



**Building strong and sustainable brigades**

**UFBA events provide ideal opportunities to enhance skills**

## Making positive contributions to FENZ co-design projects



George Verry, UFBA Chief Executive Officer

The UFBA Board (in particular, Director Bill Butzbach), management, members and FRFANZ representatives are continuing to work closely with the FENZ Transition Team on projects relevant to our members.

Considering the proposed implementation date for FENZ is 1 July—less than three months away—there is considerable pressure on all personnel involved to meet the timelines set out for a number of key projects. It is critical that viable and workable decisions are made on policy and process to ensure these are fit-for-purpose for our members to serve and protect their local communities.

We have noted the NZFSC confirmation that establishing FENZ is a large task which will take a number of years to fully achieve. They have now divided the work into three key phases: amalgamation of urban and rural fire (1 July 2017), integration into a single organisation (1 July 2017 – 1 July 2020) and unification (from 2020 onwards). This does give a more realistic timeframe for implementing such major change.

### Volunteer Strategy 'Four Pillars'

UFBA/FRFANZ are currently working with FENZ on the co-design of 'four pillars' of the Volunteer Strategy:

- 1) **The new relationship volunteers may have with FENZ:** The relationship with the volunteer will be based on modern volunteer principles with a primary focus on:
  - Improving support for volunteers
  - Enabling them to communicate directly with FENZ
  - Developing policy and organisational arrangements that strengthen the

capability of FENZ volunteers. We are part of the initial discussions with personnel who likely to be involved in managing the direct relationship between volunteers and FENZ.

- 2) **Day One Initiatives:** These are close to being finalised including a volunteer support package—UFBA/FRFANZ are closely involved in planning the details of this initiative.
- 3) **Dispute resolution:** The Government has made it clear there must be good avenues for volunteers to access if they have issues. An interim process to which we are contributing will be ready on 1 July.
- 4) **Future advocacy and support:** UFBA/FRFANZ will continue to strongly advocate for a positive culture in the new FENZ organisation that is based on supporting communities and volunteer sustainability.

### UFBA/FRFANZ Strategic Planning

With a vision of *Better, more sustainable emergency services for New Zealand communities*, the current UFBA Strategic Plan released in May 2015 summarises the main activities we planned to focus on for three years from then to make sure our members' needs are independently represented at a local and national level. See more details of this plan at [www.ufba.org.nz/about/strategic\\_plan](http://www.ufba.org.nz/about/strategic_plan)

With the new FENZ environment rapidly approaching and the shape of the new organisation becoming clearer, we considered it timely to review our Strategic Plan to make sure we can represent all our members with **one strong, united voice** and effectively meet the needs of all firefighters from 1 July—volunteer, urban, operational support, rural, career, industrial and defence.

In early March, UFBA board members and senior staff along with Kevin Ihaka from FRFANZ took part in a very constructive forward-thinking strategic planning session on our vision, purpose, objectives and strategies. We will keep you informed of progress as we confirm our strategic direction for the near future.

UFBA and FRFANZ are also working closely together on practical strategies to communicate with rural fire forces—particularly those that are neither UFBA or FRFANZ members—on how we are representing and supporting rural firefighters during the transition to FENZ and also to gather their views and ideas on issues and concerns.

### FENZ Volunteer Working Group

The FENZ Volunteer Working Group consisting of experienced and expert volunteers from a wide range of volunteer brigades and rural fire forces met for the first time in Wellington on 25 and 26 February to provide input and feedback to FENZ on proposed strategies and initiatives. UFBA Director Bill Butzbach also attended this meeting.

See more about this Working Group and members' views about the outcomes of the workshop on page 2. We thank all the participants in this group for the time and commitment they are giving on behalf of other volunteers.

### Leadership and Governance

We ran the 11th **UFBA Leadership and Governance Workshop** in Wellington from 16 to 18 March bringing the total number of graduates to 169 personnel around the country. Participants from urban, composite, rural and industrial brigades attended this workshop—proving this course is beneficial for every kind of firefighter. See more about our latest graduates on page 5.

