

**FIRE BRIGADES ACT 1989—REGULATION**

(Fire Brigades (General) Regulation 1992)

NEW SOUTH WALES



*[Published in Gazette No. 105 of 28 August 1992]*

HIS Excellency the Governor, with the advice of the Executive Council, and in pursuance of the Fire Brigades Act 1989, has been pleased to make the Regulation set forth hereunder.

TED PICKERING

Minister for Police and Emergency Services.

**CHAPTER 1—PRELIMINARY**

**Citation**

1. This Regulation may be cited as the Fire Brigades (General) Regulation 1992.

**Commencement**

2. This Regulation commences on 1 September 1992.

**Repeals**

3. (1) The By-laws made under the Fire Brigades Act 1909 and published in Gazette No. 139 of 25 November 1960 (being by-laws that, by virtue of clause 20 of Schedule 4 to the Fire Brigades Act 1989, are to be regarded as regulations under that Act) are repealed.

(2) Any action taken under the By-laws referred to in subclause (1) is regarded as having been taken under this Regulation.

**Definitions**

4. In this Regulation:

“**approved**” means approved by the Director-General;

**“Chief Officer’s Orders”** means the written instructions in force under clause 5;

**“consolidated leave”** means such part of any annual leave (including leave in the nature of annual leave, as referred to in clauses 6 and 10 of the Fire Brigade Employees (State) Award in force under the Industrial Relations Act 1991) as is not taken in accordance with the leave roster referred to in clause 6 of that award;

**“corrupt conduct”** has the same meaning as it has in Part 3 of the Independent Commission Against Corruption Act 1988;

**“departmental physician”** means the Occupational Health Physician of the Department or any other medical practitioner acting on behalf of the Occupational Health Physician;

**“departmental property”** includes property that is used by or for the purposes of a fire brigade;

**“fire appliance”** means any vehicle that forms part of the equipment of a fire brigade and that is equipped with an audible warning device and flashing lights;

**“firefighter”** means:

(a) in this Chapter, a member of a permanent fire brigade or volunteer fire brigade;

(b) in Chapter 2, a member of a permanent fire brigade; and

(c) in Chapter 3, a member of a volunteer fire brigade;

**“officer”** means a member of a permanent fire brigade of a rank that, by operation of clause 7 (3), is an officer rank for the purposes of this Regulation;

**“officer in charge”** has the meaning given by section 3 (1) of the Act;

**“Public Service Notices”** means any document titled “Public Service Notices” published under the authority of the Government;

**“Service”** means the service comprising all fire brigades established under the Act;

**“station”** means a fire brigade station;

**“the Act”** means the Fire Brigades Act 1989.

### **Chief Officer’s Orders**

5. (1) The Chief Officer may, by order in writing, issue instructions with respect to the efficiency, discipline and good conduct of firefighters.

(2) The instructions may be published under the title of “In Orders” or “Standing Orders”.

(3) The Chief Officer must take steps to ensure that all current In Orders and Standing Orders are brought to the attention of all firefighters.

(4) All orders issued by the Chief Officer and in force immediately before the commencement of this Regulation are taken to have been issued under this clause and may be amended or revoked accordingly.

### **Bravery awards**

6. (1) The Director-General may award the New South Wales Fire Brigades Medal for Conspicuous Bravery to any firefighter who, while performing firefighting or emergency duty, exhibits exceptional bravery.

(2) A firefighter who has previously been awarded the Medal may, for each additional act of exceptional bravery, be awarded a Bar to be attached to the ribbon from which the Medal is hung.

(3) An award of the Medal or Bar may be made only on the recommendation of a committee appointed by the Director-General to consider the merit of any such action.

(4) The names of firefighters who are so awarded are to be published in the "In Orders" publication and in the register of award recipients kept by the Chief Officer.

(5) The register is to show the recipient's name and rank and the details of the action for which the award was made.

## **CHAPTER 2—PERMANENT FIRE BRIGADES**

### **PART 1—APPOINTMENT AND CONDITIONS OF SERVICE**

#### **Division 1—Appointment, promotion etc.**

#### **Ranks of firefighter**

7. (1) The ranks of firefighters beneath the Chief Officer are (in descending order) as follows:

- Executive Officer, Fire Services
- regional commander
- deputy regional commander
- zone commander
- district officer
- station officer
- senior firefighter
- firefighter 1st class (grade A)

- firefighter 1st class (grade B)
- firefighter 2nd class
- firefighter 3rd class
- firefighter 4th class

(2) The Director-General may establish such other ranks of firefighters as the Director-General considers appropriate.

(3) The rank of station officer, any rank above that rank and any other rank declared by the Director-General to be an officer rank are officer ranks for the purposes of this Regulation.

(4) The ranks of Executive Officer, Fire Services, and regional commander are taken to have the same seniority.

#### **Applications for appointment to the Service**

**8. (1)** An application for appointment as a firefighter must be in the approved form and must be accompanied by such documentation as the form requires.

(2) Before appointing an applicant (other than a former firefighter) as a firefighter, the Director-General must be satisfied that the applicant:

- (a) is at least 18 years of age; and
- (b) is medically and psychologically fit to exercise the functions of a firefighter; and
- (c) has passed the relevant examination for appointment as a firefighter; and
- (d) holds a current motor vehicle driver's licence under the Motor Traffic Regulations 1935; and
- (e) is of good character; and
- (f) is otherwise suitable for employment as a firefighter.

(3) Before appointing an applicant (being a former firefighter) as a firefighter, the Director-General must be satisfied that the applicant:

- (a) is medically and psychologically fit to exercise the functions of a firefighter; and
- (b) holds a current motor vehicle driver's licence under the Motor Traffic Regulations 1935; and
- (c) is of good character; and
- (d) is otherwise suitable for employment as a firefighter.

(4) A successful applicant is to be appointed:

- (a) except in the case of a former firefighter, to the rank of firefighter 4th class; or

- (b) in the case of a former firefighter, to such rank as the Director-General, after consultation with the Chief Officer, considers appropriate to the applicant's skill and experience.
- (5) An appointment under this clause is for a probation period of 6 months.
- (6) At the end of the probation period, the Director-General:
  - (a) may confirm the appointment; or
  - (b) may extend the probation period; or
  - (c) may cancel the appointment.

