



Commissioner's Orders

2025/21

23 October 2025

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POLICIES

Static Water Supply Program

The [Static Water Supply Program](#) Policy (Version 04) has been published on the [Static Water Supply Program](#) toolkit on the Intranet.

Key points

The Static Water Supply (SWS) Program identifies static water supplies in high-risk bushfire areas. The policy has been updated to include the relevant legislation regarding the data capture/sharing of residents' locations and to advise on how the SWS information for their property will be used, and on how to update the SWS information for their properties.

Who needs to read the plan?

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

Rescindment

This policy rescinds Static Water Supply Program (Version 03). NFB/03948 Operational Management Information Resources - Static Water Supply (SWS) Program is rescinded by this policy.

Contact Officer: *Manager Bushfire and Aviation Unit*
Bushfire.FRNSW@fire.nsw.gov.au

File Reference: *FRN20/3295*

Policy for the Prevention of Sexual Harassment and Sex-based discrimination

The [Policy for the Prevention of Sexual Harassment and Sex-based Discrimination](#) has been published on the [Respect@Work toolkit](#) on the Intranet.

Key points

FRNSW is committed to safe, respectful and inclusive work environments, free from sexual harassment and other forms of sex-based discrimination. Sexual harassment is unlawful and prohibited by the *Anti-Discrimination Act 1977* (NSW) and the *Sex Discrimination Act 1984* (Cth). The Positive Duty under the Sex Discrimination Act 1984 (Cth) commenced from 12 December 2023. It shifts the focus from individual reporting of complaints to organisational accountability and mandating preventative actions. FRNSW is accountable for taking proactive measures to prevent workplace sexual harassment, sex-based discrimination, and hostile work environments. FRNSW's Policy for the prevention of sexual harassment and sex-based discrimination reflects the change in the legislation and incorporates preventative approaches in line with the positive duty.

The updated policy clearly defines what sexual harassment is, the standards of behaviour expected and how staff should respond to instances of inappropriate behaviour that could lead or amount to sexual harassment or sex-based discrimination.

Who needs to read the plan?

The policy applies to all FRNSW staff, including volunteers, contractors, and consultants.

Rescindment

This policy and procedure rescinds and replaces the Sexual Harassment Prevention Policy and Commissioner's Orders 2020/11.

Contact Officer: Ruth Barlow, Director Professional Standards Branch 02 9265 2826

File Reference: D25/110557 APP25/1517

Statement of Business Ethics

The FRNSW Statement of Business has been rescinded in favour of adopting the [NSW Supplier Code of Conduct](#).

Key points

FRNSW is committed to the NSW Supplier Code of Conduct, which outlines the ethical standards and behaviours we expect from ourselves and our suppliers in the procurement of goods and services. The Supplier Code of Conduct outlines how NSW Government organisations will procure and conduct business with suppliers in a fair and transparent manner. It also outlines how NSW Government organisations expect suppliers and their supply chains to commit to the highest ethical standards, including acting in a safe manner, maintaining confidentiality, declaring conflicts of interest and not engaging in fraud and corruption.

The Supplier Code of Conduct also includes stipulations around anti-slavery and ethical supply chains, and environmental sustainability.

Who needs to read the Supplier Code of Conduct?

The policy applies to all FRNSW staff involved in the procuring of goods and services.

Rescindment

This policy and procedure rescinds the FRNSW Statement of Business Ethics and Commissioner's Orders 2018-10.

Contact Officer: Ruth Barlow, Director Professional Standards Branch 02 9265 2826

File Reference: D25/96681 APP25/1355

PROCEDURES

Suicide Postvention Procedure

The [Suicide Postvention Procedure](#) has been published on the Intranet.

Key points

This was developed to formalise and guide FRNSW's response to the death of a worker by suicide.

Who needs to read the plan?

This procedure needs to be read by all staff.

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

File Reference: FRN25/1272-009 - D25/113792

NOTICES

Metro West 2 Zone Office Location

Following renovations, Metropolitan West 2 Zone Office has returned to the Harris Park site.

Contact details are as below:

Address: Fire and Rescue NSW
Metropolitan West 2 Zone Office
110 – 114 Wigram Street
Harris Park NSW 2150

Postal Address: PO Box H4
Harris Park NSW 2150

Contact: (02) 9895 4600

Contact Officer: *Superintendent Aaron Ross*
Zone Commander Metropolitan West 2
(02) 9895 4605

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.

Team Leader Officer Development (Non-Station Based Team Leader)

Applications are invited from firefighters who have rank of Inspector, Leading Station Officer and Station Officer with twenty-four (24) months service at the rank of Station Officer as of the closing date of applications, for the position Team Leader Officer Development, Education & Training. A promotional pathway is applicable to this position under the provisions of 46.4.11.2 of the Award.