Our satisfaction surveys show 100% of workshop attendees are very satisfied/ somewhat satisfied with this course, saying the skills and tools learned will help with their personal development, contribute to the operation of their brigades and assist in their paid employment.

We are now planning a Leadership and Governance Workshop catering for **rural fire forces** to offer our rural colleagues this valued experience as they meet the challenges of the transition to the new FENZ environment. If you are keen to take up this opportunity (or if you know of a rural colleague who would be) please email me at [george.verry@ufba.org.nz](mailto:george.verry@ufba.org.nz)

## Expert volunteers providing feedback to FENZ

Recently UFBA/FRFANZ assisted the FENZ Transition Team with forming a group of volunteers to provide input and feedback on various co-design projects—including the volunteer strategy for FENZ, the relationship the volunteer has with FENZ and improvements to in-field support.

To seek expressions of interest for the Working Group, we contacted a pool of experienced and expert volunteers from a range of volunteer brigades and rural fire forces, including many UFBA Leadership & Governance Workshop graduates.

We were delighted 58% of the accepted applicants for the FENZ Volunteer Working Group are graduates of our Leadership & Governance programme. They have the skills and expertise to provide input and feedback on behalf of our members.

### Feedback on volunteer support

The Volunteer Working Group met for the first time on 25 and 26 February at Silverstream in Wellington to work on how FENZ can better support volunteers.

UFBA Director Bill Butzbach also participated in the workshop. See more on the outcomes of the workshop below.



FENZ Volunteer Working Group

### Members' views on workshop

The UFBA asked a number of the expert volunteers for their views on the workshop. Overall, their feedback indicated input from volunteers is appreciated, good things always come from having interested parties together and there was a positive focus on the 'big picture'.

A sample of the comments we received:

*"A positive outcome of the volunteer initiatives is moving forward with rural and urban working together more closely in the future."* Mick Longley, Levin Rural Fire

*"Volunteers must have the ability to have a representative voice in decision making."* Simon East, Cust VFB

*"The most critical things for FENZ to get right to enable the direct relationship with volunteer to be successful are to enable the volunteer voice to be at the decision making tables, not just consulted and to create two way dialogue so that volunteers can give feedback up the chain and not just be passive recipients of national imperatives."* Sue Slegers, National Park VFB

*"The strong directive from the Minister down, saying that volunteers will be treated fairly on all fronts was a good thing. I believe the three specific areas of training, administration, and general support will be very beneficial to all volunteers."* James Mackay, Takaka VFB, Nelson Marlborough Provincial Association President

## Volunteer workshop kicks off design of improved support for volunteers

### From the FENZ Transition Project

The Volunteer Working Group consists of 46 rural and urban volunteers from across the country who have put their hands up to ensure the volunteer voice is heard loud and clear in shaping the new FENZ organisation.

The group includes representation from the UFBA and will be enduring following the transition to the Fire and Emergency New Zealand organisation on 1 July.

Under the Fire and Emergency New Zealand Bill, the new organisation is responsible for better supporting volunteers, based on modern volunteer principles and the commitment to consult with volunteers.

The Volunteer Working Group is helping achieve this (alongside other consultation groups) by working with the Transition Team to develop a long-term,

organisational-wide Volunteer Strategy and support initiatives, as well as defining the relationship the volunteer has with Fire and Emergency New Zealand.

### Key pieces of work

There were a series of breakout sessions at the workshop, which focused on some key pieces of work.

Themes at these sessions included:

- The need to maintain the relationships and social fabric of the brigades
- Addressing cultural differences between career, volunteer, urban and rural firefighters
- Ensuring the new organisation values volunteers equally.

The proposal for additional training support was well received by the Volunteer Working Group—particularly the ability to have more locally based training along with access to a wider range of training such as leadership development courses.

