



Commissioner's Orders

2025/23

19 November 2025

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PROCEDURES

Suicide Prevention Framework

The [Suicide Prevention Framework](#) has been published on the intranet.

Key points

The Suicide Prevention Framework covers the span of suicide prevention activities including Preparedness, Prevention and Postvention. It is an integrated and holistic approach requiring whole of organisation response.

Who needs to read the plan?

This framework needs to be read by all staff.

Contact Officer: Kate Everett, Manager Mental Health and Wellbeing, 0484 221 621

File Reference: FRN25/1272-009 - D25/113803

Suicide Prevention Handbook

The [Suicide Prevention Handbook](#) has been published on the intranet.

Key points

The Suicide Prevention Handbook is to support someone when they are in crisis. It is to be used in conjunction with appropriate training and wellbeing support to assist in improving the confidence and competence to support those who may be experiencing thoughts of suicide.

Who needs to read the plan?

This handbook needs to be read by all staff.

Contact Officer: Kate Everett, Manager Mental Health and Wellbeing, 0484 221 621

File Reference: FRN25/1272-009 - D25/113796

Potentially Traumatic Event (PTE) Support Procedure

The [Potentially Traumatic Event \(PTE\) Support Procedure](#) has been published on the intranet.

Key points

This procedure applies to FRNSW leaders and FRNSW Wellbeing Team members, following a notification of a potentially traumatic event. It provides guidance on evidence informed responses to support workers impacted by PTEs, whether they are localised, self-reported or major. The aim is to ensure support provided is safe and coordinated, as well as minimising short-term and long-term risks of trauma and other mental health issues. At an organisational level, the procedure will assist FRNSW meet its obligation to SafeWork NSW in addressing this type of psychosocial hazard in the workplace.

Who needs to read the plan?

This procedure needs to be read by all FRNSW leaders, Wellbeing Team, and Peer Supporters.

Contact Officer: Kate Everett, Manager Mental Health and Wellbeing, 0484 221 621

File Reference: FRN25/1272-009 - D25/113800

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.

Training and Assessment Officer, Officer Development, (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 Training & Assessment Officer, Officer Development, Education and Training.

Successful applicants holding the rank of Leading Firefighter or Senior Firefighter with a valid Pre-Qualifying Assessment (PQA) and who have completed 8 years total service as a permanent firefighter with FRNSW as 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 Operational Command Management, Scott Hayward on 0461 599 526.

Closing Date: 14 January 2026

PageUp Reference: 494280

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 Form](#)'

Inquiries: Rel/Zone Commander MN3, James Manuao on 0423 282 813

Closing Date: 17 December 2025

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

Operator Communication Centre, Alexandria (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-round advertisement of this position.

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

Closing Date: *17 December 2025*

PageUp Reference: *494265*

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

Operator Communication Centre, Newcastle (2 x positions)

Applications are invited from Permanent Firefighters who hold the rank of Qualified Firefighter, Senior Firefighter or Leading Firefighter for the position of Operator Communication Centre (Newcastle) Operational Communications and are stationed within the Newcastle Transfer area (pursuant to 28.6.1 of the Crown Employees (FRNSW Permanent Firefighting Staff) Award 2023. This is a first-round advertisement of this position.

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

Closing Date: *17 December 2025*

PageUp Reference: *494266*

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

Superintendent

Applications are invited from firefighters who hold the rank of Superintendent or Inspector as of the closing date of applications, for the position Superintendent, Metropolitan Operations.

This is a generic Superintendent position, the initial assignment being Zone Commander ME2.

Inquiries: *Chief Superintendent Darryl Dunbar, Area Commander Metro East on 0488 787 237.*

Closing Date: *17 December 2025*

PageUp Reference: *494294*

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

Promotions

Firefighter to Qualified Firefighter

905819	J Neely	30 October 2025
906520	G Costello	08 October 2025
909737	S Hayman	09 January 2026
909803	J Pearce	21 February 2026
910463	T Daymond	30 October 2025
910181	C Keating	18 September 2026

Recruit Firefighter to Firefighter

Class 9

910867	N Albany	14 November 2025
910882	J Bennett	14 November 2025
906519	J Bradley	14 November 2025
910898	S Brewer	14 November 2025
907562	B Daniel	14 November 2025
910907	L Devoy	14 November 2025
910894	P Farley	14 November 2025
910406	P Favelle	14 November 2025
910896	M Hancock	14 November 2025
910911	M Hudson	14 November 2025
910874	S Macqueen	14 November 2025
909343	C Manson	14 November 2025
910156	S Marden	14 November 2025
910893	L Marden	14 November 2025
909769	C Patridge	14 November 2025
906385	J Rutherford	14 November 2025
908178	W Shaw	14 November 2025
910895	P Stamatis	14 November 2025
903738	M Terry	14 November 2025
910917	N Wood	14 November 2025

New members appointed to Brigades

911216	J McDonald	Batlow	30 October 2025
911219	B Shaya	Batlow	30 October 2025
911210	G Dean	Lambton	03 November 2025
911224	J Foster	Coraki	13 November 2025
911195	M Howarth	Canowindra	15 November 2025
911213	J Fathers	Lake Cargelligo	15 November 2025
911235	J Cleary	Leura	17 November 2025

Transfers

903651	A Swadling	Coffs Harbour	to	Merewether	03 November 2025
907599	H Macri	Kingscliff	to	Ulladulla	4 November 2025
906896	J Arthur	South Grafton	to	Woolgoolga	14 January 2026

Appointment to Rank

520055	G Hanna	Deputy Captain	Kempsey	03 November 2025
521773	M Miller	Captain	South West Rocks	03 November 2025
522344	M Hickey	Deputy Captain	Wentworth Falls	04 November 2025
906835	B Brigger	Deputy Captain	Macksville	04 November 2025
908255	L Bennett	Deputy Captain	Merrylands	04 November 2025
908755	M Fraser	Deputy Captain	Nambucca Heads	04 November 2025
909420	C Tancred	Deputy Captain	Wentworth Falls	04 November 2025
908505	S Paterson	Captain	Coolamon	17 November 2025

Relinquishment of Rank

907844	M Taylor	Deputy Captain	Toukley	06 November 2025
908619	J Witcombe	Deputy Captain	Delroy	07 November 2025

Separations

903923	T Mayers	Maitland	16 September 2025
909962	D Holbrook	Barraba	08 October 2025
907507	D Mah	Saratoga	26 October 2025
905030	B Kendall	Walgett	30 October 2025

909546	Z Robinson	Lithgow West	31 October 2025
219029	Dep Capt J Heffernan	Bega	02 November 2025
906892	A Olive	Casino	03 November 2025
910561	S MaCabe	Terrigal	09 November 2025
909475	J Robson	Grafton	10 November 2025
908507	A Veschetti	Terrigal	12 November 2025

Retirements

6395	SF P Field	Narellan Fire Station	29 November 2025
379014	A MacDonald	Moama	30 October 2025

Honorary List

379014	A MacDonald	Moama	31 October 2025
219029	Dep Capt J Heffernan	Bega	03 November 2025

ADMINISTRATION AND TRADE NOTICES

Appointments

Service No.	Name	Position	Effective date
28187	M Peacock	Property Officer	03 November 2025
911220	K Nobbs	Administrative Support Officer	10 November 2025
911241	L Laroche-Coralie	Concierge	12 November 2025

Separations

906825	J Norman	Manager Strategic Safety	06 November 2025
908050	S Singh	Administrative Support Officer	21 November 2025

Jeremy Fewtrell AFSM
Commissioner
19 November 2025