

The parties commit, in good faith and with genuine cooperation, to achieving the organisational objectives listed below.

A fully developed NRAM will enable the Fire Service to:

1. objectively match resourcing levels to identified community risk;
2. show that it can respond in a timely and effective manner to every emergency incident where life and/or property is endangered;
3. demonstrate a rational, transparent and consistent approach to resource deployment across the country; and
4. demonstrate a cost-effective approach to resource management.

6.2.6 DISTRICT AMALGAMATION

If an amalgamation of existing fire districts is being contemplated the parties will, prior to any decision on amalgamation being taken, discuss the impacts of the proposed amalgamation on the operation of Clause 2.3.5 (Relieving Workers), and identify whether any changes are appropriate to ensure the continued effective operation, without disadvantaging workers, of Clause 2.3.5 across the proposed boundary changes. Any changes identified and agreed by the parties as necessary will be given effect by way of a variation to this agreement.

6.2.7 REMUNERATION RATES FOR FIREFIGHTERS AND OFFICERS

The parties have identified that further work is required to develop a revised remuneration structure for firefighters and officers, that considers the development of a structure based on a true hourly rate, and that examines current levels of remuneration for these roles against appropriate benchmarks.

A key piece of this work will be in the identification of appropriate benchmarks for these positions.

The parties agree to advance this work over the term of this Agreement, with the aim of this work informing collective negotiations in 2013 and beyond.

The parties accept that particularly because the fire service is effectively the only employer of firefighter's traditional market force conditions may not provide a fair mechanism for determining firefighter remuneration. The parties agree that work needs to be undertaken to identify fair mechanisms to review remuneration for firefighters on a regular basis to inform collective negotiations.

The work will include an analysis of:

1. The value of the work of firefighters.
2. Changes in role, responsibilities and training of firefighters over the past 10 years, and considerations for planned and expected future changes in role over the likely period that a new CEA would apply.
3. Changes in remuneration of firefighters in the past 10 years.
4. Appropriate benchmarking for firefighters both internally and externally.

The parties collectively shall agree on the use of external expertise as is seen as appropriate to support this work on a joint cost basis. The parties may also seek external expertise independently to support this work and where this is done it will be funded by the party seeking the expertise.