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4 September 2018

Bruce Notley-Smith MP
Chair

Dear Mr Notley-Smith,

Thank you for your letter of 3 September regarding the Auditor-General's performance audit report – Preventing and managing worker injuries.

I am pleased to provide the following updates:

Recommendation 1

On 29 May 2018, the Crown Employees (FRNSW Firefighting Staff Death and Disability) Award 2017 was varied to provide detail on a mandatory Health Check and Fitness Drill program. I am pleased to advise that the mandatory Fitness Drill commenced in January of this year and over 1000 firefighters have undertaken this to date. The Health Check program is also on track to go live on 31 October, with final negotiations being underway with an external occupational physician service to assist with delivering this program.

Recommendation 2

FRNSW has implemented a parallel process to the early intervention model used for compensable injuries for firefighters to cover non compensable injuries. This ensures a case management approach is applied for all staff requiring occupational rehabilitation. The psychological management process is very similar to the compensable, with FRNSW using internal supports and the federal government mental health plans to ensure diagnosis and treatment. The physical management process utilises internal supports to provide exercise based intervention as access to the federal government supports remains unclear. The physical and psychological processes are interlinked to ensure wholistic treatment. Return to work options and processes are identical to the compensable process.

Initially, training was initially provided to the Commanders through the Joint Area Command meetings. Following this, a case management approach was implemented so injured workers have a return to work advisor allocated to ensure strategies and support are applied. Case Conferencing methodology and application has been

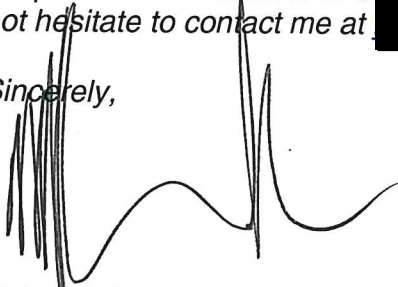
added to the monthly command meetings to educate the commanders of the cases and the support provided. This is now business as usual

Recommendation 3

FRNSW continues to obtain an annual actuarial review of the scheme and will continue to monitor performance and long term sustainability. Additionally, the Death and Disability Award provides for changes to benefits to be made by the Fund based on its own actuarial review. The Fund's Board includes representatives of Fire & Rescue NSW, the Fire Brigade Employees' Union and NSW Treasury. The Award does not require approval by the Industrial Relations Commission for this to occur and it is the best interest of all parties to ensure amendments are made as required to ensure the initial intent of the Award is upheld and the scheme remains viable for members into the future.

I hope this information is of some help. If you have any further question, please do not hesitate to contact me at [REDACTED]

Sincerely,



Malcolm Connellan AFSM
Deputy Commissioner
Executive Director People & Culture