



Commissioner's Orders

2025/10

21 May 2025

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POLICIES

Water Rescue Policy

The [Water rescue policy](#) (Version 02, Amd 01) has been published on the [Water rescue](#) toolkit on the intranet.

Key points

Many water rescues occur when there is no flood or poor weather conditions. FRNSW water rescue crews must be available to respond to water rescues at all times.

The Water rescue policy has been updated to reflect the changes to the water rescue capability and the State Rescue Policy. It applies at every incident FRNSW attends where a water rescue may be required, or where there is an incident near water including floodwater but excludes a boat fire/wharf incident. It can also be applied to any rescue from, on or over water.

Who needs to read the policy?

This policy needs to be read by all staff including all firefighters and all Station Commanders.

Rescindment

This policy rescinds *Water rescue policy* (Version 02) published in December 2024.

Contact Officer: Chief Superintendent Capability Management,
0419 478 952

File Reference: FRN15/1770-002

PROCEDURES

SOG 11.11 Water Rescue

The [Standard Operational Guideline 11.11 Water rescue](#) (Version 02 Amd 01), [check sheet](#) and [guideline support document](#) (new) has been published on the [Standard Operational Guideline toolkit](#) on the intranet.

Key points

SOG 11.11 Flood rescue (Version 01) was retitled SOG 11.11 Water rescue to reflect FRNSW water rescue capability. SOG 11.11 provides guidelines for rescuing people or animals from water. This includes swift water rescue, where the rescue is from fast moving water.

SOG 11.11 describes the hazards in and around water; command and control arrangements; and operational response to flood or water incidents.

SOG 11.11 aligns to the State Rescue Policy published September 2024.

Who needs to read the plan?

This SOG needs to be read by for all firefighters. It applies to any incident FRNSW attends where a water rescue is required, or where there is an incident near water but excludes a boat fire/wharf incident. This includes where FRNSW is part of a strike team during floods.

Rescindment

This procedure rescinds SOG 11.11 Water rescue (Version 02) 2024.

*Contact Officer: Paul Johnstone, Chief Superintendent Capability Management,
0419 478 952*

File Reference: FRN15/2357-002

Permanently Staffed Station Work Routine Guidelines

An updated version of the Permanently Staffed Station Work Routine Guidelines has been published on the [Station Management Toolkit](#) page on the intranet.

Key Points

The Purpose of this guideline is to provide a framework for Station Commanders to develop, with a degree of autonomy, a shift routine that meets the requirements and standards set by FRNSW. This guideline will assist Station Officers and Firefighters to plan short and long-term work routines at fire stations, subject to an overriding obligation to immediately respond to emergency calls.

Who needs to read the Guideline

This guideline needs to be read by all permanent firefighters.

Rescindment

This guideline rescinds Commissioners Order 2001/22 Permanently Staffed Station Work Routine Guidelines.

Contact Officer: Michael Morris, Assistant Commissioner, Metropolitan Operations,
0429 484 029

File Reference: FRN24-1826 D25/52726

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.

Officer Pre-Qualifying Assessment (PQA) Applications – August 2025

Applications are invited from FRNSW Firefighters with a minimum of 24 months service at the rank of Senior Firefighter as of the closing date of applications, to be eligible to sit the Officer Pre-Qualifying Assessment (PQA). As per below the closing date for applications will be 28 July 2025

The PQA will be held during the week of 25th August 2025, venue to be advised.

An application to undertake the 2025 PQA must be completed by an eligible Senior Firefighter through the form contained in the job board link below. Look for the Officer PQA 2025 advertisement.

Further information on the format of the PQA will be provided to candidates that apply and generic information will be found at this link [Toolkit Rank Progression and Promotion](#).

Inquiries: OfficerPQAInfo@fire.nsw.gov.au

Closing date: 28 July 2025

PageUp reference: 493819

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

Permanent Firefighters (Transfer to MN3)

Applications are invited from Permanent Firefighters holding the ranks Firefighter, Qualified Firefighter, Senior Firefighter or Leading Firefighter to transfer to Metropolitan North 3 (MN3) – Maitland transfer area. Applications are being sought in accordance with clause 28.3.4.3 and will be processed in accordance with clause 28.3.3.1 of the Crown Employees (Fire and Rescue NSW Permanent Firefighting Staff) Award 2023.

Applications should be made using the Application for Transfer Register - '[Transfer Register](#)'

Inquiries: Superintendent Garry Tye, Zone Commander MN3 on
0419 442 087

Closing Date: 18 June 2025

Applications to: RosterOfficer@fire.nsw.gov.au

Station Officer Bathurst 216

Applications are invited from firefighters holding the rank of Station Officer, Leading Station Officer, Leading Firefighter and Senior Firefighters with a valid Pre-Qualifying Assessment (PQA) for the position of Station Officer, Bathurst RW2. This is a second-round advertisement for this position.

Inquiries: Superintendent Brett Jackson, Zone Commander RW2 on
0429 826 464.

Closing Date: 18 June 2025

PageUp Reference: 493790

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

Station Officer Moree 381

Applications are invited from firefighters holding the rank of Station Officer, Leading Station Officer, Leading Firefighter and Senior Firefighters with a valid Pre-Qualifying Assessment (PQA) for the position of Station Officer, Moree RN3. This is a second-round advertisement for this position.

Inquiries: Superintendent Alan Cooper, Zone Commander RN3, on
0400 440 100

Closing Date: 18 June 2025

PageUp Reference: 493809

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

Operator, Sydney Communication Centre (2 x positions)

Applications are invited from Permanent Firefighters who hold the rank of Qualified Firefighter, Senior Firefighter or Leading Firefighter for the role of Operator Communication Centre (Alexandria), Operational Communications. This is a first-time advertisement of this position.