Inquiries: Superintendent Operational Command Management, Scott Hayward
on 0461 599 526

Closing Date: 03 December 2025

PageUp Reference: 494217

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

Training Officer FFIT (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 Officer FFIT, Education & Training.

Successful applicant holding the rank of Leading Firefighter or Senior Firefighter with a valid Pre-Qualifying Assessment (PQA) and 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 Nick Andronicos, Manager Initial Training, on 0418 126 327

Closing Date: 3 December 2025

PageUp Reference: 494214

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

Team Leader FFOT (Non-Station Based Team Leader)

Applications are invited from firefighters who have rank of Inspector, Leading Station Officer and Station Officer with twenty-four (24) months service at the rank of Station Officer as of the closing date of applications, for the position Team Leader FFOT, Education & Training. A promotional pathway is applicable to this position under the provisions of 46.4.11.2 of the Award.

Inquiries: Superintendent Nick Andronicos, Manager Initial Training, on 0418 126 327

Closing Date: 03 December 2025

PageUp Reference: 494210

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

Team Leader Bushfire (Non-Station Based Team Leader)

Applications are invited from firefighters who have rank of Inspector, Leading Station Officer and Station Officer with twenty-four (24) months service at the rank of Station Officer as of the closing date of applications, for the position Team Leader Bushfire, Strategic Capability. A promotional pathway is applicable to this position under the provisions of 46.4.11.2 of the Award.

Inquiries: Superintendent Andrew Shurety, Manager Bushfire and Aviation on 0439 157 698.

Closing Date: 03 December 2025

PageUp Reference: 494216

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

Systems Officer, Operational Communications (Non-Station Based Team Leader)

Applications are invited from firefighters who have rank of Inspector, Leading Station Officer and Station Officer with twenty-four (24) months service at the rank of Station Officer as of the closing date of applications, for the position Systems Officer, Operational Capability. A promotional pathway is applicable to this position under the provisions of 46.4.11.2 of the Award.

Inquiries: Superintendent Grant Rice, Operational Communications Support, on 0418 437 656.

Closing Date: 03 December 2025

PageUp Reference: 494212

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

Supervisor Sydney Communications Centre (2 positions)

Applications are invited from firefighters holding the ranks of Leading Station Officer, Station Officer and Leading Firefighter for the position of Station Officer. This is a first-round advertisement of this position.

Inquiries: Superintendent Grant Rice, Operational Communications Support, on 0418 437 656.

Closing Date: 19 November 2025

PageUp Reference: 494211

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

LONG SERVICE LEAVE BALLOT APPLICATIONS 2026/2027

Call for applications

In accordance with Procedure – Long service leave quotas for permanent firefighters during peak holiday periods and special events, long service leave applications for periods that fall in peak holiday periods in 2026/2027 are now called for from Inspectors, Station Officers and Firefighters.

Dates of peak periods

The following dates for the year 2026/2027 are classified as peak periods and are subject to the procedures described in In Orders 1998/19:

- Autumn school holidays – 07 April to 17 April 2026
- Winter school holidays – 06 July to 17 July 2026
- Spring school holidays – 28 September to 09 October 2026
- Summer school holidays – 18 December 2026 to 27 January 2027
- Australasian Police and Emergency Services Games - 10 October to 17 October 2026
- World Firefighting Games – 05 November – 13 November 2026

Exemptions from ballot

The ballot system and the related six-week application period for peak periods do not apply to firefighters who are seeking extended periods of long service leave. For the purposes of this procedure 'extended' means any period in excess of two consecutive months on full pay or four consecutive months on half pay.

Closing date for applications

Long service leave application forms are available on the Station Portal and are to be submitted to your Zone Commander or Manager.

The closing date for applications is 04 December 2025.

Contact Officer: Your Zone Commander or Manager

Appointments

Service No.	Name	Position	Effective date
7146	J Hood	Relieving Duty Commander RS	13 October 2025

Promotions

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

8456	P Davison	21 April 2025
8496	S Grinyer	02 May 2025
8989	B Wheeler	23 March 2025
9041	A Cross	29 June 2025
9271	C Naisby	03 May 2025

Firefighter to Qualified Firefighter

908923	D Fuller	20 October 2025
905725	K Barton	02 October 2025
909741	T Lattimore	09 January 2026
909945	J Peacock	15 May 2026
909953	J Bond	15 May 2026

Recruit Firefighter to Firefighter

Class 7

907101	B Bramwell	18 September 2025
910777	S Lamb	18 September 2025
904870	C Mackinnon	18 September 2025
910626	J Van Der Meulen	18 September 2025
910773	S Ryan	18 September 2025
910830	D Bibby	18 September 2025
904179	L Hinton	18 September 2025
904448	R Outred	18 September 2025
907008	M Nies	18 September 2025
900075	P Thompson	18 September 2025

