



Commissioner's Orders

2026/09

14 May 2026

POLICIES	2
Safe driving doctrine	2
FIREFIGHTER NOTICES	5
Vacancies	5
Appointments.....	6
Promotions	6
ADMINISTRATION AND TRADE NOTICES	10
Appointments.....	10
Separations	10

POLICIES

Safe driving doctrine

The following have been published on the intranet:

- [Policy – Safe driving](#) (Version 01)
- [Standard Operational Guideline – SOG 13.1 Safe driving](#) (Version 01)
- [Check sheet – SOG 13.1 Safe driving](#) (Version 01)
- [Guideline Support Document – for SOG 13.1 Safe driving](#) (Version 01)

Key points

The doctrine consolidates and updates existing policies and instructions in bulletins and Standing Orders that relate to driving. The doctrine now refers to current legislation and aims to promote safe driving while also clarifying the various legislation.

More guidance is provided on:

- Being a safe driver.
- The responsibilities of the officer in charge of the vehicle and the driver:
 - The OIC is responsible for the safety of the occupants of the vehicle and makes decisions about whether an emergency response is required.
 - The driver makes decisions in relation to how the vehicle is driven and particularly whether they exercise exemptions in the legislation.
- Safety responsibilities of passengers.
- Risks of driving and emergency response driving techniques.

In addition, the following policies have changed for emergency response driving:

- The suggested speed to slow through intersections is now 10 km/h.
- Drivers are guided that if driving more than 20 km/h above the posted speed limit, they must consider whether exceeding the speed limit is safe and necessary.
- Drivers are guided to use lights at all times when responding to an emergency but can use sirens depending on the circumstances and conditions.
- Drivers are not to use motorway crossings unless absolutely necessary.
- Drivers are not allowed to drive in signed BUS ONLY lanes, as per the Road Rules 2014.

Who needs to read this doctrine?

The policy is for all FRNSW drivers. The SOG and guideline support document are for all firefighters who drive as part of their work.

What needs to be done?

Station Commanders must ensure that all crews are aware of the contents of the policy and SOGs. All operational staff must sign off the SOGs – station staff sign off in the Station Planning System (SPS); operational staff not attached to a station sign off in Employee Self Service (ESS).

Rescindments

This doctrine rescinds the following:

Driving in general

In Orders 1999-27 Australian Road Rules. Specifically rescinds:

- 3. Exemptions under the Road Rules
- 5 Driving NSWFB vehicles when not responding to incidents
- 7 Proceeding through traffic signals and stop signs
- 9 Passing on the near side
- 10 Keeping clear of and giving way to emergency vehicles
- 11 Seat belts
- 12 Position of drivers and passengers
- 13 Driving vehicles with hand on the steering wheel
- 14 Overtaking long vehicles
- 15 Portable warning triangles for heavy vehicles
- 16 Blood alcohol limits
- 17 Positioning of appliances

In Orders 2001-09 Safe driving while responding

Safety Bulletin 2010-04 Responding from stations - safety precautions

Safety Bulletin 2001-05 Safe driving and siting of appliances

In Orders 1998-23 Driving appliances with partly full water tanks

In Orders 1989-29 Brigade vehicle accidents - multiple lane intersections

In Orders 2009-19 Driving across railways and tramlines

In Orders 2006-18 Travel in bus, tram, transit or truck lanes by NSWFB vehicles

In Orders 2009-11, Towing trailers

Hazard Alert MS Teams video function whilst driving

In Orders 1998 Response arrangements relating to Sydney Harbour heritage wharf developments

Heavy vehicle driving

In Orders 2002-03 Speed limiting devices

In Orders 2005-15 RTA heavy vehicle checking stations

In Orders 1991-30 Safe driving practices

In Orders 1991-30 Distances between appliances

In Orders 1983-18 Driving of appliances fitted with automatic transmission

Off road driving

Operations Bulletin 2020-08 Appliances suitable for bush/grass fires

Operations Bulletin 2012-02 Recovering bogged appliances

Electronic Stability Program

Operations Bulletin 2014-02 Electronic Stability Program systems installed in FRNSW vehicles