The additional in-field support proposal to relieve some of the current administration burden on volunteers was also well received—but this would need to be flexible and reflect all the different working arrangements that volunteers have.

### Next steps

Day One support initiatives for volunteers are expected to be confirmed in May, with more support being introduced as the workplan within the volunteer strategy is confirmed. The Strategic Implementation plan for Volunteer Support is expected to be finalised by the end of 2017.

Engagement with the Volunteer Working Group will continue via email to seek input and feedback on upcoming proposed strategies and initiatives.

For more information on volunteer support under FENZ, email [myvoice@fenzproject.co.nz](mailto:myvoice@fenzproject.co.nz)



## EVENTS

# Waterway winners head to Australasians

The UFBA Waterway season provides brigades with ideal opportunities to train and build on their pump-operating and hose-running skills.

UFBA General Manager **Ceara Owen-Perry** says four very successful Regional Waterways this year were followed by an outstanding National Challenge in Kamo.

### Regionals a great success

"Our thanks to all the Regional host committees, officials and competitors for these very successful challenges," Ceara says.

The season kicked off in **Morrinsville** on 3 December with the UFBA Region 1 Challenge. **Matamata** took first place in the 4-person event with **Morrinsville** winning the 2-person team category.

At the Region 2 Challenge on 21 January, the home team and host, **Carterton**, collected first place in the 4-person category while one of **Feilding's** 2-person teams took the top spot in their event.

**Mossburn A** won the 2-person challenge at the Region 4 event in **Wanaka** on 4 February, with **Kaitangata** the winners of the 4-person event.



Ruakaka are the new 2-person national champions

Finally in **Ross** for the Region 3 Challenge on 18 February, **Greymouth** claimed the 4-person challenge with **Darfield** taking first place in the 2-person event.

### Outstanding Nationals

From 2-4 March, 130 competitors from Ruakaka in the north to Kaitangata in the south converged on sunny **Kamo** for the UFBA National Waterway Challenge.

"The event was superbly organised by the Kamo host committee and the Events Team," Ceara says.

"We were encouraged to see brigades from smaller places such as Ruakaka, Ruawai and Waiheke competing so strongly."

The time and dedication put in by the teams to practice and training certainly paid off as there were some very tight finishes in the competition.

**Matamata** are the new 4-person national champions. They were closely followed by **Rangiora** and **Carterton**. **Ruakaka** won the 2-person event from **Rangiora** and

**Feilding 2**.

### Host a challenge

The UFBA Events Team encourages other brigades to look at hosting the North and South Island events in 2018.

Most towns have the facilities to host a Waterway Challenge and the UFBA has plenty of advisers to help with planning and the technical aspects.

Bringing a challenge to your town can help encourage local teams to participate. We



*"This has been such an amazing few months and I still cannot believe we were first introduced to this exciting sport in November. Meeting fellow colleagues around the country has been a bonus, as has the encouragement we have received at each event we attended. Thank you UFBA for this fantastic competition."*

Jo Forsythe, Ruawai

have seen that this year with Waiheke competing for the first time in 30 years. At the Nationals, Ruakaka took out the 2-person event while the two-women Ruawai team had a tremendous run.

### Off to the Australasians

**Matamata** and **Rangiora** 4-person teams and **Ruakaka** and **Rangiora** 2-person teams are now training hard as they're off to the Australasian Firefighter Championships hosted by the UFBA in Carterton from 16-18 November.

"We are expecting great results at this event and our local firefighters will learn an immense amount from watching the competition as spectators," Ceara says.

For full Nationals results and photos visit [www.ufba.org.nz/events/2017\\_national\\_waterway](http://www.ufba.org.nz/events/2017_national_waterway)

See [www.ufba.org.nz/events/host\\_an\\_event](http://www.ufba.org.nz/events/host_an_event) for more about hosting an event or contact us at [events@ufba.org.nz](mailto:events@ufba.org.nz)



Matamata took out the 4-person event at the Nationals

All photos: © Jason Milich [www.actionimages.net.nz](http://www.actionimages.net.nz)

## EVENTS

### Multi-generational competitors



Multi-generational volunteers play a key role in helping to sustain their brigades and protect their communities. Daryl Gibbens from Runanga and his son Riley competed at the National Waterway in Kamo—adding to the history of firefighter families stretching across generations.

