

UFBA Annual Conference 13-15 November

- » **Elect your representatives**
- » **Thought-provoking keynote speakers**
- » **Three interactive workshops**



Fire Services Review Update



George Verry, UFBA Chief Executive Officer

In late September, Minister Peter Dunne hosted a forum to update stakeholders including the UFBA on the common themes that emerged during the Fire Services Review consultation.

In response to the consultation feedback, the three options presented in the Fire Services Discussion Document in May have been modified with a view to strengthening community engagement in the delivery of fire services.

Unified fire service

The new option developed combines a unified fire service with strong regional influence.

This influence would be provided by a regional committee that is consulted by the appropriate local management body of the new fire service and would focus on regional fire planning.

A flexible approach to setting up the regional committees would allow them to respond to the changing needs of communities.

Viability of volunteer force

New Zealand's fire services—urban and rural—are distinct, in that over 80% of our firefighters are volunteers.

The Minister assured stakeholders that this is not about to change. He stated that alongside maintaining the position of our paid firefighters, ensuring the future viability of the volunteer force is critical to the future of the Fire Service.

Mr Dunne also said the best option for funding the new Fire Service is still being worked on, with ongoing discussions with interested parties.

He intends to take a paper to Cabinet shortly proposing a new organisational and financial structure for the Fire Service.

Legislation to give effect to the new system should be introduced early next year, and Mr Dunne's intention is that the new Fire Service be launched by the middle of 2017.

Transition planning

Early transition planning is underway and is happening in parallel with policy development.

There is recognition by DIA and the Fire Services Review project team that any change involving people across an entire country is substantial, complex and will require thoughtful planning, stakeholder involvement in design and implementation.

Cabinet will be asked to signal later this year what it wishes to achieve and by when. Whatever is decided, it will be crucial to keep disruption to a minimum.

UFBA advocacy continues

From feedback, it is clear the UFBA Fire Services Review submission was well received.

UFBA will continue to participate in the review process including in transition planning to a new Fire Service. Effective advocacy on the issues and concerns of members is our highest priority.

We will provide a comprehensive update on the Fire Services Review consultation and the work the UFBA has undertaken on behalf of members at our Annual Conference on Saturday 14 November.

For a detailed summary of the Fire Services Review including copies of all submissions, visit www.dia.govt.nz/Fire-Services-Review

Meeting with Provincial Associations

Provincial Association leaders joined UFBA Directors and senior staff for an informal meeting on 13-14 September.

This forum provided a valuable opportunity for two-way communication, enabling UFBA to update Provincials about the work we are doing on behalf of members and for them to respond with any subsequent issues or concerns.

Director Bill Butzbach shared the approach taken by the UFBA to respond to the Fire Services Review including the comprehensive consultation with members.

Bill also summarised his extensive personal involvement in past reviews of New Zealand's fire services which reinforced the value of having such expertise readily available to assist with UFBA advocacy.

UFBA senior staff presented recent highlights of their work to the group, including the steps we are taking to meet the objectives of our Strategic Plan by prioritising projects that will deliver tangible outcomes.

The attendees also had the opportunity to raise points of discussion with the Board.

A key suggestion was to give consideration to a common set of rules for all Provincials. UFBA will review this matter.

We will also continue to assist Provincials with developing and refining their business plans and give priority to their executive members participating in a UFBA Leadership and Governance workshop.

Chairman Rick Braddock thanked the Provincials for the important role they play in providing support to our members and for their constructive discussion and feedback.

137TH ANNUAL UFBA CONFERENCE

FRIDAY 13 NOV
to
SUNDAY 15 NOV



UFBA looks forward to welcoming brigade delegates, observers, Past Presidents, partners, guests and exhibitors to our 137th Annual Conference.