Driver and passenger safety

In Orders 1999-27 Seat belts

Safety Bulletin 2006-16 Seat belts

In Orders 2004-17 Appliance seats and seat belts

Other

In Orders 1999-27 Blood alcohol limits

In Orders 1999-27 Position of drivers and passengers

In Orders 1999-27 Driving vehicles with hands on the steering wheel

In Orders 1996-15 Persons authorised to ride on Brigades appliances

Reversing

In Orders 2009-08 Reversing NSWFB vehicles

Operations Bulletin 2008-13 Reversing fire appliances

Case Study 2009-04 Reversing accidents

Position and parking

In Orders 1982-19 Precautions when parking vehicles

In Orders 1999-27 Positioning of appliances

In Orders 1972-01 Metal wheel chocks

In Orders 1982-19 Parking on a steep incline

Administrative

In Orders 2006-27 Loss of motor vehicle driver's licence

In Orders 2009-08 Reporting accidents involving FRNSW vehicles

In Orders 2002-17 Licences required

In Orders 2002-22 Carrying licence

In Orders 2008-19 Information to injured parties

In Orders 1980-33 Suspension of drivers

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

File Reference: FRN19/369

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.

Senior Roster Officer (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 Senior Roster Officer, People & Culture Directorate. A promotional pathway is applicable to this position under the provisions of 49.4.11.2 of the Award.

Inquiries: Superintendent Ross Genders, Manager Operational Staffing,
on 0437 102 252

Closing Date: 24 June 2026

PageUp Reference: 494729

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

Inspector - Duty Commander MN3

Applications are invited from firefighters holding the rank of Inspector, Leading Station Officer and Station Officer with twenty-four (24) months service at Station Officer rank for the position of Duty Commander, Metro North 3. This is a second-round advertisement of this position. Those on a current conditional appointment (promotional pathway) are ineligible to apply.

Inquiries: Superintendent Jarrod King, Zone Commander MN3,
on 0447 879 851

Closing Date: 10 June 2026

PageUp Reference: 494735

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

Appointments

Service No.	Name	Position	Effective date
9142	S Gibson	Training Officer Appliance	14 May 2026

Promotions

Leading Station Officer to Inspector

9287	D Mullins	23 May 2026
------	-----------	-------------

Qualified Firefighter to Senior Firefighter

8278	D Clarke	16 January 2026
235026	M Duncan	26 July 2025
901205	A Logan	18 March 2026
905434	J Hawkins	24 July 2026
906767	B McGregor	03 November 2025
907023	N Beeby	03 February 2026
907025	N Panhuber	03 February 2026
907137	M McLean	20 April 2026
907208	A Grimes	25 May 2026
907213	T Sykes	25 May 2026
907492	M McCall	12 October 2026
907631	S O'Reilly	22 February 2027

Firefighter to Qualified Firefighter

521741	B Lane	16 February 2026
900593	M Crisp	24 April 2026
904870	C Mackinnon	30 March 2026
905622	S Clark	15 April 2026
907121	C Bennett	18 March 2026
908395	R Natoli	21 June 2026
909333	J Watson	17 May 2026
909664	N Watson	01 April 2026
909787	J Murray	21 February 2026
909791	K Samulski	21 February 2026

909946	G Webb	15 May 2026
909955	D Rimene	15 May 2026
910017	M Gallegos	26 June 2026
910019	M Pollard	26 June 2026
910022	R Sheahan	26 June 2026
910134	M Hastie	07 August 2026
910413	K Baldwin	08 January 2027

