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Contact: Stephen Brown

**Re: Consultation – FRNSW Vaccination Policy**

Mr Leighton Drury  
Fire Brigade Employees' Union of NSW  
State Secretary  
1-7 Belmore Street  
SURRY HILLS 2010

8 December 2021

Dear Leighton,

Thank you for your letter dated 6 December 2021 relating to FRNSW's COVID-19 Vaccination Requirements Policy. The letter outlines concerns that 'extensive consultation' has not occurred in the development of either the Vaccination Policy or the associated Risk Assessment. The letter also outlined the FBEU view that concerns raised by the Health & Safety Representatives (HSR) have not been formally responded to.

FRNSW does not share the views of the FBEU and I would like to draw attention to our letter of 22 October 2021. In this correspondence FRNSW outlined the consultation that had been undertaken to date in the development of the Risk Assessment. FRNSW was also clear in pointing out that the Risk Assessment was a dynamic document in the sense that as information or circumstances change, it can be updated, amended, or improved. Since this correspondence, FRNSW has continued to consult with the workforce in the ongoing development of both the risk assessment and the associated policy.

Various drafts of these documents have been shared with the FBEU to ensure you remained fully informed.

On 12 November 2021, all employees, including the HSRs, were informed via various mediums that the draft FRNSW COVID-19 Vaccination Requirements Policy, and associated Risk Assessment, had been published on the Feedback Portal. An invitation was extended to "all staff" to provide their views and concerns in relation to the Policy (and associated risk assessment). Feedback received from staff was considered and incorporated into the draft policy.

On 29 November 2021 an extraordinary State Health and Safety Committee (SHSC) meeting was held to exclusively discuss the COVID-19 Vaccination risk assessment. The meeting provided an opportunity for FRNSW to hear any further health and safety views and concerns from workers about the Risk Assessment. The Health and Safety team spent a significant amount of time considering all the feedback and developing a WHS Consultation Outcomes document. This document has now been sent to the SHSC Co-Chairs and will be distributed to all staff shortly. The risk assessment was also updated as part of that process and has been shared with the HSRs for their review. A further meeting of the State Health and Safety Committee has been scheduled to enable the tracked changes to the risk assessment, and the WHS Consultation Outcomes document, to be further discussed.

In the development of the documents, we have consulted with the HSRs, sought and incorporated feedback, and formally advised them of changes made. It is our view that FRNSW has reasonably consulted with workers regarding the COVID-19 vaccination mandate, as required under the *Work Health and Safety Act 2011*.

FRNSW remains committed to ongoing engagement with the FBEU and seeks to further discuss this matter at our weekly Joint Working Party (COVID-19) next Tuesday 14 December 2021 at 2.30PM. I note that there is also a further meeting with FBEU scheduled for today to discuss additional suggestions for consideration, in relation to the Vaccination Policy.

I note in our working party meeting from yesterday (7 December 2021) FBEU representatives mentioned nine (9) points of concern or opportunities to improve WHS consultation. As the specifics of these concerns or opportunities have not been provided to date, as a courtesy, it would be appreciated if FBEU could provide a summary of the specific points of concern, prior to the next HSR (SHSC) meeting. I look forward to continuing our discussions with HSR's and also next Tuesday with the FBEU.

Yours sincerely



Michael Baldi  
**Executive Director People & Culture**