



Meeting opened: 10:35am ACDT

Attendance: Wes Garrett (Secretary) – Chair, Rory Thomas McCabe (President), Zack Van Loenhout (NT), Matthew West (Tas), Jesse Page (SA), Chris Putnam (NSW), Dan Thompson (WHS Coordinator) Mick McDonald (ACT), Chris Jones (WA), Justin Harpley (North Qld),

Apologies: Glenn Laurie (Vic), Pat Shanahan (South Qld)

Acknowledgement to Country:

“We acknowledge the Traditional Owners of Country throughout Australia and recognize their continuing connection to land, waters, and culture.

Minutes of Previous Meeting

Moved: Wes Garrett

“that the Minutes of the previous BCOM meeting held on 13th October 2023 be received and adopted”.

Seconded: Jessie Page

Summary

EA Negotiations PFAS Therapy Medicare Rebate

Wes discussed the possibility of adjustments to base salary structure and the potential for incremental percentage points to be added. He also mentioned the possibility of bonuses and other incentives to increase the overall pay. Wes noted that the current figure of 11.2% was not high enough and suggested several ways to increase the percentage of real increases in the pay packet. He also highlighted the need to keep up with the Reserve Bank's forecast for future wage increases. In addition, Wes updated the team on the ongoing discussions with the minister responsible for Medicare regarding PFAS therapy.

NIFS Wage Parity

Wes informed the team of the need for Norfolk Island Fire Service pay parity with mainland firefighters. David Smith MP had given verbal advice, which contradicted the discussions with Norfolk Island's negotiating team. Wes and Rory were tasked with clarifying the issue, with David set to meet with the Norfolk members in the upcoming week.

Physical Safety Standard Implementation, TRA Revalidation, 4+2 staffing at Cat 5

They also discussed the status of Macquarie Uni's Physical Safety Standard verification testing, with Wes explaining that Scott Chamberlain had inherited Mark Best's portfolios. DanT shared updates about the Macquarie team's visit and their testing on physical safety standards, expressing concern about potential injuries. DanT emphasized the importance of medical support for all staff, comparing it to the services

provided by ADF. Wes agreed with DanT's point and cited an example of a successful wellness program run by the New South Wales police, suggesting that investing in staff wellness can lead to significant savings and benefits. BCOM agreed on revisiting and revalidating the TRA process. The issue of a third-party consultant was also discussed, the UFUA does not consider that a third party is required. We are the largest ARFFS provider on the planet, nobody understands ARFFS service provision better than our members. The discussion ended with Wes stating that there had been movement on some of the TRA staffing increases. Additionally, Adelaide had confirmed that their curfew staffing would move to 4 + 2 permanently.

UFUA Merchandise Store Launch & Safety Standards Update

Wes and Jesse discussed the launch of an online merchandise store, which Wes confirmed is ready to go live, albeit with limited stock. They plan to expand inventory if the store proves successful.

Discontinuing Union Shopper, Aviation Policies, Audit Report FY 2022-23

BCOM decided to discontinue the Union Shopper subscription due to its lack of value. A meeting with Catherine King MP and other ministers to discuss aviation policies and EA negotiations has been scheduled for November 16th. Wes discussed and supplied BCOM with the financial year 2022-23 audit report, BCOM are to prepare questions for our finance meeting for which the auditor will be present to answer questions. Pending approval, the report can then be distributed to members.

Bookkeeping, Accounting, and Database Transition

Wes discussed the decision to hire Cecilia Roesler as finance officer/bookkeeper, which will result in a saving of approx. \$75,000. BCOM approved the transition from a superseded 2011 finance program to a new streamlined membership database system, which will cost \$5,500.

Industrial Officer Recruitment, Proposal for Jnr Industrial position

Wes provided a status update on Industrial officer interviews. Wes reported that they had 15 applicants, shortlisted 5 and interviewed 4. The successful candidate was Michael Cope due to his extensive experience and legal qualifications. The runner up Nicholas Plithakis was also a high-quality candidate. BCOM discussed a salary package for Michael and also proposed creating a junior IO position.

Motion: That the BCOM recognise Michael Cope as the successful candidate for the role of Industrial Officer.

Moved: Wes Garrett

Seconded: Jessie Page

Carried: Unanimously

Motion: That the BCOM create the role of Jnr Industrial Officer and offer that position to Nicholas Plithakis.

Moved: Wes Garrett

Seconded: Mick McDonald

Carried: Unanimously

Matt expressed concerns about the line between unionism and activism for any potential new employees. Wes acknowledged Matt's point and mentioned the importance of the six-month probationary period for any new hires and indicated that Michael's approach at least from the perspective of his interview was suitable for our needs. Wes emphasized that they would closely monitor the behavior of new employees during the first six months.

EA Negotiations, Non-24 Long Operational Hours, Fatigue, Rostering, Amenities

EA bargaining meetings have been scheduled for 17/11, 28/11 and 12/12 in Melbourne.

Wes expressed concerns about feedback regarding operational hours and fatigue management, emphasizing that these issues should be handled by the Work, Health and Safety Committee, not through separate groups. He also mentioned that Matt Crowley was setting up a working group for Airservices to discuss heat stress, this also needs to be sent to the ARFFS Workplace HSC committee. Wes emphasized the importance of consultation requirements for WHS and decision-making.

Matt and Wes discussed the issue of crew fatigue and dissatisfaction with working hours, focusing on late-night and early morning shifts (delayed flights). Matt asked for clarification on the no 8-hour break rule, Wes stated that this issue is covered by the 'leave relief' provision. BCOM agreed on the need for a permanent solution to staffing, rostering and (recline) facilities issues. They emphasized the importance of a staffing and rostering model inclusive of appropriate facilities which are of a standard that is appropriate for employees of a Commonwealth Corporate Entity like Airservices. This issue has been kicked down the road for far too long. The answer is not squeezing rosters (employees) within an inch of their life it's providing adequate staffing, additional crews if necessary.

Norfolk Island Presumptive

Wes discussed the ongoing legal issues regarding Norfolk Island's jurisdiction and the need for legal advice/clarification. He proposed that the BCOM approve resources to seek advice about Norfolk Island firefighters' ability to access presumptive legislation. After discussion, the BCOM decided unanimously to seek legal opinion around this question. [REDACTED]

Meeting closed at: 1230 ACDT



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Rory McCabe
BRANCH PRESIDENT