## 139TH UFBA ANNUAL CONFERENCE & AGM

**Auckland 27-29 October**

*Save the date now!*

### UFBA Events Calendar

7 April	IFE Auckland Group Road Show, Glenbrook
8 April	North Island Combat, Palmerston North
28-30 April	Greymouth 150th Jubilee
29 April	NZFBI Field Day, Upper Hutt
30 April	UFBA Secretaries & Treasurers Workshop, Springfield, Canterbury
5-6 May	National Firefighter Combat, Wellington
26-27 May	North Island Road Crash Rescue, Feilding
27 May	NZFBI Field Day, Heretaunga
10-11 June	South Island Road Crash Rescue, Temuka
20-23 July	Australasian Rescue Challenge, Hamilton
1 August	Register for NZFBI Examinations
11-12 August	National Drivers Challenge, Feilding
2 September	NZFBI Examinations
14-16 September	UFBA Leadership and Governance Workshop, Wellington
<b>27-29 October</b>	<b>UFBA 139th Annual Conference, Auckland</b>
16-18 November	Australasian Firefighter Championships, Carterton



## Australasian Rescue Challenge 2017

### Volunteer 'casualties' wanted

The United Fire Brigades' Association of New Zealand (UFBA) is hosting the 2017 Australasian Rescue Challenge at Claudelands in Hamilton from 20-23 July.

Our firefighters help to rescue people from road crashes every day. At this Rescue Challenge, firefighters from across Australasia will compete against colleagues from around the world to enhance their extrication and medical skills. They need volunteers to act as casualties so they can simulate rescuing people!

#### What we need from our volunteer casualties

- Available on Friday, Saturday or Sunday 21-23 July
- Half or a full day or multiple days from 7am-5pm
- Each volunteer will do two scenarios a day. Sometimes more if required. But you will either do two long scenarios (can be in car for up to 2 hours) or a series of shorter ones for the Trauma Challenge.
- We'll provide food and water while you're with us.

Casualties need to meet a number of requirements. To find out more and to let us know if you're keen to volunteer visit <http://arc17.nz/the-challenge/volunteers/>



## LEADERSHIP AND GOVERNANCE

### Strengthening firefighters' skills

The 11th UFBA Leadership and Governance Workshop took place in Wellington from 16-18 March bringing the total number of graduates to 169 personnel around the country.

Participants were Blair Reeve (Te Puke), Cheryl Clarke (Eltham), Colin Drummond (Waiuku), Dean Tutton (Tawa), Gordon Foster (Hastings Rural), Jessica Percasky (Sumner), Jude Patterson (Lawrence), Kim Hall (Taradale), Lee Swinburn (Greymouth), Lisa Cargill (Hokitika), Steven Fennell (Carterton), Sandy Barnes (Te Aroha), Tearo Kelemete (UFBA), Tina Singer (Runanga), Troy Plowman (Glenbrook Industrial) and Warwick Briggs (Te Atatu).

#### Key UFBA strategy

Chief Executive Officer **George Verry** says promoting and providing leadership and governance development for our members is a key strategy of the UFBA.

"Strengthening leadership and governance skills leads to more successful operation of brigades and rural fire forces," George says.

"Leadership is a quality that every firefighter can demonstrate both in their community

and in their personal life.

"The UFBA Leadership and Governance Workshop is the ideal course to enhance the skills of our firefighters—which will contribute to both their personal growth and the operation of their brigades."

Workshop graduates are providing an excellent consultancy resource for UFBA and FRFANZ advocacy processes. George says many graduates have made themselves available to help out with member consultation during the transition to FENZ.

