

CFA / UFU Operational Staff Agreement 2002

Clause 45.11

Lateral Entry

Where it can be demonstrated that no suitably qualified internal applicant exists and after advertising internally on two occasions, CFA will seek to fill the vacant position through the lateral entry of a currently paid firefighter or fire officer from another Recognised and Professional Career Fire Service. Prior to seeking external advertisement, CFA will consult with the UFU who will be provided with seven working days to offer suggested alternatives for consideration by CFA.

Lateral entry will not be sought for positions below the rank of Qualified Firefighter with Leading Firefighter qualifications.

Applicants through external advertisements must be able to demonstrate that they have the requisite skills, competence and experience to perform the tasks required of the position being advertised consistent with the key selection criteria of the position description.

Such applicants will be required to undergo a suitable transitional training program and assessment determined by the parties, to ensure the applicant is competent and proficient to perform the required roles in CFA. A period of induction will be required to be undertaken on Station prior to the successful applicant being part of minimum staffing.

The parties agree that the required transitional training program and induction requirements will be included in the training framework when finalized.

In the case of a Fire Officer 1, the applicant must have a minimum of five years continuous experience as a career firefighter, in addition to the required competencies.

In cases where currently paid firefighters are not available and lateral entry is to be sought by CFA no person shall be accepted for lateral entry if their service as a paid career firefighter or Fire officer has been broken with any period exceeding.

- Leading Firefighter 24 months
- Fire Officer 12 months

Under special circumstances where the above cannot be met then the CFA will consult with the UFU prior to any employment or offer of employment.

In cases where the above results in employment then appropriate training arrangements will be developed on a case-by-case basis.

An acceptable and recognised Fire Service for the purpose of this agreement is a State or Territory Government fire service within Australia or such other fire service as agreed between the parties on a case-by-case basis.

A paid career firefighter or Fire Officer does not include a retained firefighter or Fire Officer.