910639	L Brown	18 September 2025
907121	C Bennett	18 September 2025
907336	J Dance	18 September 2025
521435	J Kryger	18 September 2025
909060	B Wheatley	18 September 2025
910805	L Obilinovic	18 September 2025
910795	B Hudson	18 September 2025
906746	A Webb	18 September 2025
900146	J Kursawe	18 September 2025
902888	J Tonkin	18 September 2025
907271	C Bergersen	18 September 2025

Class 8

904830	J Markham	16 October 2025
907013	B Lynch	16 October 2025
901537	T Vassallo-Knapp	16 October 2025
521862	P Dowling	16 October 2025
521914	B Hill	16 October 2025
521950	J Taylor	16 October 2025
900593	M Crisp	16 October 2025
905622	S Clark	16 October 2025
906244	A Stout	16 October 2025
906781	J Mower	16 October 2025
907672	J Milne	16 October 2025
907935	J Wilkinson	16 October 2025
908610	L Dahl	16 October 2025
908643	C Salthouse	16 October 2025
908899	D Hogan	16 October 2025
909347	H McMullen	16 October 2025
910205	Q Baldock	16 October 2025
910844	P Saunders	16 October 2025
910848	D De Rooy	16 October 2025
910852	D O'Neill	16 October 2025

New members appointed to Brigades

911129	J Cunningham	Forster	02 October 2025
911153	M Stoker	Abermain	02 October 2025
911133	T Beaver	Ulladulla	03 October 2025
911134	M Veitch	Ulladulla	03 October 2025
911024	B O'Neill	Kingscliff	05 October 2025
911136	S Gruffydd	Jindabyne	06 October 2025
911144	D Parrott	Wentworth Falls	08 October 2025
911151	C Tallon	Maitland	09 October 2025
911146	B Gifford	Bundanoon	10 October 2025
911147	K Southall	Goulburn	10 October 2025
911148	D Gray	Goulburn	10 October 2025
911154	A Mahmoud	Morisset	10 October 2025
911150	P Tiananga	Unanderra	13 October 2025
911152	J Wand	Toukley	13 October 2025
911153	S Browne	Minmi	14 October 2025
911155	M Whitfield	Tarro	14 October 2025
911158	N Lee	Evans Head	14 October 2025
521070	N Reid	Coolamon	15 October 2025
911137	L Lovegrove	Lightning Ridge	15 October 2025
911138	L Marshall	Griffith	15 October 2025
911145	W Trounson	Kelso	15 October 2025
911139	J Hoppe	Carrington	17 October 2025

Transfers

909837	M Baumer	Salamander Bay	to	Raymond Terrace	23 September 2025
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Appointment to Rank

910261	B Robson	Captain	Raymond Terrace	01 October 2025
521860	N Bull	Deputy Captain	Tweed Heads	02 October 2025
905806	R Grigg	Deputy Captain	Swansea	03 October 2025
908613	A Fry	Deputy Captain	Swansea	03 October 2025
520793	S McLagan	Captain	Urunga	09 October 2025
907650	N Ostler	Deputy Captain	Wauchope	13 October 2025

Separations

907207	QF B McGowan	Balmain Fire Station	20 October 2025
906958	M Baldwin	Kurri Kurri	11 July 2025
904653	K Halls	Boorowa	05 September 2025
908944	A Hyland	Mudgee	15 September 2025
909684	A Gannon	Batlow	25 September 2025
910059	J Dunbar	Walgett	25 September 2025
906443	S Forrest	Albury North	30 September 2025
908331	S Hansen	Batemans Bay	30 September 2025
910427	P Welch	Batemans Bay	30 September 2025
910990	D Robins	Kingscliff	30 September 2025
907111	M Nemeth	Alstonville	01 October 2025
909532	D Williams	Stockton	02 October 2025
907530	L Abel	Walgett	03 October 2025
901402	A McCutcheon	Laurieton	29 October 2025

Retirements

6706	SO A Vaughan	Station Officer	30 October 2025
7086	SF S Lynch	Response Coordination Sydney	30 October 2025
7186	SO D Triggs	Response Coordination Sydney	25 October 2025
7629	SF N Everitt	Kogarah Fire Station	30 October 2025
8140	SF W Foster	Springwood Fire Station	10 October 2025
9375	SF L Soro	Lidcombe Fire Station	09 October 2025
900817	SF N Joyce	Coffs Harbour Fire Station	16 October 2025
903401	SF P Nicholson	Balmain Fire Station	23 October 2025
221025	T Sinclair	Bellingen	02 October 2025
471019	C Shelton	Tea Gardens	28 October 2025

Honorary List

221025	T Sinclair	Bellingen	03 October 2025
471019	C Shelton	Tea Gardens	29 October 2025

ADMINISTRATION AND TRADE NOTICES

Separations

904410

M Baginski

Principal Business Strategist

17 October 2025

Jeremy Fewtrell AFSM
Commissioner
23 October 2025