Highlights include:

- Welcome Function at Te Papa, with an opportunity to view the extraordinary exhibition *Gallipoli: The scale of our war*
- Thought-provoking keynote speakers
- Three interactive workshops to choose from
- Q&A session with NZFS—this is your chance to have your voice heard
- Exhibitors including the UFBA Fire Shop showing the latest in the fire and rescue industry
- Partner Programme tour of Wellington
- Conference dinner at Wellington's newest function room on the waterfront—with 500 people attending, this will be the event of the year!

Elect Your Representatives

Brigade delegates have the opportunity to vote for one Director to join the Board, one Vice President and one Technical Panel member at the 137th AGM of the United Fire Brigades' Association.

Conference documents including Candidate Profiles and Remits were posted to member brigades on Tuesday 6 October. Members can download the profiles and remits at www.ufba.org.nz/news/ufba_annual_conference_2015_candidate_profiles_remits

3 Workshops: Sustainability through diversity

Adapting to the changing social needs of society and demographic and cultural changes are just some of the emerging challenges facing firefighters. 'Sustainability through diversity' is the theme of this year's conference—and this will be the focus of three interactive workshops. You will come away with innovative tools from your choice of workshop to use in both your brigade and personal life.

Coaching & Mentoring Skills

Carol Scholes

This practical workshop shows how to get the best out of the people you lead by coaching not telling.



Building Diverse Teams

Damian D'Cruz

Back by popular demand, Damian leads you through an interactive workshop exploring how our unconscious bias affects our thinking.



Managing Difficult Personalities and Dealing with Toxic Behaviours at Work

Aly McNicoll

This interactive session will help you identify toxic behaviours at work and better manage difficult personalities to reduce the negative impact they have.



For more details of the Conference Workshops visit www.ufba.org.nz/news/ufba_annual_conference_2015_workshops

2016 Firefighter Combat Challenge season underway

Firefighter Combat Season is fast approaching. We have booked in three events for the 2016 season and are grateful for the brigades that put their hands up to help host these events.

Regional Challenges

As is the tradition of the UFBA, the 'regional level' events (one in each Island) will be held in small communities, with the Nationals held in Wellington. The UFBA is committed to giving back to the communities that support our firefighters.

This year we have selected Westport for the South Island Challenge on 5 December 2015 and Whanganui for the North Island event on 27 February 2016. Although our friends in Hanmer Springs and Napier would have happily had us back, we decided to give them a break so they could enjoy the competition.

Both Westport and Whanganui presented excellent proposals. After detailed research into the logistics of hosting the events in these new locations, the Events Team confidently recommended to the Board that we should hold the Regionals in these areas.

We are happy to help Whanganui celebrate their 150th Anniversary in this way. There are very few Combat Competitors in the West Coast and Taranaki Provincials and we believe hosting events in these areas will encourage new competitors and assist in the growth of our programme overall.

Getting to Regionals

We understand that using smaller communities for our events can make it difficult for competitors and officials from the extremities of the Islands to get to the Regional Challenges. However, we have put plans in place to mitigate this.

For those who need to fly but can't fly directly into the host town, we have arranged bus transfers from the nearest airport. For Westport this will be Hokitika, and for Whanganui it will be Palmerston North. We will set times at each airport for collecting passengers.

We have used this method successfully in Hanmer over the last few years, so we have faith this will not inconvenience our funded competitors. Maria from Orbit has been fully briefed and will be able to look after all our attendees with ease.

Bearing in mind many of you will find it more cost-effective to drive to a Regional, we have also allowed for some additional accommodation in the budget. If you need two nights, you will be able to select this option in your registration.

We have also made provision in our budget for collecting visiting competitors from the airport. So there is really nothing stopping you from giving Combat a go and making the most of this year's stunning and different locations.

Competing at Nationals

We do give preference to those who have competed in an Island event for Nationals, but this does not mean we will turn you away if there is room to fit you into the programme. We are yet to get to full capacity at Nationals, so if you email the Events Team and Technical Panel explaining your situation, then your registration will be considered.