### **Promotion of firefighters**

- 9. (1) A firefighter becomes eligible for promotion to the rank next senior to the firefighter's current rank:
  - (a) in the case of promotion up to firefighter 1st class (grade A)—on the first anniversary of the firefighter's appointment or promotion to the firefighter's current rank; and
  - (b) in the case of promotion from firefighter 1st class (grade A) to senior firefighter—on the second anniversary of the firefighter's promotion to firefighter 1st class (grade A).
- (2) A firefighter may not be promoted unless the firefighter has obtained satisfactory results in the relevant examination for the rank to which the firefighter is to be promoted and has received a satisfactory report with respect to the firefighter's service in the current rank.

### **Station officers**

- 10. (1) A senior firefighter who has passed the relevant examination for the rank of station officer is eligible for appointment to any vacant position of that rank.
- (2) A senior firefighter may not be promoted to the rank of station officer unless the firefighter has received a satisfactory report with respect to the firefighter's service as a senior firefighter.

### **District officers**

- 11. (1) A station officer who has passed the relevant examination for the rank of district officer, and has served for 2 years as a station officer, is eligible for appointment to any vacant position of the rank of district officer.

(2) A station officer may not be promoted to the rank of district officer unless the station officer has received a satisfactory report with respect to that officer's service as a station officer.

### **Zone commanders and other senior ranks**

12. (1) A vacancy in a position of or above the rank of zone commander must be advertised within the Service.

(2) A vacancy in a position of or above the rank of regional commander must also be advertised in the Public Service Notices and in one or more newspapers circulating throughout Australia.

### **Examinations**

13. (1) The Director-General:

- (a) may determine the syllabus and the pass mark for any examination; and
- (b) may determine whether any examination is to be written or oral, or partly written and partly oral; and
- (c) may determine the manner, the place and the time for the conduct of any examination.

(2) The Director-General may appoint an Examination Committee to conduct examinations.

### **Resignation**

14. A firefighter who intends to resign from the Department must give the Chief Officer at least 7 days' written notice of the intended resignation.

### **Termination of appointment**

15. (1) The Director-General may at any time terminate a firefighter's appointment as a firefighter, or as a firefighter of a particular rank:

- (a) if the firefighter is no longer medically or psychologically fit to exercise the functions of a firefighter or of a firefighter of that rank; or
- (b) if the firefighter is no longer a suitable person to exercise the functions of a firefighter or of a firefighter of that rank.

(2) The termination of a firefighter's appointment to a particular rank operates to reduce the rank of the firefighter to the firefighter's previous rank.

(3) The Director-General must cause notice of the reasons for the termination to be given to a firefighter whose appointment is terminated under this clause.

## **Division 2—Leave**

### **Consolidated leave**

16. A firefighter may not take consolidated leave except at such times as the Director-General or Chief Officer considers convenient.

### **Absence due to ill health or injury**

17. (1) A firefighter is entitled to sick leave in respect of any absence from duty on account of ill health or injury received while off duty so long as the firefighter:

- (a) furnishes an appropriate medical certificate in respect of the absence to the officer in charge of the firefighter's station or, in the case of an officer, to the officer's immediate superior; and
- (b) if required to do so by the Director-General or the departmental physician, submits to a medical examination by the departmental physician.

(2) A firefighter who is absent from duty (otherwise than on consolidated, extended or special leave) for more than 28 days must, before resuming duty, be examined by the departmental physician and certified fit for duty unless the departmental physician certifies in writing that such an examination is not necessary.

(3) A probationary firefighter is not eligible for sick leave until the firefighter is attached to a station.

### **Compassionate leave**

18. (1) The Director-General or the Chief Officer may grant leave with pay to a firefighter whose immediate relative has died, is seriously ill or seriously injured or for any other similar reason.

(2) Leave may not be granted under this clause for more than 2 days on any one occasion.

(3) However the Director-General or Chief Officer may, if of the opinion that there are special circumstances, permit a firefighter to be absent from duty for more than 2 days.

(4) A firefighter who has been granted such leave in excess of 2 days may elect to take the additional leave as consolidated leave or as leave without pay.

#### **Special leave—special purposes**

**19. (1)** A firefighter is entitled to special leave on full pay for the purpose of attending any relevant examination.

(2) The Director-General or the Chief Officer may grant special leave for any other purpose if of the opinion that it is appropriate to do so and, in that event, is to determine whether any such leave is on full pay or without pay.

#### **Special leave—witness at court**

**20. (1)** A firefighter who is subpoenaed or called as a witness by the Crown (whether in right of the Commonwealth or in right of any State or a Territory):

- (a) is entitled to special leave on full pay for the whole of the period necessary to attend as such a witness; and
- (b) is liable to pay to the Director-General all money paid to the firefighter under or in respect of any such subpoena or call, other than any such money so paid in respect of reimbursement of necessary expenses incurred in answer to that subpoena or call.

(2) A firefighter who is subpoenaed or called as a witness otherwise than as referred to in subclause (1) is, for the whole of the period necessary to attend as such a witness, to be granted, at the sole discretion of the firefighter:

- (a) consolidated leave; or
- (b) leave without pay.

(3) This clause does not apply to a firefighter who is subpoenaed or called as a witness in an official capacity.

## **PART 2—FIREFIGHTERS' DUTIES**

### **Division 1—General**

#### **Contraventions of Part 2**

**21.** A contravention of this Part does not give rise to an offence but may be the subject of disciplinary proceedings under Part 3.



**Firefighters to acquire and maintain knowledge of legislation and firefighter's duties etc.**

22. (1) A firefighter must acquire and maintain a thorough knowledge of, and must comply with the requirements of, the Act, this Regulation and the Chief Officer's Orders.

(2) A firefighter must acquire and maintain the knowledge and skills that are relevant to the performance of the firefighter's duties.

**Honesty and truthfulness**

23. (1) A firefighter must act honestly and truthfully in the performance of the firefighter's duties.

(2) In particular, a firefighter must not in the capacity of a firefighter:

- (a) wilfully or negligently make a false or misleading statement to a person; or
- (b) knowingly make a false or misleading statement in any official document, record or book; or
- (c) without good and sufficient cause, destroy or mutilate any official document, record or book, or alter or erase any entry in it; or
- (d) fail to account promptly for any money or property that comes into the firefighter's possession during the course of the firefighter's duties; or
- (e) otherwise be concerned, whether directly or indirectly, in corrupt conduct.

