



THE UNITED PROFESSIONAL FIREFIGHTERS UNION OF WESTERN AUSTRALIA CIRCULAR

President: Clem Chan

Secretary: Katherine O'Hara

CIRCULAR NO: 82/2022

21st September 2022

Re-Issue of Ban No Participation in Grievance Procedure External Investigations

Attention All Members:

Please be advised the following advice is being re-issued and is in place until such time the ban is lifted.

The Union remains concerned about the number of grievance matters being referred for external investigation as well letters being issued by Professional Standards. DFES are failing to resolve many of these issues at the lowest possible level.

The catalyst for this ban was that circa 2011, the Union was contacted by concerned members at Fremantle Fire Station who were contacted by an External Investigator working on an alleged grievance in a way that contravened then FESA's own policies and procedures. The Union's view was that this external investigation was not valid and subsequently became an industrial matter.

More recently the Union has had to assist several members in relation to a variety of matters which resulted in outcomes similar to disciplinary matters. On these occasions the process was flawed and in the Union's view – unnecessarily punitive.

For this reason:

All members are advised that participation in any external investigation for grievance or alleged grievance matters is the subject of a ban and remains a matter that is in dispute with Management. This ban applies to all members of the Union.

If members have any concerns or are being put under pressure to commence a grievance that will be dealt with by external investigators or to participate in such an investigation by DFES, then please contact the Union Office as soon as possible for advice and representation.

All members are further reminded that adhering to bans assists the Union to achieve the objectives to improve conditions for all.

Please contact the Union office at admin@ufuofwa.net.au or 9228 8122 if you have any questions.

Strength in Unity

Katherine O'Hara
Secretary

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