Recruit Firefighter to Firefighter

Class 03

911238	M Petrou	30 April 2026
911298	W Pedersen	30 April 2026
909183	R Slattery	30 April 2026
901382	D Cadwell	30 April 2026
911283	J Salmons	30 April 2026
911230	J Harding	30 April 2026
911221	J Hart	30 April 2026
911229	A Lodge	30 April 2026
908661	L Alexander	30 April 2026
905542	R Nolan	30 April 2026
909074	D Boers	30 April 2026
909810	J Connor	30 April 2026
911232	D Renshaw	30 April 2026
911292	R Johnson	30 April 2026
911226	J Wood	30 April 2026
911234	A Sargent	30 April 2026
911225	M Smith	30 April 2026
911222	S Kelly	30 April 2026
911231	G Randall	30 April 2026
911223	D Penellum	30 April 2026

New members appointed to Brigades

911703	C Leondis	Windsor	15 April 2026
911689	D Egri	Kempsey	23 April 2026

911699	N Cheers	Kempsey	23 April 2026
911701	R Moore	Port Macquarie	23 April 2026
911712	C Morgan	Raymond Terrace	24 April 2026
911717	D Way	Abermain	29 April 2026
911718	K Carins	Bombala	30 April 2026
911728	N Fletcher	Bombala	30 April 2026
911697	A Bartholomew	Aberdeen	01 May 2026
911711	J Reimer	Cootamundra	01 May 2026
911716	E Beetson	Merimbula	01 May 2026
911721	D Matthews	Narrandera	01 May 2026

Appointment to Engine Keeper

Rescindment to CO 2026/08

521839	RetF S Bartley	Ulladulla	26 March 2026
--------	----------------	-----------	---------------

Transfers

911674	A Forbes	Broken Hill	to	Wentworth	21 April 2026
906779	J Pereira-Torrens	Taree	to	Kiama	30 April 2026

Appointment to Rank

906219	E Taouk	Deputy Captain	Merrylands	01 April 2026
904755	C Leech	Captain	Morisset	20 April 2026
906503	P Cuy	Deputy Captain	Broken Hill South	01 May 2026

Relinquishment of Rank

904858	S Hughes	Deputy Captain	Batemans Bay	18 July 2026
--------	----------	----------------	--------------	--------------

Separations

521517	RetF R Sweetland	Albury	09 January 2026
902421	DCapt C Cooper	Batlow	01 February 2026
911569	RetF J Richey	Mulwala	30 March 2026
521540	RetF T Timmer	Glenbrook	01 April 2026
910164	RetF K Soille	Balranald	14 April 2026

907364	RetF A O'Neile	Wingham	16 April 2026
910951	RetF R Collins	Corrinal	16 April 2026
909868	RetF R Payne	Tweed Heads	17 April 2026
911146	RetF B Gifford	Bundanoon	20 April 2026
909331	RetF N White	Lismore	22 April 2026
521256	RetF R Barton	Menai	26 April 2026
900011	RetF K Hamilton	Rutherford	26 April 2026
521187	DCapt D Dickie	Mullumbimby	16 May 2026
903355	RetF C Lunnon	Maclean	25 May 2026

Retirements

6880	SO T Kerrigan	Dee Why Fire Station	14 May 2026
901874	RetF J Croese	Holmesville	05 February 2026
345015	Capt A Hackenberg	Kempsey	30 April 2026
903667	RetF A Brown	Cardiff	30 April 2026

Honorary List

Rescindment to CO 2026/08

521839	RetF S Bartley	Ulladulla	27 March 2026
521517	RetF R Sweetland	Albury	10 January 2026
902421	DCapt C Cooper	Batlow	02 February 2026
521540	RetF T Timmer	Glenbrook	02 April 2026
521256	RetF R Barton	Menai	27 April 2026
900011	RetF K Hamilton	Rutherford	27 April 2026
345015	Capt A Hackenberg	Kempsey	01 May 2026
521187	DCapt D Dickie	Mullumbimby	17 May 2026

ADMINISTRATION AND TRADE NOTICES

Appointments

Service No.	Name	Position	Effective date
908326	M Lovell	HR & Projects Advisor	17 April 2026

Separations

911351	R Khaleel	Transport & Recovery Operator Fleet	08 May 2026
--------	-----------	-------------------------------------	-------------

Jeremy Fewtrell AFSM
Commissioner
14 May 2026