**Duty to obey orders and act fairly and responsibly**

24. A firefighter must not:

- (a) disobey any lawful order given by a person of senior rank in authority over the firefighter; or
- (b) be disrespectful or insolent to any person of senior rank in authority over the firefighter; or
- (c) abuse the firefighter's authority by acting oppressively towards a subordinate; or
- (d) without good and sufficient reason, be absent from duty or be late for any parade, drill or other required attendance; or
- (e) by negligence or otherwise, allow any loss, damage or injury to occur to any person or property; or
- (f) fail to report any matter, or make an entry in a book or document, which it is the firefighter's duty to report or make.

**Unacceptable behaviour**

25. (1) A firefighter must not:

- (a) come on duty while under the influence of liquor or drugs; or
- (b) while on duty, consume, use or possess any liquor or drugs; or
- (c) while on duty, gamble in circumstances that adversely affect the discipline or efficiency of the Service; or
- (d) smoke at a fire or drill, on any departmental premises, in any departmental vehicle or, while in uniform, in any public place; or
- (e) while off duty, remain on station premises without special authority; or
- (f) by words or action, behave in a manner that is subversive of discipline or calculated to bring discredit on the Service.

(2) The officer in charge of a station may refuse to permit a firefighter to come on duty if of the opinion that the firefighter is under the influence of liquor or drugs to the extent that the firefighter is unable to exercise the functions of a firefighter.

**Damage or misuse of departmental property**

26. (1) A firefighter must not wilfully or negligently damage any departmental property or fail to report promptly any such damage, however caused.

(2) A firefighter must not use departmental property for an unauthorised purpose or be concerned, whether directly or indirectly, in its unauthorised use.

**Uniforms**

27. (1) Uniform may be worn by a firefighter only in accordance with this Regulation and the Chief Officer's Orders.

(2) A firefighter must not wear uniform when on leave, when suspended from duty or when off duty, except while travelling to or from the firefighter's station.

(3) A firefighter must not, at any time, be dressed partly in uniform and partly in civilian clothing.

**Loss or damage to uniform or personal equipment**

28. (1) A firefighter:

- (a) must take care of all articles of uniform and personal equipment issued to the firefighter; and

(b) may be required to meet the replacement cost of any article of uniform or equipment damaged or lost through the firefighter's negligence.

(2) Before a firefighter resigns, retires or otherwise leaves the Service, the firefighter must return to the Chief Officer all departmental property that is in the firefighter's possession, including all articles of uniform and equipment issued to the firefighter but not including any article of uniform or equipment that the Chief Officer permits the firefighter to retain.

(3) The Director-General may require a firefighter who fails to return any such property or who returns it in a damaged condition (other than damage due to fair wear and tear) to pay compensation for the loss or damage.

(4) The amount of any such loss or damage may be offset from any money (including wages) due to the firefighter with respect to the firefighter's service.

#### **Solicitation or receipt of gifts etc.**

**29.** A firefighter must not:

- (a) directly or indirectly solicit or accept a pecuniary or material reward in connection with the exercise of the firefighter's functions; or
- (b) retain any money received as a gratuity or payment from any person, or accept any address, presentation or testimonial, in connection with the firefighter's official position,

without the prior written permission of the Director-General.

#### **Confidential information**

**30.** A firefighter must not disclose any information obtained in the firefighter's capacity as a firefighter unless the disclosure is made:

- (a) in the exercise of the firefighter's functions; or
- (b) about factual matters which are generally available to the public; or
- (c) by an approved officer to media representatives concerning operations at a fire or other incident; or
- (d) at the direction or with the permission of the Director-General; or
- (e) with other lawful excuse.

**Public comment on administration**

31. A firefighter must not comment publicly on the administration of the Department, except with the approval of the Director-General.

**Incompatible activities**

32. A firefighter must not engage in any activity outside the firefighter's duties as a firefighter if to do so would be incompatible with the performance of those duties.

**Division 2—Firefighting duties****Duties of firefighters**

33. The functions of each rank of firefighters are those determined for the time being by the Chief Officer.

**Performance of duties**

34. A firefighter:

- (a) must serve wherever the firefighter is directed by the Chief Officer; and
- (b) must attend such drills as may be appointed by the Chief Officer or the officer in charge of the firefighter's station; and
- (c) must perform such firefighting or other duties as the firefighter is lawfully directed to perform.

**Recall of off-duty firefighters**

35. (1) A firefighter who is off duty (including a firefighter who is on consolidated or special leave) may be recalled to duty in an emergency unless the firefighter is on sick leave, in court or subject to a subpoena to appear in court.

(2) A firefighter must ensure that the Chief Officer is kept aware of where and how the firefighter may be contacted in an emergency.

**Occurrence book**

36. The officer in charge of a station must ensure that:

- (a) all events of significance relating to the operation of the station; and

(b) all other matters required by this Regulation or the Chief Officer's Orders to be so recorded,  
are recorded in an occurrence book maintained at the station.

#### **Absence from station**

**37. (1)** A firefighter who is on duty at a station must not leave the station without the permission of the officer in charge of the station or, if the firefighter is an officer, a more senior officer.

**(2)** A firefighter who leaves a station with such permission must record in the occurrence book the fact of the absence, the reason for the absence and the name of the person giving the permission.

**(3)** This clause does not apply to a firefighter who leaves the station to attend to a fire call or other incident or to engage in official duties away from the station.

#### **Rollcall**

**38.** Unless the Chief Officer otherwise determines, a daily rollcall is to be made at each station at 0800 hours and 1800 hours.

#### **Rollcall inspection**

**39.** A firefighter attached to a station must ensure that all departmental property at the station is kept clean and orderly and ready for inspection after the daily rollcall.

### **Division 3—Watchroom duty**

#### **Watchroom duty hours**

**40.** Unless the Chief Officer otherwise determines, the watchroom duty hours are as follows:

- Morning watch ..... 0800 hours to 1300 hours
- Early afternoon watch ..... 1300 hours to 1800 hours
- Evening watch ..... 1800 hours to 2300 hours
- Night watch ..... 2300 hours to 0300 hours
- Dawn watch ..... 0300 hours to 0800 hours

#### **Performance of watchroom duty**

**41. (1)** A firefighter at a station must perform watchroom duty as directed by the officer in charge of the station.

- (2) A firefighter who is on watchroom duty:
- (a) must remain on watchroom duty until a relieving firefighter has booked on; and
  - (b) must ensure that the watchroom is kept clean and orderly; and
  - (c) must ensure, as far as possible, that unauthorised persons do not enter the watchroom.
- (3) In particular:
- (a) a firefighter who is on watchroom duty at a terminal station or communications centre must remain in the watchroom or communications centre until relieved, unless permitted to leave by the officer in charge of the station, in which case the firefighter is to record in the occurrence book the times of leaving and returning; or
  - (b) a firefighter who is on watchroom duty otherwise than at a terminal station or communications centre must remain within sound and, wherever practicable, within sight of the watchroom while the station is occupied.
- (4) A firefighter who leaves the watchroom with permission as referred to in subclause (3) (a) must record in the occurrence book the fact of the absence, the reason for the absence and the name of the person giving the permission.
- (5) A firefighter who is not performing watchroom duty (or receiving instruction in such duty) must not enter the watch room or remain in it unless performing other duties requiring the firefighter to be there.

