

A dark silhouette of a city skyline is visible in the background, featuring various building shapes and a prominent tower with a spire.

CANDIDATE NOMINATION PROFILES
2017 UFBA CONFERENCE





CONFERENCE AUCKLAND 2017



VOTING FOR YOUR BOARD, YOUR VICE PRESIDENT AND YOUR TECHNICAL PANEL

There are three key roles and three vacancies to be voted on at Conference.

As a Conference delegate, you have the right to vote for who you think should represent your Brigade UFBA and how we work for you. Here are some pointers on what you should consider when deciding on who to vote for.

Directors of the Board (one vacancy)

Board Directors set the culture and the strategic direction for the UFBA and our team. This will help us grow into a stronger and more effective organisation.

The role of our Board Directors is one of governance, not management, and is clearly focussed on our strategic goals.

SKILLS:

- Understanding of who and what the UFBA do, commitment to our vision and strategic plan, and proactively displays the values of the UFBA.
- Positive personal attributes like self confidence, persuasive and inspirational communication.
- Respect new ideas and exercises good judgement and conceptual and independent thinking.
- Governance and strategic planning skills.
- A good knowledge of finance, health and safety and human resources.

Vice President (one vacancy)

The Vice President is a largely ceremonial role—but the person who fills this position needs to have many of the same skills and attributes as a Board Director.

They will attend Board meetings so they can understand what is going on in the organisation. Throughout their tenure that will end in the Presidency, they will also need to attend a number of ceremonies so their time needs to be flexible.

Technical panel representative (one vacancy)

Challenges are one of the key ways we engage with our members. Through the Challenges, we educate our members and help them fine tune their skills.

Technical Panel representatives are responsible for ensuring Challenges and their rules are in line with Fire Service policy and techniques so our learning opportunities are meaningful to members.

SKILLS:

- An understanding of the organisation and its strategic direction.
- Previous experience and an excellent understanding of all UFBA Challenges, and technical skills.
- Extensive knowledge of health and safety procedures, event logistics.
- Commitment to sustaining and growing the Challenges to a high professional level.



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HOW DO I VOTE AT CONFERENCE?

Your voting card

Accompanying this pack, you will find a voting card which is specific to your brigade—this will be easy to recognise as it will be brightly coloured.

Before Conference:

- Ensure the nominated brigade delegate has all of the information included with this document.
- This includes the brightly coloured voting paper which they must complete and sign.

At Conference:

- Bring the brightly coloured voting card to Conference with you—this is really important!

Your voting card has two parts:

1. **The bottom part:** at registration, you will be asked to hand over the bottom half of your form. Ensure you have completed the left hand side of this section.
2. **The top part:** this is what you will physically be voting with. YOU MUST hold on to the other half and keep it in a safe place for the duration of voting.

If you forget to bring your voting card to Conference, a replacement will be available there.

Voting:

- When it is time to vote, you will be given voting papers for all the positions that need to be filled.
- Complete the voting paper.
- Raise your hand holding up the part of the card that you have retained.
- Your vote will be collected by scrutineers.

Can't come to conference but want to vote?

PROXY VOTING

If you are unable to attend conference, your brigade can vote by 'proxy'. Each brigade delegate attending Conference can also be a proxy voter for another brigade that is not physically attending Conference. If you are not attending, you will still receive a voting card and you need to:

1. Complete the right hand side of this card. You must have this voting card signed by your OIC, controller or CFO.
2. Arrange to give your completed voting card to the attending brigade delegate so they can take both their own voting card and yours to Conference and they will then be able to cast votes on your behalf. Make sure you give them clear instructions as to how you would like them to vote.



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NOMINATED CANDIDATE FOR UNITED FIRE BRIGADES' ASSOCIATION VICE PRESIDENT



Glenn Williams

Having almost completed the three terms as a Director of the United Fire Brigades Association I am honoured to have been nominated by my brigade and three other brigades to stand for the position of Vice President. I have been a firefighter for nearly 37 years and Chief Fire Officer of Te Puke Fire Brigade since 2006. I believe that in my role as a Director I have made a valuable contribution to the Board and have thoroughly enjoyed the role. I have represented the UFBA on several working groups through the transition to Fire and Emergency NZ but I know there is still much I can contribute as Vice President and then as President through my governance experience.

Last year I became a Chartered Director of the Institute of Directors and was also appointed as a Trustee of the Leukaemia & Blood Cancer NZ Board. In 2015 I exited my business and became a business broker which gives me the flexibility to contribute significantly to the UFBA.