Inquiries: Inspector Christopher Gates, Team Leader Operational
Communications Training on 0429 407 268.

Closing Date: 18 June 2025

PageUp Reference: 493794

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

Hazmat Capability Team Member (Non-Station Based Team Member)

Applications are invited from firefighters who attained the rank of Station Officer, Leading Firefighter, Senior Firefighter or Qualified Firefighter with a minimum of twenty-four (24) months service at the rank of Qualified Firefighter as of the closing date of applications for the position of Hazmat Capability Team Member, Strategic Capability.

Successful applicant holding the rank of Leading Firefighter or Senior Firefighter with a valid Pre-Qualifying Assessment (PQA) at the closing date of applications will be offered a promotional pathway as per 46.4.11.1 of the Crown Employees (FRNSW Permanent Firefighting Staff) Award 2023.

Inquiries: Superintendent Gregory Wright, Superintendent Hazmat and Counter Terrorism on 0418 169 629

Closing Date: 2 July 2025

PageUp Reference: 493808

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

Permanent Firefighters (Transfer to 238 Broken Hill)

Applications are invited from Permanent Firefighters holding the ranks Firefighter, Qualified Firefighter, Senior Firefighter or Leading Firefighter to transfer to Region West 3 – Broken Hill transfer area. Applications are being sought in accordance with clause 28.3.4.3 and will be processed in accordance with clause 28.3.3.1 of the Crown Employees (Fire and Rescue NSW Permanent Firefighting Staff) Award 2023.

Applications should be made using the Application for Transfer Register - 'Transfer Register Form'

Inquiries: Superintendent Steven Evans, Zone Commander RW3 on 0438 226 374

Closing Date: 18 June 2025

Applications to: RosterOfficer@fire.nsw.gov.au

Appointments

Service No.	Name	Position	Effective date
8167	A Holt	Regional Training Officer	25 July 2025

Promotions

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

903315	J Badran	11 March 2025
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Firefighter to Qualified Firefighter

906843	R Buchan	18 March 2025
909225	J Rousell	22 May 2025
909410	R Maris	28 August 2025

New members appointed to Brigades

910808	J Harvey	Forster	30 April 2025
910806	K Shannon	South West Rocks	01 May 2025
910817	K McDonald	Kyogle	02 May 2025
910820	J Paterson	Swansea	05 May 2025
910823	D Milne	Riverstone	05 May 2025
910826	M Sarnelli	Stockton	05 May 2025
910818	J Aird	Perisher Valley	07 May 2025
910832	L Graham	Wingham	08 May 2025
910825	K Avery	Kingscliff	09 May 2025
910827	Z De Brito	Shellharbour	09 May 2025
910829	T Burchell	Jindabyne	12 May 2025
910831	J Jackson	Finley	12 May 2025

Transfers

909493	D Duckworth	Bourke	to	Brewarrina	01 May 2025
909489	T Bentick	Forbes	to	Orange	05 May 2025
908893	M Bunt	Denman	to	Muswellbrook	08 May 2025

Appointment to Rank

904350	T Murphy	Deputy Captain	Wagga Wagga	30 April 2025
902937	M O'Keefe	Deputy Captain	Narrandera	01 May 2025
903741	G Carr	Captain	Moama	09 May 2025
906810	D McLeod	Captain	Camden	25 June 2025

Separations

909035	N McInnes	Narrabri	31 March 2025
521350	S Lang	Yass	01 April 2025
908838	D Byrne-Smith	Tumbarumba	04 April 2025
909190	E Lantry	Tarro	05 April 2025
202038	J Baker	Abermain	07 April 2025
900576	G Blackler	Tenterfield	11 April 2025
909764	J McMillan	Moruya	11 April 2025
909886	J Hoffmann	Henty	16 April 2025
909545	R Dorsett	Goulburn	21 April 2025
900629	D Mathews	Batlow	27 April 2025
908245	A Miller	Yamba	29 April 2025
904812	S McBride	Wangi Wangi	01 May 2025
905222	D Lanesbury	Teralba	02 May 2025
910329	E McCormick	Wingham	05 May 2025
904365	M Ayre	Denman	05 May 2025
909375	D Bensch	Port Macquarie	05 May 2025

Retirements

6993	SF G Forbes	Regentville Fire Station	27 May 2025
7317	SF A Booth	Randwick Fire Station	22 May 2025
7614	SO R Dickson	Hamlyn Terrace Station	29 May 2025
906758	QF L Delander	Parramatta Fire Station	02 May 2025
350015	M Clark	Kyogle	30 May 2025

Honorary List

202038	J Baker	Abermain	07 April 2025
900629	D Mathews	Batlow	28 April 2025
350015	M Clark	Kyogle	30 May 2025

ADMINISTRATION AND TRADE NOTICES**Appointments**

Service No.	Name	Position	Effective date
909948	D Ho	Return to Work Advisor	18 April 2025
905437	C Davey	Industrial Officer	28 April 2025
910744	M Grant	Manager Strategic Safety	05 May 2025
910819	N Klerck	Command Business and Assurance Officer	19 May 2025
910791	R Yang	Financial Strategy Analyst	12 May 2025
909533	A Hadlow	Region West On-Call Firefighter Recruitment Coordinator	26 May 2025

Jeremy Fewtrell AFSM
Commissioner
21 May 2025