### **Visitors to station**

- 42. (1)** A firefighter must receive any visitor to the station with courtesy, must obtain the visitor's name and the reason for the visit and must attend to the visitor's reasonable needs.
- (2) A person who is not a firefighter or a member of staff of the Department must not be allowed to enter a station without the permission of the Director-General, the Chief Officer or the officer in charge of the station.
- (3) A firefighter is to receive a visiting officer with due respect, introduce himself or herself to the officer, report the station's operational status ("all quiet", "on fire call" or otherwise, as appropriate) and alert the officer in charge of the station of the arrival of the visiting officer.

**Security of station**

**43. (1)** A firefighter on duty at a station must ensure that:

- (a) the station is not entered; and
- (b) departmental property is not interfered with or removed from the station,

otherwise than by persons who can establish their identity and their authority to do so.

**(2)** A firefighter on duty at a station must record any breach of security in the occurrence book and report the breach, and any action taken by the firefighter in respect of the breach, to the officer in charge of the station.

**(3)** The officer in charge must make a separate report to the Chief Officer of any breach reported under this clause.

**Division 4—Fire calls etc.****Call to fire etc.**

**44.** When a fire or other incident call is received, the firefighter on watchroom duty:

- (a) must enter the time and other details of the call in the occurrence book; and
- (b) must alert the station firefighters immediately of the call.

**Responding to call**

**45.** When responding to a call, the driver of a fire appliance:

- (a) must sound the appliance's audible warning device whenever it is appropriate to do so to enable the appliance to proceed safely to its destination but must do so with discretion if the appliance is in a traffic jam or is in the vicinity of a hospital, church or other place of public assembly; and
- (b) must reduce speed when approaching, but may proceed cautiously past, a red traffic light, a "STOP" sign or a "GIVE WAY" sign.

**Protection of fire appliances**

**46. (1)** The driver of a fire appliance must, if practicable, obtain the assistance of another person when reversing the appliance.

**(2)** Wherever practicable, at least one firefighter must remain with the fire appliance whenever the appliance is away from the station for any firefighting, exercise or other incident.

**Unauthorised use of fire appliances and equipment**

**47.** A fire appliance or other item of departmental property must not be used for purposes other than firefighting, drill or other brigade purposes except with the approval of the Director-General or the Chief Officer.

**Security on fire duty and watch duty**

**48. (1)** A firefighter on fire duty or watch duty at any premises must ensure that:

- (a) the premises are not entered; and
- (b) goods are not interfered with or removed from the premises, otherwise than by persons who can establish their identity and authority to do so.

**(2)** A firefighter on fire duty or watch duty at any premises must report any breach of security to the officer in charge at the premises and to the officer in charge of the station to which the firefighter is attached.

**(3)** The officer in charge at the premises must make a separate report to the Chief Officer of any breach of security reported under this clause.

**PART 3—DISCIPLINARY PROVISIONS****Misconduct**

**49.** A firefighter may be found guilty of misconduct if the firefighter:

- (a) contravenes a provision of Part 2; or
- (b) commits an offence (other than an offence of a trivial nature) in New South Wales or elsewhere, whether or not the firefighter is prosecuted or convicted for the offence.

**Complaints of misconduct**

**50. (1)** A firefighter may make a complaint in writing to the Chief Officer to the effect that another firefighter is guilty of misconduct.

**(2)** A complaint that does not concern corrupt conduct must be lodged:

- (a) if made by a firefighter who is not an officer, with the officer in charge of the firefighter's station; or
- (b) if made by an officer, with the officer's immediate superior.

**(3)** Any firefighter dealing with a complaint must treat the information as strictly confidential and on no account divulge it to anyone otherwise



than in accordance with this clause or as permitted by the Director-General.

(4) If the Chief Officer decides to act on a complaint, the Chief Officer must ensure that a copy of the complaint is given to the firefighter against whom it is made.

### **Preliminary inquiry into conduct of firefighter**

51. (1) The Chief Officer may conduct, or may direct any other officer to conduct, a preliminary inquiry into any matter the subject of a complaint.

(2) A preliminary inquiry may not be conducted by the officer in charge of the station to which the firefighter is attached.

(3) A formal hearing is not to be held and witnesses are not to be called for examination.

(4) The firefighter to whom the complaint relates may make written representations or, if the person conducting the inquiry so permits, oral representations on any matter relevant to the inquiry.

(5) If the firefighter is permitted to make oral representations, the firefighter is entitled to be accompanied by an observer, chosen by the firefighter, while those representations are made.

(6) The Chief Officer may give directions as to the manner in which a preliminary inquiry is to be held.

(7) Except as otherwise provided by this clause, a preliminary inquiry is to be conducted in accordance with the Chief Officer's Orders or, with respect to any matter for which those Orders do not provide, in such manner as the person conducting the inquiry thinks fit.

(8) The person conducting a preliminary inquiry must report the result of the inquiry to the Chief Officer within the time allowed by the Chief Officer.

### **Suspension of firefighter**

52. (1) The Chief Officer may, by order, suspend a firefighter from duty pending investigation of a complaint of misconduct, whether or not a preliminary inquiry has been held, if the Chief Officer reasonably believes that the allegations contained in the complaint warrant such action being taken.

(2) Any officer of or above the rank of district officer may exercise the powers of the Chief Officer under subclause (1) with respect to a

firefighter of a lower rank than the officer by whom those powers are exercised.

(3) A firefighter may not be suspended unless all reasonable steps have been taken to ensure that the firefighter has been informed of the reason for the suspension and has been given an opportunity to respond to the allegation.

(4) An order under this clause has effect for the period, not exceeding 14 days, specified in the order and may be terminated at any time by the Chief Officer.