During my time on the Board I have been fortunate to attend many of our UFBA Challenges. These challenges are an integral part of the services provided by the organization and I am a passionate supporter of these events. I would like to encourage a wider cross section of participation in these events. Attendance at the events has also enabled me to meet numerous firefighters around the country.

As a Director of the Board I have attended every Board meeting and have had the privilege of being appointed Deputy Chairman for the last couple of years. I am also delighted to have been part of the appointment of our new CEO Bill Butzbach and I am excited at the future I can see for the UFBA. The amalgamating of the rural fire forces into Fire and Emergency NZ has given rise to a great opportunity for the UFBA and FRFANZ to work closely together for the benefit of all our members.

During my term on the Board I have been advocating for the gratuities paid to volunteers to be increased and I will continue to advocate for that for as long as it is necessary. As a member of the UFBA Board I am proud of the influence our organization has been able to exert on the shape of Fire and Emergency NZ after a number of concerns when the new legislation was first introduced.

I am extremely grateful to the support from my wife Eunice and family, my brigade, my fellow Board members, the UFBA management and staff. I would also like to thank the brigades that have nominated me and look forward to further contributing to the future of the United Fire Brigades Association



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NOMINATED CANDIDATE FOR UNITED FIRE BRIGADES' ASSOCIATION BOARD OF DIRECTORS



Warren Maslin

As current president of the Canterbury Provincial Fire Brigades Association and having just received my 15-year 2 yr bar and Long Service Good Conduct medal at the recent Ashburton volunteer fire brigades honours night I have a great understanding of commitment to communities and want to continue to help brigades throughout New Zealand.

I have established links to provincial associations throughout New Zealand, historically competing in Waterways challenges, Combat Challenge and RCR events regionally and nationally. I've been an official at Drivers and National Combat Challenge events. I have also established training events and assisted other associations in running combat challenge events.

This background will ensure the UFBA board continues to have a representative on the board with an understanding of the purpose of competitions and how they fit in with providing safer sustainable communities.

I have a passion for all the provincials and as a potential board member I would ensure all our provincials are involved in the future whilst ensuring we are all relevant and fit for purpose, and the UFBA deliver's advocacy and support to our emergency services members.

My involvement in the FENZ transition changeover has been as a change support champion and a FENZ Volunteer working group member. I have a good understanding of the new legislation and can say that the current times are very exciting.

As someone who has had 30 yrs banking experience that involved managing staff, being accountable for budgets/ sales results and being a Commercial Lender I have a good understanding of the difference between governance and management as well as the financial acumen to function at board level, this 30-year career will ensure I act in the best interests of the UFBA and their members if I am successful.

I look forward to supporting the UFBA in delivering on their strategic goals. I would also like to thank all those other volunteers and friends who have voiced their support in me standing for the board.



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NOMINATED CANDIDATE FOR UNITED FIRE BRIGADES' ASSOCIATION BOARD OF DIRECTORS



Tony Sutorius

I believe that the UFBA needs to change and modernise considerably over the next couple of years. I'd like to tell you what changes I'd like to see, and what skills I can offer to help.

Giddyay everyone, I'm Tony Sutorius, a 46-year old Station Officer with 24 years' service from Plimmerton VFB (near Wellington), much of it as BTO. I come from a firefighting family; my uncle and cousin have served in this brigade, and my father Anton retired from both volunteer and permanent service with a Double Goldstar.

I'm a professional documentary filmmaker with a special expertise in elections, democracy and human rights. I work around the world, most recently in Papua New Guinea, where I built tools to improve the ethical conduct of their recent National Elections.

My comments here speak about the UFBA as mainly an organisation for volunteer firefighters. I realise this is not the whole story, and mean no disrespect to members of career brigades. But maybe you'll agree with me that volunteers sorely need the collective voice that you have long enjoyed with NZPFU? If that can be the UFBA, I envisage tremendous opportunities for partnership and collaboration between the organisation; surely we would be very smart to view each other as professional colleagues and natural allies.

BECOMING A REAL UNION

Although our personal to our communities and each other hasn't changed, under the new legislation we have all effectively become unpaid workers of FENZ. We represent one of the largest unpaid workforces in the country, carrying big responsibilities and doing dangerous work. Its essential that our collective voice is clear, brave and, when necessary, public. We need a real, independent union to speak for us and stick up for what we need. This will be a big change.

PROTECTING US INDIVIDUALLY

We work for free. Surely the least we can expect in return is that if things go wrong we'll be properly looked after, and our families won't suffer? Probably most of us just assume that's already how things are, but recent experiences of volunteers caught up in accidents and brigade problems suggests its just not the case. If you get in a driving accident tomorrow, are you 100% sure the UFBA will be a strong voice for you? Ask John Klaphake of Wellington OSU how much support he had, and he'll tell you none at all, and that he had to fight his own way out of trouble and a \$15,000 legal bill.

