



UNITED FIREFIGHTERS UNION OF AUSTRALIA
WEST AUSTRALIA BRANCH
Policy

President: Kevin Jolly
Secretary: Graeme Geer

14th August 2009

Policy 2 : Acting Up

Acting UP / Higher Duties

PURPOSE:

The purpose of this policy is to establish the parameters and protocols necessary to facilitate Senior Firefighters and Fire Officers to be able to act in higher positions, which provide our members with opportunities to exercise the appropriate skills and competencies at the higher level which will enhance their opportunity for promotion.

COMPETENCIES:

To be able to act to a higher classification in both rostered and non rostered shift work positions, the Firefighters will be required to have successfully completed all the agreed competencies required or have equivalent qualifications which have gone through a RPL process, as agreed between the Union and management.

No one is to act up more than one classification.

ACTING UP - NON ROSTERED SHIFT WORK:

A non-rostered shiftwork position will be filled by calling for expressions of interest from suitably qualified staff (equivalent rank). In the event that no expressions of interest are received from people with the required substantive classifications, then a candidate will be selected from the expressions of interest to temporarily fill the position as an acting Officer.

If the period of acting up exceeds 12 months, and no substantive applicant has applied for the position the person acting up should be promoted in to the position.

ACTING UP - ROSTERED SHIFT WORK:

PERTH METROPOLITAN FIRE STATIONS:

Acting to a Higher Classification can occur from a core or relief position.

Acting up can only occur if there are sufficient staff. i.e. it does not create a vacancy at the original classification.

On Shift District Officer Positions can only be filled by Substantive DOs.

Aerial Appliances:

Firefighters in charge of an aerial appliance must be a classified Senior Firefighter or above.

Acting as a Station Officer:

- The ability to act as a Station Officer will be confined to people classified as Senior Firefighters who have gained the agreed competencies (currently OMP).
- Acting up will occur when unscheduled relief is required. Such a relief is to be done on a shift by shift basis. OMPs cannot be cited to a position for more than one shift at a time.
- OMPs cannot be cited for scheduled reliefs on rostered shift work.
- The number of people acting to the Station Officer Classification cannot constitute more than 20% of the Metro Operational SO crewing at anytime.
- At multiple officer stations, the acting up component is not to exceed 50% of the respective officer complement on any given shift.

Acting will only occur with in fire defence when there is sufficient staff to do so.

Acting up can only occur if it does not cause a shortage at the original classification.

In circumstances where, After all efforts are exhausted and if a Station Officer cannot be held back or called back and a appliance is to be decommissioned, an OMP may be acted up and a hold back or call back can be called for the OMPs original positions or an OMP can be called back.

COUNTRY CAREER FIRE STATIONS:

Because of the fifteenth Firefighter at Country Fire Stations, Acting up may occur on Country Career Fire Stations as a result of all leave.

Rostered Shift Positions:

Acting will only occur in rostered shift positions when there is sufficient staff to do so. Acting up can only occur in rostered shift positions if it does not cause a shortage at the original classification.

If a vacancy occurs in the original classification while some one is acting up, the acting up should cease.

In circumstances where, After all efforts are exhausted and if a Station Officer cannot be held back or called back and a appliance is to be decommissioned, an OMP may be acted up and a hold back or call back can be called for the OMPs original positions or an OMP can be called back.



Graeme Geer
Secretary