(5) The suspension of a firefighter because of the firefighter's absence from duty without authority is taken to have commenced when the unauthorised absence began, unless the Chief Officer determines otherwise.

(6) The Chief Officer must, as soon as practicable, report to the Director-General on any suspension under this clause and the reason for it.

#### **Director-General to deal with suspension**

53. (1) After considering the Chief Officer's report and any submission made by or on behalf of the firefighter under suspension, the Director-General may, by order, confirm or terminate the suspension.

(2) The Director-General may not confirm a suspension unless proceedings have been initiated (whether under this Part or otherwise) in respect of the matters giving rise to the complaint.

(3) Any suspension confirmed under this clause has effect for the period specified in the relevant order and may be terminated at any time by the Director-General.

#### **Payment during suspension**

54. (1) Payment of a firefighter is not to be stopped during a suspension that has not been confirmed, but is to be stopped during a suspension that has been confirmed, unless otherwise determined by the Director-General.

(2) If satisfied that the circumstances so warrant, the Director-General may approve a maintenance payment to a firefighter under a suspension that has been confirmed of such amount (up to 100 per cent of full pay) and for such period as the Director-General may direct.

(3) A firefighter in respect of whom a complaint of misconduct is dismissed is to be reimbursed for pay lost during any period of suspension less any maintenance paid during that period.

(4) If a firefighter under suspension is found guilty of a disciplinary offence, the Director-General may approve the reimbursement of such part of any pay lost during the suspension as the Director-General may direct.

(5) Nothing in this clause prevents a firefighter under suspension without full maintenance payment from working outside the Service during the period of suspension.

#### **Suspension of firefighter in custody**

55. A firefighter held in police custody in relation to an offence is taken to have been suspended and is not eligible for a maintenance payment while in custody.

#### **Where action against firefighter required**

56. (1) If the Chief Officer considers (as a result of a preliminary inquiry or otherwise) that action should be taken against a firefighter in respect of a complaint of misconduct, the Chief Officer may prefer a departmental charge against the firefighter.

(2) A departmental charge is to be prepared in writing setting out the grounds of the alleged misconduct and a copy is to be served on the firefighter against whom the charge is made.

(3) The firefighter, or a duly authorised representative of the firefighter, is to be allowed to read, and to take copies or extracts of, the relevant portions of the departmental file or preliminary inquiry report and any other papers held by the Department in relation to the charge.

(4) The firefighter must, within 7 days after being served with a copy of the charge, report to the Chief Officer in writing whether the firefighter admits or denies the charge.

(5) If the charge is admitted by the firefighter, submissions may be made to the Chief Officer by or on behalf of the firefighter (either orally or in writing) in mitigation of penalty.

(6) Any such submissions are to be forwarded to the Director-General.

**Formal inquiry**

**57. (1)** If the firefighter denies the charge, the Chief Officer is to conduct, or direct another officer to conduct, a formal inquiry under this clause.

(2) The defendant may appear at the inquiry in person or by a barrister, solicitor or agent.

(3) The inquiry may be conducted in the absence of the defendant if the defendant fails to attend the inquiry and if the officer conducting the inquiry is satisfied that the defendant has been served with reasonable notice of the time and place for the inquiry.

(4) Service of any such notice may be proved by the oath of the person who served the notice or by affidavit.

(5) The officer conducting the inquiry:

- (a) may conduct the inquiry in such manner as the officer sees fit; and
- (b) is not bound by any law or practice governing the admissibility of evidence; and
- (c) may be informed of any matter in such manner as the officer thinks fit; and
- (d) must cause a transcript to be prepared of the proceedings of the inquiry.

(6) The officer conducting the inquiry:

- (a) may require any firefighter or member of staff of the Department to appear before the officer and to give evidence; and
- (b) may require any firefighter or member of staff of the Department to produce to the officer any document or thing relevant to the inquiry.

(7) A person who fails to comply with a requirement under subclause (6) is guilty of an offence.

Maximum penalty: 5 penalty units.

(8) The defendant is entitled to inspect any document or thing furnished under this clause.

**Formal inquiry report**

**58. (1)** After completing an inquiry the officer conducting the inquiry must cause a report of the officer's findings and recommendations, together with the transcript of the proceedings and any document or thing admitted in evidence, to be sent to the Chief Officer.

(2) The Chief Officer may make further recommendations concerning the findings of the inquiry and must inform the defendant of any recommendations so made.

(3) The Chief Officer must cause the report made by the officer conducting the inquiry, together with the Chief Officer's recommendations concerning the findings of the inquiry, to be sent to the Director-General.

(4) Written submissions (including submissions in mitigation of penalty) may be made to the Director-General, by or on behalf of the defendant, within such time as the Director-General allows.

#### **Disciplinary action by Director-General**

**59. (1)** The Director-General may penalise a firefighter who has been found guilty of misconduct in any one or more of the following ways:

- (a) by giving the firefighter a caution or reprimand;
- (b) by imposing on the firefighter a fine not exceeding 10 penalty units;
- (c) by demoting the firefighter;
- (d) by dismissing the firefighter from the Service.

(2) The Director-General is not to impose a fine if the firefighter has been convicted by a court of an offence arising out of the same facts as the departmental charge.

#### **Fines**

**60. (1)** The amount of any fine imposed under this Division may, subject to this clause, be deducted from any money (including wages) due to the firefighter with respect to the firefighter's service.

(2) A fine is not to be deducted from the firefighter's pay until after 30 days from when the Director-General's determination has been made known to the firefighter.

(3) Any application made after that period for time to pay is to be considered and, if an appeal is lodged with the Government and Related Employees Appeal Tribunal against the imposition of a fine, deductions from the firefighter's pay towards payment of the fine are not to be made pending the determination of the appeal.

#### **Action following court appearance**

**61.** If a firefighter is found guilty of an offence by a court, the Director-General may take action against the firefighter as if the

firefighter had been found guilty of misconduct by an inquiry under this Part.

### **CHAPTER 3—VOLUNTEER FIRE BRIGADES**

#### **PART 1—APPOINTMENT AND CONDITIONS OF SERVICE**

##### **Division 1—Formation and equipment of brigades**

###### **Brigade membership**

**62. (1)** The Director-General, after consulting with the Chief Officer, is to determine the number of firefighters who are to constitute a brigade.

**(2)** As far as possible, firefighters are to be selected from local residents who have an aptitude for the functions of a firefighter.

