



## Fire and Emergency Commanders Association

### Newsletter: 9<sup>th</sup> June, 2020

The purpose of this newsletter is to provide the background of 'the 'Employment Relationship Problem' (ERP) sent to FENZ on the 5<sup>th</sup> June.

It is also our intention to make sure all members are fully informed of the concerns FECA has related to the proposed selection process to transition them from existing roles to the proposed new roles of Tranche 2.

This week FENZ is announcing the 'Organisational structure decisions announcement: Service Delivery and approach to rank (Tranche 2)'. This announcement will no doubt contain information that may affect or be related to our present concerns from the consultation process and our original dispute.

After the announcements this week the FECA committee will provide you with our thoughts on the announcements and then communicate via VC and if appropriate face to face meetings, what options are available.

Below is a brief overview of where we are to date. We have attached the 'detail' for those that want more understanding of our original dispute to the present 'Employment Relationship Problem'.

It is important to understand that we are focused on the 'selection process' in the 'Position Impact Assessment' (PIA). Also that the outcome sort by us is to redo the PIA in a co design process between FECA and FENZ.

If this was accepted we would also apply the same theories to some national roles where there was not significant job description change between the old and new roles and thus did not warrant the person being disestablished and thus categorised as being affected. FECA are also advocating that Acting AACs with 2 years in role would be treated as the same as substantive AAC's.

### **The journey**

FECA submitted a dispute in September last year which predominantly challenged the data (2009-2012 AC/AAC Position Descriptions) used to do the PIA assessments which was outdated and did not contain the full information of our present roles.

### **For the detail read the attached documents:**

***Final Reply 7 April.PDF.*** This is our final reply which encapsulates our position after a number of meetings and documents going back and forward between FECA and FENZ since September last year. We also included a transition process that we would accept that would still provide plenty of vacant DM and GM positions in a competitive selection process for rural and SSO career staff.

FENZ replied with: ***Final Impact Assessment and the Job Description comparison***

FENZ's final reply supported some additional responsibilities that AACs and ACs did and provided considerable justification for each point we raised, but they did not feel it was enough to change the disestablishment of the roles.

FECA then requested how FENZ would meet their obligations under in our employment contract which agreed to use 'co design' on any new roles as a result of a restructure. FENZ replied saying they felt there had been the required co design and added that further co design would be very difficult to reach agreement on as they also had to be fair to other affected staff.

The reply is attached **PIA further decisions**. Note it has had some embargoed information removed which provides additional justification for their position, that you will be hear about in the announcement on Thursday,

As a result of FENZ's reply re our contract obligations, we presented FENZ with a '**Notice of Employment Relationship Problem**' attached.

### **Some points:**

Our focus is on the **selection process** being appropriate, fair and transparent. Key components are bolded

The '**Employee Transition Protocol**' (ETP) contains, among other things, how Affected and Impacted staff transition. We have challenged the PIA process because we don't think it is fair and it determines what ETP selection process you go through.

The new **Job descriptions** determine the main part of the selection criteria on how you will be assessed. We just want assurance that the JD and the related criteria included the appropriate skills, experience and knowledge needed and had the correct weightings.

A '**minimum level**' is required to be met to support 'Affected' staff into the new structure. It is a requirement on FENZ to look after Affected Staff. Affected staff get first priority at the vacant positions. We want assurance the minimum standard is high enough to make sure we have competent and safe manager/leaders into the future.

Each District will need a proportional mix of the natural and built environment skills in the new positions. How will the **risk assessment of each district** be done to determine what this proportion is?

What is the **review process** once the selection process is complete?

### **Where to from here.**

So, this is where we are at this moment. We have asked for the above to be done in co design with FECA and the other partner agencies.

From here we need to listen to the announcement on Thursday to see if it addresses our concerns above. Friday we will have a member's VC, time TBA, to answer questions and discuss where to from here.

Roy Breeze

On Behalf of the FECA committee.