



Commissioner's Orders

2025/09

7 May 2025

POLICIES	2
Network Security Policy	2
PROCEDURES	3
Due Diligence Procedure	3
FIREFIGHTER NOTICES	4
Vacancies	4
Appointments	4
Promotions	4
ADMINISTRATION AND TRADE NOTICES	8
Appointments	8
Separations	8

POLICIES

Network Security Policy

The [Network Security Policy](#) has been published on the [Publications](#) toolkit on the intranet.

Key points

The Network Security Policy has been refreshed to maintain its currency. Under the NSW Government Cyber Security Policy, FRNSW must implement an Information Security Management System (ISMS). This policy is part of the ISMS. The policy principles are:

- To ensure secure and reliable network access and performance.
- To protect the integrity of the data networks to mitigate the risks and losses associated with security threats.

Who needs to read the plan?

This policy needs to be read by administrative and trades staff, contractors and consultants.

Rescindment

This policy rescinds the earlier published version of ISMS-POL-04, Version 2 May 2016 at CM9 reference D15/58729.

*Contact Officer: Janelle Boyle, Manager IT Commercial, Governance and Risk,
0402 449 998*

File Reference: D23/34953

PROCEDURES

Due Diligence Procedure

The [Due Diligence Procedure](#) has been revised with an updated version published on the intranet.

Key points

The procedure provides guidance on the roles and responsibilities that enable Fire and Rescue NSW (FRNSW) "Officers", as defined under the Work Health and Safety Act 2011 and the Corporations Act (2001), to fulfil their legislated due diligence obligations.

The key inclusions in the revised procedure are:

- a graphic of the revised ELT structure,
- a section "Exercising Due Diligence -Steps" detailing due diligence requirements defined in the WHS Act and providing examples of how the ELT demonstrate compliance with this legislated duty, and
- the role of the FRNSW Audit and Risk Committee (ARC), established in accordance with the NSW Treasury Policy (TPP20-08), in providing independent assistance to the Commissioner by monitoring, reviewing and providing advice about FRNSW governance processes, risk management and internal control frameworks, and external accountability obligations.

Who needs to read the plan?

This procedure applies specifically to members of the Executive Leadership Team but is available to all FRNSW workers to assist their understanding of the Due Diligence responsibilities of 'Officers' as defined by the WHS Act.

Rescindment

This procedure rescinds and replaces Version 01 – *Due Diligence Framework Procedure* – July 2018.

Contact Officer: Jen Norman, Manager Strategic Safety, 02 9265 3950

File Reference: FRN25/911, D25/36205

FIREFIGHTER NOTICES

Vacancies

All current firefighter vacancies may be accessed via the [Internal Jobs Board](#) and applications must be completed online by following the links provided. For any technical assistance in submitting your application please contact the Talent Acquisition Team at recruitment@fire.nsw.gov.au.

Online applications must include a brief cover letter, resume and address the two targeted questions.

Supervisor Communication Centre, Newcastle

Applications are invited from firefighters holding the ranks of Leading Station Officer, Station Officer or Leading Firefighter, who are stationed in the Newcastle Transfer Register Area, for the position of Supervisor Communication Centre, Newcastle, Operational Capability. This is a first-round advertisement of this position.

Inquiries: A/Chief Superintendent Grant Rice, Operational Communications on 0418 437 656.

Closing Date: 4 June 2025

PageUp Reference: 493437

Job board link: [PageUp Internal Jobs Board](#)

Appointments

Service No.	Name	Position	Effective date
907034	A Williams	Team Member Progression & Planning	22 April 2025
7350	J Hogan	Area Commander Metropolitan West	14 April 2025
8019	P Cleary	Area Commander Regional North	14 April 2025

Promotions

Superintendent to Chief Superintendent

7350	J Hogan	14 April 2025
8019	P Cleary	14 April 2025

Station Officer to Leading Station Officer (Non-Station Based Position Promotional Pathway are subject to Sub Clause 46.4.11, Permanent Firefighters Award 2023)

8031	T Brannock	01 December 2024
8530	D O'Dea	29 August 2024

Amendment to CO 2025/06

901454	J McGrouther	17 October 2024
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Senior Firefighter to Leading Firefighter

901266	B Payne	25 September 2024
9446	A Kinch	31 September 2024
8122	P Camilleri	05 October 2024
8323	S Townsend	10 March 2025

Recruit Firefighter to Firefighter

Class 1

910426	A Taylor	04 April 2025
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Class 2

905819	J Neely	01 May 2025
908686	M West	01 May 2025
909368	J Poscoliero	01 May 2025
910438	R Cerna	01 May 2025
910439	H Berkeley	01 May 2025
910441	T Joyce	01 May 2025
910443	B Wieck	01 May 2025
910444	C Rice	01 May 2025
910446	J Harper	01 May 2025
910449	J Bonner	01 May 2025
910450	J Conway	01 May 2025
910452	B Quinlivan	01 May 2025
910454	S Roberts	01 May 2025
910455	N Webber	01 May 2025
910461	J Dinsdale	01 May 2025

910463	T Daymond	01 May 2025
910464	S Borst	01 May 2025
910474	D Garcia Couto	01 May 2025
910516	A Lakeman	01 May 2025

New members appointed to Brigades

910786	H Negus	Mount Victoria	11 April 2025
910788	J Redmond	Uralla	11 April 2025
910794	J Tree	Urunga	14 April 2025
910790	M Sainsbury	South West Rocks	17 April 2025
910793	J Smart	Batemans Bay	22 April 2025
910798	R Eichorn	Uralla	22 April 2025
910799	M Overgaard	Terrigal	22 April 2025
910800	J Jones	Uralla	22 April 2025
910807	L Stokie	Coonabarabran	22 April 2025
910809	W Mocatta	Bingara	22 April 2025
910796	C Sutton	Finley	23 April 2025
910802	D McGrath	Batemans Bay	28 April 2025
910801	A Thomas	Taree	30 April 2025
910797	J Zwan	Bourke	01 May 2025
910804	Z Robins	Bourke	01 May 2025

Transfers

910160	A George	Dorrigo	to	Armidale	02 March 2025
904378	B Richards	South Tamworth	to	Tamworth	08 April 2025
907428	M Bugden	Cootamundra	to	Wagga Wagga	18 April 2025
909237	L Sing	Manilla	to	South Tamworth	01 May 2025

Separations

910227	T Spence	Charlestown	06 March 2025
908021	M Faunt	Woolgoolga	17 March 2025
909479	S Nicholls	Bourke	18 March 2025
522172	R Wardlaw	Coledale	19 March 2025
907554	C Welch	Cessnock	24 March 2025

521350	S Lang	Yass	01 April 2025
522176	J Punch	Wagga Wagga	01 April 2025
909627	T Rossington	Swansea	02 April 2025
902413	B Duncan	Wallsend	13 April 2025

Retirements

8829	SF R Kelsey	Charlestown Fire Station	01 May 2025
900683	R Fullick	Kurri Kurri	13 March 2025

Honorary List

522172	R Wardlaw	Coledale	20 March 2025
521350	S Lang	Yass	02 April 2025
522176	J Punch	Wagga Wagga	02 April 2025

ADMINISTRATION AND TRADE NOTICES

Appointments

Service No.	Name	Position	Effective date
910803	P Nesbitt	School Based Apprentice	14 April 2025

Separations

30189	M Pitt	Principal Business Analyst – ICT	16 May 2025
909376	G Kleiner	Administration Support Officer	08 May 2025

Jeremy Fewtrell AFSM
Commissioner
7 May 2025