###### **Command structure of brigade**

**63. (1)** Each brigade is to be under the command of:

(a) a captain appointed by the Director-General on the recommendation of the Chief Officer; or

(b) a member of a permanent fire brigade.

**(2)** The Director-General may designate the other ranks of the firefighters constituting the brigade.

###### **Area of operations**

**64. (1)** The Director-General is to assign to each brigade a fire district or part of a fire district within which the brigade is responsible for preventing and extinguishing fires.

**(2)** A brigade may operate beyond the area assigned to it, in accordance with the Chief Officer's Orders, at the discretion of the officer in charge of the brigade.

##### **Division 2—Appointment etc.**

###### **Application for appointment**

**65. (1)** An application for appointment must be in an approved form addressed to the officer in charge of the brigade and accompanied by such documentation as the form requires.

**(2)** The officer in charge must send the application, accompanied by the officer's recommendation, to the Chief Officer for determination by the Director-General.

(3) Before appointing an applicant as a firefighter, the Director-General must be satisfied that the applicant:

- (a) is at least 18 years of age; and
- (b) is medically and psychologically fit to exercise the functions of a firefighter; and
- (c) has achieved satisfactory educational qualifications; and
- (d) holds a current motor vehicle driver's licence under the Motor Traffic Regulations 1935; and
- (e) is of good character; and
- (f) is otherwise suitable for employment as a firefighter.

(4) An appointment under this clause is for a probation period of 12 months.

(5) At the end of the probation period, the Director-General:

- (a) may confirm the appointment; or
- (b) may extend the probation period; or
- (c) may cancel the appointment.

### **Resignation**

66. The officer in charge of a brigade who receives notice from a firefighter that the firefighter intends to resign must immediately give written notice of that intention to the Chief Officer.

### **Retirement**

67. A firefighter who, in the opinion of the departmental physician, is medically or psychologically unfit to exercise the functions of a firefighter may be retired from a brigade.

### **Termination of appointment**

68. (1) The Director-General may at any time terminate a firefighter's appointment as a firefighter, or as a firefighter of a particular rank:

- (a) if the firefighter is no longer medically or psychologically fit to exercise the functions of a firefighter or of a firefighter of that rank; or
- (b) if the firefighter is no longer a suitable person to exercise the functions of a firefighter or of a firefighter of that rank.

(2) The termination of a firefighter's appointment to a particular rank operates to reduce the rank of the firefighter to the firefighter's previous rank.

(3) The Director-General must cause notice of the reasons for the termination to be given to a firefighter whose appointment is terminated under this clause.

### **Honorary list**

69. A retired firefighter may, if the firefighter has at least 15 years of service, be placed on the honorary list.

### **Division 3—Leave**

#### **Firefighter not to resume duty unless fit**

70. (1) A firefighter who has been absent from duty because of ill health or injury must, before resuming duty, produce a medical certificate to the officer in charge of the brigade that the firefighter is fit to resume duty.

(2) The departmental physician may require the firefighter to undergo a medical examination to determine the firefighter's fitness to exercise the functions of a firefighter if, after a series of such absences, the departmental physician is of the opinion that it is appropriate to do so.

(3) A firefighter is entitled to sick leave for up to:

- (a) 1 month, if the firefighter has been in the Service for less than 5 years; and
- (b) 3 months, if the firefighter has been in the Service for 5 years or more but less than 10 years; and
- (c) 6 months, if the firefighter has been in the Service for 10 years or more.

#### **Maternity entitlement**

71. (1) A firefighter who is unable to exercise her functions due to pregnancy is, on application to the Chief Officer, to be granted an exemption from required brigade attendances for up to 12 months.

(2) A firefighter who is granted such an exemption is entitled to continue to receive a retainer for 6 weeks after the date on which the exemption takes effect.



**PART 2—FIREFIGHTERS' DUTIES****Division 1—General****Contraventions of Part 2**

72. A contravention of this Part does not give rise to an offence but may be the subject of disciplinary proceedings under Part 3.

**Firefighters to acquire and maintain knowledge of legislation and firefighters' duties etc.**

73. (1) A firefighter must acquire and maintain a thorough knowledge of, and must comply with the requirements of, the Act, this Regulation and the Chief Officer's Orders.

(2) A firefighter must acquire and maintain the knowledge and skills that are relevant to the performance of the firefighter's duties.

**Honesty and truthfulness**

74. (1) A firefighter must act honestly and truthfully in the performance of the firefighter's duties.

- (2) In particular, a firefighter must not in the capacity of a firefighter:
- (a) wilfully or negligently make a false or misleading statement to a person; or
  - (b) knowingly make a false or misleading statement in any official document, record or book; or
  - (c) without good and sufficient cause, destroy or mutilate any official document, record or book, or alter or erase any entry in it; or
  - (d) fail to account promptly for any money or property that comes into the firefighter's possession during the course of the firefighter's duties; or
  - (e) otherwise be concerned, whether directly or indirectly, in corrupt conduct.

**Duty to obey orders and act fairly and responsibly**

75. A firefighter must not:

- (a) disobey any lawful order given by a person of senior rank in authority over the firefighter; or
- (b) be disrespectful or insolent to any person of senior rank in authority over the firefighter; or
- (c) abuse the firefighter's authority by acting oppressively towards a subordinate; or

- (d) without good and sufficient reason, be absent from duty or be late for any parade, drill or other required attendance; or
- (e) by negligence or otherwise, allow any loss, damage or injury to occur to any person or property; or
- (f) fail to report any matter, or make an entry in a book or document, which it is the firefighter's duty to report or make.

### **Unacceptable behaviour**

**76. (1)** A firefighter must not:

- (a) come on duty while under the influence of liquor or drugs; or
- (b) while on duty, consume, use or possess any liquor or drugs; or
- (c) while on duty, gamble in circumstances that adversely affect the discipline or efficiency of the Service; or
- (d) smoke at a fire or drill, on any departmental premises, in any departmental vehicle or, while in uniform, in any public place; or
- (e) fail to sign the occurrence book as required by the Chief Officer's Orders; or
- (f) by words or action, behave in a manner that is subversive of discipline or calculated to bring discredit on the Service.

**(2)** The officer in charge of a station may refuse to permit a firefighter to come on duty if of the opinion that the firefighter is under the influence of liquor or drugs to the extent that the firefighter is unable to exercise the functions of a firefighter.

### **Damage or misuse of departmental property**

**77. (1)** A firefighter must not wilfully or negligently damage any departmental property or fail to report promptly any such damage, however caused.