The National event will return to Wellington again, from 18-19 March 2016. This was the very last weekend date left in the Wellington Summer Events Programme. The weather should be good and the crowds even bigger, given that we are now getting promotional leverage through the Wellington City Council Summer City project.

The future

Ideally over the next year or two we would like to move the Combat Challenge into the middle of the year. Running the full event programme during September to October to avoid conflict with our other eight events would be preferable.

However, we are restricted by the release of funding for these events occurring in the middle of the year, and therefore struggle to find hosts in a timely manner that would allow us to plan the events in this earlier time slot.



We need at least six months notice to plan a Challenge series effectively. Hopefully next year, we will be able to achieve this as we slowly progress into the right timeframe for all our competitors.

So if you know of a brigade you feel would be well-suited to host an event and can convince them to send the Events Team a proposal for 2016/17 season, please tell them we will gratefully receive it.

Preferred dates would be early September or late October. We would like to have at least three weeks breathing space around the UFBA Conference—but anything is possible if we have enough lead-in time.

The Firefighter Combat Challenge has come a long way in the last three years—we are really proud with the progress made. Going from only having the Nationals occasionally to having a sharp well-run series of three events each year has been no mean feat.

Registration is open for the South Island Firefighter Combat Challenge!

Westport: 5 December

Download a registration pack and register at www.ufba.org.nz/events/2016_south_island_combat_challenge

FIREFIGHTER COMBAT CHALLENGE DATES

South Island Firefighter Combat Challenge

- Westport: 5 December 2015
- Register online at www.ufba.org.nz/events/2016_south_island_combat_challenge

North Island Firefighter Combat Challenge

- Whanganui: 27 February 2016

National Firefighter Combat Challenge

- Wellington: 18-19 March 2016

FIREFIGHTER COMBAT CHALLENGE

**SOUTH ISLAND CHALLENGE
WESTPORT, 5 DECEMBER
REGISTER ONLINE NOW!**



CHALLENGE HOSTS

We are looking for hosts for:

- Regions 3/4 Road Crash Rescue—preferred dates April/May 2016
- National Road Crash Rescue—May 2016
- North Island Combat Challenge—preferred dates September/October 2016
- South Island Combat Challenge—preferred dates September/October 2016
- Regions 1/2/3/4 Waterway—Jan/Feb 2017
- North and South Island RCR—April/ May 2017
- Australasian RCR—June 2017
- Australasian Waterways (NZ)—October 2017

For more information on hosting a challenge and how to register your interest visit www.ufba.org.nz/events/host_an_event

AWARDS

Brent Ruruku and Garry Olynsma were recipients of Gold Stars at Linton Camp on 15 August.

From left are Dave Robinson, President Wellington Provincial Fire Brigades Gold Star Association, WO2 Brent Ruruku, Linton Military Camp Fire Brigade, Maj David Ackroyd DSD, President Wellington Provincial Fire Brigades Association, Capt Garry Olynsma, Waiouru Military Camp Fire Brigade and Mark Adie, UFBA President.



UFBA congratulates Steve Mann from Rolleston Volunteer Fire Brigade who was in the St John New Zealand team that won the 2015 Paramedics Australasia International Competition in Adelaide in early October.

Steve, who is a Clinical Support Officer at St John, also won the CPR Challenge. From left are Curt Ward, Steve Mann, Blair Andrews and Trish Robinson.



MEMBERSHIP SUPPORT

Safety Summit: Improving safety for firefighters

The UFBA was a co-host of the New Zealand Fire Service Safety Summit held in Wellington in August, along with the New Zealand Professional Firefighters Union (NZPFU).

The aim of the Summit was to learn and share knowledge to improve safety for our firefighters. The UFBA strongly endorsed this initiative and welcomed the opportunity to participate.

The event was attended by around 250 people, including frontline staff and volunteers, and representatives from the National Rural Fire Authority, Police, St John, NZ Defence Force and Ministry of Civil Defence and Emergency Management.