"Their leadership and guidance is a major factor in achieving the tremendous response we get when gathering feedback."

#### Next workshops

A UFBA Leadership and Governance Workshop will take place from 14-16

September. To see how you can strengthen your skills, visit [www.ufba.org.nz/events/leadership\\_governance\\_workshop\\_Sep17](http://www.ufba.org.nz/events/leadership_governance_workshop_Sep17).

George says the UFBA is planning a workshop catering for rural fire forces. "We are keen to offer this opportunity to our rural colleagues as they meet the challenges of the transition to the new FENZ environment."

*"Despite attending many leadership courses over the years, I felt this was the best one I had ever attended. This course would be very beneficial for Rural Fire Force Controllers / Leaders to assist them with their roles both in their fire forces and in their day to day lives in the community."*

Gordon Foster  
Deputy Principal Rural Fire Officer, Hastings



UFBA Leadership and Governance Workshop Graduates March 2017

## PELICAN™

### UFBA MEMBER ONLY SPECIAL:

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A COMPACT, LIGHTWEIGHT AND SAFETY CERTIFIED FLASHLIGHT.

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- Optional custom-designed Pelican 3326 helmet bracket fits directly onto a Pacific Helmet Easi-Glide flashlight mount
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- Ingress protected IPX7 for protection in severe weather conditions
- 3 AA Batteries (Included)

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## SERVICE HONOURS

Congratulations to the following members who received 50 Year and Gold Star medals in February. Thank you for your dedicated service to our fire and emergency services and your communities.

### 50 Year Medals

Ashburton BAKER Graeme  
Auckland DICKSON Russell

### Gold Stars

Hamilton BROWN Adrian  
LEE Michael  
MACGREGOR Bruce  
TINWORTH Mark  
WALKER Alvan  
Inglewood KUKLINSKI Richard  
Waikanae SARCICH Glen  
Waikari PHILP John  
Whitianga WOOTTON John



Photo: Emmilly Harmer Photography

Graeme Baker from Ashburton Volunteer Fire Brigade was presented with his 50 Year Medal in February by President Alan Kittelty

## SPRINKLERS FOR FIRE PROTECTION

### A 'firefighter' in every room



Firefighters are often asked to give an opinion on the best form of fire protection and detection.

There is no doubt a combination of smoke detection and automatic sprinklers is by far the best option.

Sprinkler systems are the most widely used and most reliable automatic fire protection system in New Zealand

Historical data indicates sprinkler systems have a 99.5% record of reliability.

#### Benefits of sprinklers

Sprinkler systems:

- Automatically detect an outbreak of fire in the early stages of development
- Give an alarm of fire to the occupants of the building
- Transmit a call of alarm
- Control the outbreak of fire until it can be fully extinguished
- In many cases, sprinklers extinguish the fire before the arrival of fire services.

Automatic sprinklers provide:

- A significant level of protection for the occupants of a building
- Protection of the environment by minimising the effects that a major

- structural fire could have
- A safeguard against the loss of plant, machinery, equipment and building contents
- Protection of business by mitigating loss of continuity of operations and production.

#### Myths about sprinklers

A great number of myths have been created in respect of sprinklers including:

- Sprinklers will cause severe water damage during a fire or if they leak
- When a fire occurs in a building, all the sprinkler heads operate

- There is an electrical shock hazard associated with electrical equipment and sprinklers
- Smoke generation is increased by sprinklers
- Steam generated by a sprinkler-controlled fire can cause burns
- Sprinkler heads can operate spontaneously in non-fire conditions.

Firefighters are often asked questions related to the operation and effectiveness of systems. To dispel the myths, see explanations you can give about the protection sprinklers provide at [www.ufba.org.nz/news/sprinklers](http://www.ufba.org.nz/news/sprinklers)



Photo: © 111Emergency 2012

#### NZFBI Field Day: Working safely with aircraft

The New Zealand Fire Brigades' Institute is organising a field day on 27 May in Heretaunga, Hawke's Bay on working safely with aircraft.