**(2)** A firefighter must not use departmental property for an unauthorised purpose or be concerned, whether directly or indirectly, in its unauthorised use.

### **Uniforms**

**78. (1)** Uniform may be worn by a firefighter only in accordance with this Regulation and the Chief Officer's Orders.

**(2)** A firefighter must not wear uniform when on leave, when suspended from duty or when off duty, except while travelling to or from the firefighter's station.

(3) A firefighter must not, at any time, be dressed partly in uniform and partly in civilian clothing.

#### **Loss or damage to uniform or personal equipment**

**79. (1)** A firefighter:

- (a) must take care of all articles of uniform and personal equipment issued to the firefighter; and
- (b) may be required to meet the replacement cost of any article of uniform or equipment damaged or lost through the firefighter's negligence.

(2) Before a firefighter resigns, retires or otherwise leaves the Service, the firefighter must return to the Chief Officer all departmental property that is in the firefighter's possession, including all articles of uniform and equipment issued to the firefighter but not including any article of uniform or equipment that the Chief Officer permits the firefighter to retain.

(3) The Director-General may require a firefighter who fails to return any such property or who returns it in a damaged condition (other than damage due to fair wear and tear) to pay compensation for the loss or damage.

(4) The amount of any such loss or damage may be offset from any money due to the firefighter with respect to the firefighter's service.

#### **Solicitation or receipt of gifts etc.**

**80.** A firefighter must not:

- (a) directly or indirectly solicit or accept a pecuniary or material reward in connection with the exercise of the firefighter's functions; or
- (b) retain any money received as a gratuity or payment from any person, or accept any address, presentation or testimonial, in connection with the firefighter's official position,

without the prior written permission of the Director-General.

#### **Confidential information**

**81.** A firefighter must not disclose any information obtained in the firefighter's capacity as a firefighter unless the disclosure is made:

- (a) in the exercise of the firefighter's functions; or
- (b) about factual matters which are generally available to the public;  
or

- (c) at the direction or with the permission of the Director-General; or
- (d) with other lawful excuse.

### **Public comment on administration**

**82.** A firefighter must not comment publicly on the administration of the Department, except with the approval of the Director-General.

## **Division 2—Firefighters' duties**

### **Duties of officer in charge of brigade**

**83. (1)** The officer in charge of a brigade has the following functions:

- (a) to take command of all drills and other operations of the brigade, except in circumstances in which a more senior officer takes charge of the drill or operation;
- (b) to ensure that the firefighters are properly trained and the brigade is efficient;
- (c) to ensure that the station, fire appliances and firefighting equipment are kept clean and ready for immediate use;
- (d) to maintain an occurrence book;
- (e) to report to the Chief Officer as soon as practicable the details of all fires attended by the brigade.

**(2)** The officer in charge of a brigade:

- (a) must ensure that records are kept of all attendances at fires, drills and other incidents; and
- (b) must ensure that an inventory is kept of all departmental property held by the brigade; and
- (c) must sign all requisitions for stores, repairs, services and other requirements; and
- (d) must ensure that the receipt of goods is duly certified; and
- (e) may authorise the expenditure of petty cash; and
- (f) must certify to the correctness of the pay sheet.

**(3)** In the absence of the officer in charge of a brigade, the next senior ranking firefighter is to assume command and exercise the functions of the officer in charge.

### **Command at fires and other incidents**

**84. (1)** The officer in charge of a brigade is to be in command at fires and other incidents attended within the brigade's area of operations.

(2) A brigade attending a fire or other incident outside its area of operations is under the command of the officer in charge of the brigade within whose area the fire or other incident occurs.

(3) In the absence of the officer in charge of the brigade within whose area the fire or other incident occurs, the officer in charge of the brigade first at the fire is to take command.

(4) If a member of a permanent fire brigade is present at a fire, that member (or, if there is more than one, the senior member present) may take command.

### **Duties of firefighters**

**85. (1)** A firefighter must perform duties as required, and must attend all scheduled and other drills, unless given leave of absence by the officer in charge of the brigade.

(2) The Director-General may terminate the services of any firefighter who, except when on approved leave:

- (a) fails to attend scheduled or other required drills for 3 consecutive months; or
- (b) fails to attend the approved number or proportion of drills, fires or other incidents in any period of 6 months.

### **Duties of engine keeper**

**86.** An engine keeper must keep the fire appliances and other firefighting equipment clean and in good order and must report any breakage, damage or loss to the officer in charge of the brigade.

### **Occupied quarters**

**87. (1)** A firefighter who is permitted to occupy any premises under the control of the Director-General must keep them clean and in good order.

(2) The Chief Officer may, without notice, inspect any such premises, or cause them to be inspected, at any time.

### **Brigade inspection**

**88. (1)** The Chief Officer, or a person authorised by the Director-General, is to inspect each brigade to ascertain:

- (a) whether the station premises, fire appliances and other equipment are kept in good order and condition; and

- (b) whether required drills are carried out; and
- (c) whether the attendance of firefighters at drills and fires is satisfactory; and
- (d) whether the brigade is maintained in a proper state of efficiency and discipline.

(2) Inspections are to be made at regular intervals to be determined by the Chief Officer and may also be made at such other times as the Director-General may direct.

#### **Visitors to station**

**89. (1)** A firefighter must receive any visitor to the station with courtesy, must obtain the visitor's name and the reason for the visit and must attend to the visitor's reasonable needs.

(2) A person who is not a firefighter or a member of staff of the Department must not be allowed to enter a station without the permission of the Director-General, the Chief Officer or the officer in charge of the station.

(3) A firefighter is to receive a visiting officer with due respect, introduce himself or herself to the officer, report the station's operational status ("all quiet", "on fire call" or otherwise, as appropriate) and alert the officer in charge of the station of the arrival of the visiting officer.

#### **Security of station**

**90. (1)** A firefighter on duty at a station must ensure that:

- (a) the station is not entered; and
- (b) departmental property is not interfered with or removed from the station,

otherwise than by persons who can establish their identity and their authority to do so.

(2) A firefighter on duty at a station must record any breach of security in the occurrence book and report the breach, and any action taken by the firefighter in respect of the breach, to the officer in charge of the station.

(3) The officer in charge must make a separate report to the Chief Officer of any breach reported under this clause.