What happens if you accept an Incident Controller or Safety Officer jerkin and someone gets hurt or killed... trainees are being told now they should expect prosecution under the Health & Safety at Work Act. How confident are you that you'd be completely supported through this, either by FENZ or the UFBA or anyone else? Even if you have actually made a mistake and stuffed something up, is it really fair then for you and you to be thrown to the wolves, at the expense of your family, your career, and the rest of your life?

No, bullshit. That's not nearly good enough, and its just not fair. Right now permanent firefighters get FAR better support from their union than we can dream of. I'll fight to fix this, and I'll tell you loud and clear if its still broken.



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GETTING BRIGADES WHAT WE NEED

We hear constantly about the importance of volunteer sustainability, yet what actually happens shows just don't have a strong enough, staunch enough voice at the moment in day-to-day decision making within FENZ

Why has the administrative workload for volunteer brigades got so much worse in recent years, when everyone knows its a huge factor in senior officer burnout?

- With the average time brigade members stay getting shorter as society changes, why does the journey from recruit to Station Officer keep getting longer and tougher?
- People can claim lost wages as volunteers, so why is there no provision for sole parents to claim childcare costs? Why are recruit courses now all in Rotorua, when this is so obviously unsuitable for sole parents of young children?
- Why are essential regional training courses (like QFF courses) completely inadequate for demand, for years now? Whats being done about this on OUR behalf?
- Why don't FENZ fund or directly provide accelerated HT driving courses, when the alternative is a much higher workload for far longer for our members, and reduced operational efficiency?
- Isn't it time that the basic direct expenses that volunteers face simply being volunteers, like the use of our private vehicles, were properly covered by the organisation? We may work for free, but is it really fair that we must pay to serve?

MUCH STRONGER DEMOCRACY AND ACCOUNTABILITY TO US

The UFBA is an old and proud organisation, and has achieved much we can be proud of. For the essential new work ahead it needs to change significantly. Most importantly it needs to become a more modern, more accountable democracy. Here's some of what I'd like to see:

- Every quarter the UFBA should be asking brigades to vote on important national issues in brigade meetings, and acting on our decisions directly. This can be done easily and cheaply using the web.
- No-one should represent the views of volunteers to FENZ management or anyone else without us all knowing who they are and exactly what they're saying. Whenever possible, which in fact is pretty much all the time, views should be directly sought from the whole membership of the organisation rather than just being those of someone who happens to be asked their opinion.
- The UFBA's financial reporting should be far more detailed, and distributed prior to conference so that members can identify issues ahead of time and ask proper questions to understand whats happening. The UFBA to us, and we have a responsibility to ensure its financial dealings are correct, and its financial priorities appropriate. Current reporting is weak, and the organisation has long resisted efforts to improve this.
- The lack of active engagement from so large a portion of brigades needs to be acknowledged as a major and important issue, and a plan for improvement put in place. To many brigades see no relevance to them... we need to understand and resolve this, urgently. Nothing matters more for the future vitality of the organisation, and for our collective voice.



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NOMINATED CANDIDATES FOR UNITED FIRE BRIGADES' ASSOCIATION TECHNICAL PANEL



Scott Allan

My name is Scott Allan and I am 53 years old. I am currently a Station Officer in the Bluff Brigade in which I have served for over 32 years.

I was a competitor for more than twenty years then became an official in the Otago Southland Region. Now I officiate at Regional and National level waterways and combat challenges. And have just completed 6 years on the Otago/Southland Provincial Sub Association Technical Panel. 4 of those years being the Convenor.

I would like to put my nomination forward for the National Technical Panel with the full support of my family, employer and brigade

I enjoy officiating at the challenges and the organisational side of the challenges keeping competitors happy and challenges going smoothly is one of my main skills.



Mark Osborne

What would I bring to the UFBA Technical Panel?

I would bring over 33 years of volunteer firefighter experience and over 23 years' experience as a frontline paramedic.

I have competed in waterway challenges, road rescue challenges and combat challenges.

I have been an official in combat challenges, driving challenges and road rescue challenges.

I am currently an Australasian road rescue Assessor which I have been for over 7 years. I am currently a national road rescue Assessor which I have been for over 10 years.

I have also assessed at the world road rescue challenges in Upper Hutt NZ and Clearwater USA.

I feel I can make a very positive contribution to the UFBA Technical Panel with my experience and knowledge of challenges.

I would like to see more firefighters competing in challenges. This would be one of my main goals if elected.