UFBA Chief Executive Officer George Verry said the volunteers included people invited by the NZFS as well as by UFBA. "This group gave up employment time to attend and we commend their commitment to health and safety.

"Among the volunteers were several people who hold senior health and safety roles in their everyday employment. We thank them for their valuable contribution to the event."

Psychological wellbeing

In his welcome speech to Summit attendees, George said in recent years there has been a shift from traditional fire services to more rescue work at

motor vehicle accidents and, with the establishment of memorandums of understanding with ambulance services, many more medical calls as first response.

"The psychological impact of this change is gathering momentum on our frontline people," George emphasised. "In the case of paid firefighters, the sheer volume of these calls—often emotionally taxing work—is not just tough at the time, but is having an accumulative impact on psychological health.

"And for volunteers, with the closeness to their local communities there is a reasonable chance an incident may involve an acquaintance, a friend, or at worst, a relative or family member.

"The psychological aspect of health and safety is therefore of critical importance and needs to be a continued focus of our safety and wellbeing activities."

To reinforce the key points of George's remarks, attendees heard from Dr Ian de Terte who spoke about the psychological wellbeing of people who work in high-risk occupations.

Thought-provoking sessions

Other inspiring presentations included keynote speaker Laurence Waterman who shared his experiences as the head of Health and Safety for the London Olympics in 2012. His efforts contributed to the Olympics opening without a single

loss of life during the construction.

Dr Hillary Bennett explored the safety culture within the New Zealand Fire Service. Lawyer Stacey Shortall discussed the implications of the new Health and Safety at Work Act, which was recently passed into legislation.

Delegates at the Summit took part in a series of interactive workshops covering critical themes such as leadership and influence, and psychological safety. Wiremu and Marsella Edmonds provided a very moving presentation to open day two of the conference. Their story gave a very real example of how an unsafe culture can catch up on an unsafe crew, in their case resulting in the loss of their son in a tragic forestry accident.

Next step to improving safety

The Summit closed with the NZFS National Commander Paul Baxter reminding everyone that a good safety culture doesn't happen by chance.

"Safety is not a box-ticking exercise or a blame game," he said. "It doesn't come out of a near-enough-is-good-enough approach. It's an environment that aims for no harm, no injuries to workers. It's a zero harm approach."

Summit attendees were urged to take what they had learned back to their respective brigades as the next step to improving safety for our firefighters.



Photo: NZ Fire Service

Around 250 people including frontline staff and volunteers attended the Safety Summit

Membership support

If you have any questions, comments or issues relating to membership support, please contact:

Jane Davie

Membership Support Manager

Phone: 04 237 2683 or 0274 428 655

Email: membershipsupport@ufba.org.nz



NZFBI FIELD DAY

Manapouri Power Station

What firefighting procedures and systems are needed to preserve a power station 200 metres below the surface of a lake in an emergency event?

That was just one challenge faced by 45 firefighters and fire-related industry staff who toured the Manapouri Hydro Power Station and environs on the New Zealand Fire Brigades' Institute Field Day on Saturday 15 August.

Manapouri, the largest hydro station in New Zealand, is located on the edge of Lake Manapouri's West Arm in Fiordland National Park. The station is underground, with the generating units housed in a cavern excavated from rock.

The group enjoyed a bus ride from Te Anau to Pearl Harbour at Manapouri followed by a scenic boat trip across the lake to West Arm. They were taken into the power station by bus and then over the Wilmot Pass to Deep Cove, the outlet of the station's tailrace tunnels.

On the way they learned about safety around electricity, fire control systems, hazard management and evacuation procedures.

Field day co-ordinator Scott Lanauze from Cromwell Volunteer Fire Brigade says very good feedback was received about the



NZFBI Field Day participants at Manapouri Power Station

visit, both from the participants and from Manapouri Power Station Site Manager John Twidle who was host for the day.

"I have every confidence everyone enjoyed the tour, and we all learnt something to add to our firefighting knowledge base," Scott says.

