



# SIGNAL SEVEN

29 May 2024

## Enterprise Bargaining Work Program and Key Dates

The ACT Government will today write to all employees covered by the ACT Public Sector ACT Fire & Rescue Enterprise Agreement ("The Agreement"), and soon after that will formally commence the bargaining process.

Following member consultations, we have developed a comprehensive list of claims through the claim development process. In order to settle on what we pursue, there is a need for formal claim endorsement by the membership.

The claim endorsement process can occur while the preliminary stages of bargaining are completed. The preliminary stages will involve adaptation of the changes already made to the ACT Government "core" agreement clauses.

For the information of members, we have developed a draft timetable so that we can better coordinate our efforts and provide members with a realistic expectation of what will happen and in what sequence. Please see the table below.

Item	Completion date
Determination of A/g CO and Govt Negotiation Team	w/c 27 May
Emergency Medical Response Leave Reserved Arbitration	17 June
Conduct Labour Market Analysis to inform recruitment and wage parameters	July / August
Identify broad ACT budget requirements	current
Without Prejudice exploratory discussion on respective claims (likely yes, likely no, maybe)	w/c 27 May
ACT Government to send email notification to UFU that the ACTPS/ACTF&R intend to commence bargaining; and  JACSD to send ACTF&R staff email that bargaining has commenced and staff will receive individual Notice Of Employee Representational Rights (NERRS) shortly	29 May
JACSD HR to send NERR to F&R staff	30 - 31 May*
ACT Government to receive individual (i.e. non union) bargaining representative nominations and undertake inductions where necessary	Between 29 May and 14 June
UFU claim endorsement (member meetings x 2-3)	w/c 10 June
Agreed Audit of 2020 agreement initiatives (identify progress and required adjustments / enhancements) and minor technical	w/c 17 June

Item	Completion date
First meeting with bargaining parties to discuss administrative arrangements for bargaining and introductions of parties/roles	Week of 17 June 2024*
Intensive negotiations on core conditions (say 3 times per week)	w/c 24 June
Exchange formal fire specific claims	w/c 24 June
Commence regular bargaining meetings	Week of 24 June 2024*
Proposed end by Government Caretaker Period	13 Sept

A couple of items above require elaboration.

**EMR Leave Reserved Matter**

This item is addressed in Clause A10 of the Agreement. We have for over 12 years been attempting to have a degree of parity with Victoria for the allowances and training for Emergency Medical Assistance. We were unable to finalise this matter before the end of agreement negotiations in 2020. We are now well advanced in the work required to achieve an allowance backdated to 4 August 2020. An arbitration for this purpose is scheduled for 17 June. The outcome we are seeking is appropriate recognition of what our members already do. We will issue a Signal 7 with a fuller explanation soon.

**Labour Market Analysis**

We have discussed with ACT Government and RMIT University an analysis to look at the future supply of firefighter labour, with an emphasis on market factors affecting labour supply. We believe this work can be progressed adequately during negotiations to assist us to identify an appropriate adjustment to wages to make employment as a firefighter more attractive. Market factors to be considered will include recruitment incentives offered by ADF and Police, as well as the recent wages outcomes for Aviation firefighters.

**24 Hour Shifts**

As part of the claim endorsement process, a membership decision will be required on this issue. In advance of that, detailed information on the pros and cons will be circulated. We intend that this issue will be decided in the claim endorsement meetings proposed for the week commencing 10 June.

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**Strength in Unity**

Authorised by Greg McConville, Secretary, UFU, A.C.T. Branch.