**Division 3—Fire calls etc.****Call to fire etc.**

**91.** When a fire or other incident call is received, the firefighter on watchroom duty:

- (a) must enter the time and other details of the call in the occurrence book; and
- (b) must alert the station firefighters immediately of the call.

**Responding to call**

**92.** When responding to a call, the driver of a fire appliance:

- (a) must sound the appliance's audible warning device whenever it is appropriate to do so to enable the appliance to proceed safely to its destination but must do so with discretion if the appliance is in a traffic jam or is in the vicinity of a hospital, church or other place of public assembly; and
- (b) must reduce speed when approaching, but may proceed cautiously past, a red traffic light, a "STOP" sign or a "GIVE WAY" sign.

**Protection of fire appliances**

**93. (1)** The driver of a fire appliance must, if practicable, obtain the assistance of another person when reversing the appliance.

**(2)** Wherever practicable, at least one firefighter must remain with the fire appliance whenever the appliance is away from the station for any firefighting, exercise or other incident.

**Unauthorised use of fire appliances and equipment**

**94.** A fire appliance or other item of departmental property must not be used for purposes other than firefighting, drill or other brigade purposes except with the approval of the Director-General or the Chief Officer.

**Security on fire duty and watch duty**

**95. (1)** A firefighter on fire duty or watch duty at any premises must ensure that:

- (a) the premises are not entered; and
- (b) goods are not interfered with or removed from the premises, otherwise than by persons who can establish their identity and authority to do so.

(2) A firefighter on fire duty or watch duty at any premises must report any breach of security to the officer in charge at the premises and to the officer in charge of the station to which the firefighter is attached.

(3) The officer in charge at the premises must make a separate report to the Chief Officer of any breach of security reported under this clause.

### **PART 3—DISCIPLINARY PROVISIONS**

#### **Misconduct**

**96.** A firefighter may be found guilty of misconduct if the firefighter:

- (a) contravenes a provision of Part 2; or
- (b) commits an offence (other than an offence of a trivial nature) in New South Wales or elsewhere, whether or not the firefighter is prosecuted or convicted for the offence.

#### **Complaints of misconduct**

**97. (1)** A firefighter may make a complaint in writing to the Chief Officer to the effect that another firefighter is guilty of misconduct.

(2) A complaint that does not concern corrupt conduct must be lodged:

- (a) with the officer in charge of the firefighter's brigade; or
- (b) if the complaint concerns the officer in charge of the firefighter's brigade, with that officer's immediate superior.

(3) Any firefighter dealing with a complaint must treat the information as strictly confidential and on no account divulge it to anyone otherwise than in accordance with this clause or as permitted by the Director-General.

(4) If the Chief Officer decides to proceed with a complaint, the Chief Officer must ensure that a copy of the complaint is given to the firefighter against whom it is made.

#### **Suspension**

**98. (1)** The officer in charge of a brigade or an officer of a permanent fire brigade of or above the rank of district officer may, by order, suspend a firefighter from duty pending investigation of the firefighter's conduct.

(2) A firefighter may not be suspended unless all reasonable steps have been taken to ensure that the firefighter has been informed of the reason for the suspension and has been given an opportunity to respond to the allegation.



(3) The officer concerned must report to the Chief Officer immediately on any suspension under this clause.

#### **Inquiry into suspension**

**99. (1)** The Chief Officer may direct an officer to conduct an inquiry into the conduct of the firefighter under suspension and to report to the Chief Officer on the result of the inquiry as soon as practicable.

(2) If the officer conducting the inquiry finds the firefighter under suspension to have been guilty of misconduct, the Chief Officer is to forward the officer's report, together with any recommendations the Chief Officer may make, to the Director-General.

(3) If the officer conducting the inquiry does not find the firefighter to have been guilty of misconduct, the Chief Officer is to terminate the suspension immediately.

#### **Rights of suspended firefighter**

**100. (1)** A firefighter under suspension may, within 7 days after being suspended, apply in writing to the Director-General for permission to inspect any report relating to the suspension.

(2) Such a report is to be made available for inspection by the firefighter at such place and time as the Director-General may determine.

(3) The firefighter may:

(a) within 3 days after that time; or

(b) if the firefighter did not exercise the right to see any such report, within 7 days after being suspended,

make written submissions, or apply in writing for the opportunity to make oral submissions, to the Director-General in respect of the suspension or the report or in mitigation of penalty.

(4) The Director-General is to allow a firefighter under suspension to make oral submissions in the matter, either personally or by a legal representative or other agent, if requested by the firefighter.

(5) A firefighter under suspension is not entitled to any retainer during the period of suspension but is to be reimbursed any retainer so lost if not found guilty of misconduct by the inquiry.

#### **Disciplinary action by Director-General**

**101. (1)** The Director-General, after considering a report in which a firefighter is found guilty of misconduct and any submissions made by

the firefighter, may deal with the matter in any one or more of the following ways:

- (a) by giving the firefighter a caution or reprimand;
- (b) by requiring the firefighter to remove one or more of the firefighter's chevrons;
- (c) by imposing on the firefighter a fine not exceeding 10 penalty units;
- (d) by demoting the firefighter;
- (e) by dismissing the firefighter from the Service.

(2) The Director-General is not to impose a fine if the firefighter has been convicted by a court of an offence arising out of the same facts as the departmental charge.

(3) The amount of any fine imposed under this clause may, subject to this clause, be deducted from any money due to the firefighter with respect to the firefighter's service.

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**EXPLANATORY NOTE**

The object of this Regulation is to repeal certain by-laws (being by-laws under the Fire Brigades Act 1909 that, by virtue of clause 20 of Schedule 4 to the Fire Brigades Act 1989, are to be regarded as regulations under that Act) and to replace them with a new Regulation. The new Regulation contains provisions with respect to preliminary matters (Chapter 1), permanent fire brigades (Chapter 2) and volunteer fire brigades (Chapter 3).

Chapter 2 (permanent fire brigades) provides for:

- the appointment and conditions of service of members of permanent fire brigades (part 1); and
- the duties of members of permanent fire brigades (Part 2); and
- disciplinary proceedings against members of permanent fire brigades (Part 3).

Chapter 3 (volunteer fire brigades) provides for:

- the appointment and conditions of service of members of volunteer fire brigades (Part 1); and
- the duties of members of volunteer fire brigades (Part 2); and
- disciplinary proceedings against members of volunteer fire brigades (Part 3).

This Regulation is made in connection with the staged repeal of subordinate legislation under the Subordinate Legislation Act 1989.

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