning and reporting functions performed through SMS. It is reasonable for management to monitor output plans and ensure that watches and stations remain on target. Management should discuss any concerns over business plans or progress directly with firefighters and seek to reach agreement through open dialogue. Under no circumstances are management to unilaterally alter objectives, reports or impose targets without consultation with personnel.

Meal Breaks

2.5.2.2.1 Subject to the provisions of **Subclause 2.6.9**, meal breaks will be provided as follows:

- one hour for lunch between 1200 hours and 1400 hours;
- A one hour meal break after 2200 hours; and
- Morning, afternoon and evening tea breaks of 10 minutes

2.5.2.3 2300 – 0700 Hours

Programmed work will not be scheduled during the hours of 2300-0700 unless the work can only reasonably be done during these hours e.g. a trial evacuation of a Night Club.

PUBLIC HOLIDAYS

2.5.3 On the following Public Holidays, the daily routine will not include programmed work in favour of a routine sufficient to maintain normal full operational response capability:

- Christmas Day
- Good Friday
- Easter Monday
- ANZAC Day (morning)

PHYSICAL FITNESS TRAINING

2.5.4 Where a structured physical fitness programme exists or is developed, one hour shall be provided on each shift Monday through Sunday. Physical fitness programmes will not be scheduled between the hours of 2300-0700.

NOTE: This replaces current Clause Part 2, Clause5 and current Part 6, Schedule 5

Appendix G

Part 1 - Clause 1 - Coverage

1.1.1 This agreement covers the work of:

- (i) preventing, suppressing and extinguishing fires;
- (ii) responding to other emergencies;
- (iii) supporting volunteer brigades;
- (iv) training;
- (v) delivering fire safety and risk reduction services;
- (vi) emergency call receipt/dispatch; and
- (vii) supervising, organising, reporting and administration

where that work is performed by uniformed employees who are members of the Union and who hold the following ranks:

- (i) Senior Station Officer
- (ii) Station Officer
- (iii) Senior Firefighter
- (iv) Qualified Firefighter
- (v) Firefighter