"All of the available seats were booked well in advance of the event and we had a waiting list.

"We discussed another Field Day at Manapouri Hydro with John for those who could not join us on this occasion, and he is more than happy

to accommodate us should there be sufficient interest".

Scott says the support of Meridian Energy in allowing the tour of the facility and Real Journeys in sponsoring the transport and supplying catering requirements contributed to the success of the day.

Attendees received certificates of attendance which incorporated CPD hours from IFE.

If you have any feedback for NZFBI about learning about a particular topic on a Field Day in future, please email Scott.Lanauze@fire.org.nz

SERVICE HONOURS

Congratulations to the following members who received 50 Year and Gold Star medals from June to August. Thank you for your dedicated service to the Fire Service and your communities.

50 Year Medals

Clyde	DAVIDSON Richard
Levin	LAWRIE Colin
Waiuku	SNEDDEN Arthur (Jim)
Wanganui	SORENSEN Jess

Gold Stars

Amberley	DALLEY Graeme
Apiti	GOODALL John

Auckland Operational Support

Birkenhead	BAY Ross
Christchurch Airport	FOSTER Thomas

Dunedin	WHITE Robert
Dunedin	DOUGLAS Peter
Hokitika	MANSON Nigel

Kaikohe	COLLETT John
Linton	HALL Douglas
Maketu	RURUKU Brent
Matamata	BEECH Shane
Mossburn	PEARCE Brian
Ohakea	RUTLAND Shirley
Ohope	BERRETT Mark
	STANILAND Christopher

Paihia	ASHTON John
Papakura/ Ngongotaha	
Papamoa	Papakura/ Ngongotaha
Rawene	DE ERNESTE Shane
Tairua	GEBERT Jon
Te Awamutu	WILLIAMS David
Waimate	TAWA Rikirau (Rik)
Waimate	SHAW David
Waiouru	EMERSON Andrew
Wanganui	MCLENNAN Malcolm
Wanganui	OLYNSMA Garry
Weston	CLAY Eric
Weston	SUMMERHAYS Aaron
	NELSON Murray
	PARSONS Geoffrey

NOTICES



We're moving

Currently the Welfare Society is located at:

Level One
Avalon Business Centre
45 Percy Cameron Street
AVALON

Our lease is up so we are moving next door to the old Avalon TV studios from **Monday 2 November**. Our new address will be:

Avalon TV Studios
41 Percy Cameron Street
AVALON

Our phone number will remain the same:
0800 OK FIRE (0800 653 475)

Events Calendar

12 November	NZFBI Field Day Wellington: Emergency Preparedness and Management
13-15 November	UFBA 137th Annual Conference
20-22 November	Mataura 90th Jubilee
22 November	Wanganui 150th Jubilee Fundraising Trail Bike Ride
28 November	Nelson Marlborough Provincial Waterway Challenge, Takaka
28 November	UFBA Secretaries & Treasurers Workshop, Oamaru
5 December	South Island Firefighter Combat Challenge, Westport
30 January	North Island Waterways Challenge, Turangi
5 February	Otago Southland Provincial AGM
6 February	Otago Southland Provincial Waterways, Clyde

SECRETARIES & TREASURERS WORKSHOP

A Secretaries & Treasurers Workshop will be held in Oamaru on **Saturday 28 November**.

To register your attendance, please email **Jane** at membershipsupport@ufba.org.nz with your name, brigade and mobile phone number.

If you would like a workshop held in your area, please contact **Jane**. We need a minimum of 15 participants to run a workshop.



UFBA cufflinks now in stock!

Order at

www.ufba.org.nz/shop

Connect

We'd love to hear from you. Share your news or information, contact:

news@ufba.org.nz

Engage

Be the first to hear about news and events. Take part in online polls and our forum.

Register at:
www.ufba.org.nz

Consult

We're committed to representing and supporting you. Get in touch:

info@ufba.org.nz

United Fire Brigades' Association NZ

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