Gain knowledge and experience with working safely with aircraft and loading water and additives for aerial operations.

To find out more about this field day and register, visit [www.ufba.org.nz/events/working\\_with\\_aircraft](http://www.ufba.org.nz/events/working_with_aircraft)

## Strengthen vital life skills

### Secretaries & Treasurers Workshop

Are you a new Secretary or Treasurer to your brigade or would you like to enhance your skills? This comprehensive workshop will strengthen your skills and help you gain insights into key responsibilities of your role.

A Secretaries & Treasurers Workshop will be held at **Springfield Fire Station, Tramway Road, Springfield, Canterbury** on **Sunday 30 April from 8.30am-3.30pm**. Find out more at [www.ufba.org.nz/events/secretaries\\_treasurers\\_workshop\\_30apr](http://www.ufba.org.nz/events/secretaries_treasurers_workshop_30apr)

To register your attendance, please email **Jane** at [membershipsupport@ufba.org.nz](mailto:membershipsupport@ufba.org.nz) with your name, brigade, your role at the brigade and mobile phone number.

If you would like a workshop held in your area, please contact **Jane**. A minimum of 15 participants is needed.

### Claim for loss or damage of a volunteer's personal effects

*From the New Zealand Fire Service*

The Claim for loss or damage of volunteer's personal effects topic replaces the retired Loss of Personal Effects (POLHR6.9) policy. This topic applies to claims made for the loss or damage of a volunteer's personal effects as a result of attending to Fire Service business. We are pleased to say this cover is now extended to volunteer's personal mobile phones.

Claims must be submitted to your Chief Fire Officer, who investigates the claim and submits a Chief Fire Officer's report to the Fire Region Manager for authorisation. Each claim is reviewed on a case by case basis, based on the set criteria.

To view the topic, visit the Volunteer Hub > HR, Finance and Recruit Policies and Procedures > Brigade support and management > **Claim for loss or damage of volunteer's personal effects**. For more information, contact the Asset and Insurance Accountant at [insurance\\_claims@fire.org.nz](mailto:insurance_claims@fire.org.nz)

## Upcoming Field Days

### 1. Understand the rural fire environment

**Saturday 29 April / Upper Hutt**

Understand how topography, fuel and weather combine to create a unique fire environment.

Through theoretical learning and practical application, you will gain a basic level of awareness about the effects of the fire environment factors on vegetation fire behaviour.

For **full details, terms and conditions** and to register through the online Field Day registration form, visit [www.ufba.org.nz/events/rural\\_fire\\_environment](http://www.ufba.org.nz/events/rural_fire_environment)

### 2. Working safely with aircraft

**Saturday 27 May / Heretaunga, Hawke's Bay**

Gain knowledge and experience with working safely with aircraft and loading water and additives for aerial operations.

This Field Day will give you a good level of knowledge of safe working practices when loading aircraft with water and additives and hazards associated with aircraft at emergency incidents.

For **full details, terms and conditions** and to register through the online Field Day registration form, visit [www.ufba.org.nz/events/working\\_with\\_aircraft](http://www.ufba.org.nz/events/working_with_aircraft)

### Vehicle Exhaust Fume Management Listing Update

*From the New Zealand Fire Service*

The National Exhaust Fume Management Solution Listing January 2017 is now available to download on <http://firenet.fire.org.nz/national-vehicle-exhaust-fume-management-Programme/Pages/default.aspx>

If you have any questions, contact Wayne Goodfellow, Planning and Programme Manager, National Property Team at [wayne.goodfellow@fire.org.nz](mailto:wayne.goodfellow@fire.org.nz)

### Engage

Keep up to date about news and events. Take part in online polls and our forum. Register at: [www.ufba.org.nz](http://www.ufba.org.nz)

### Consult

We're committed to representing and supporting you. Get in touch at: [membershipsupport@ufba.org.nz](mailto:membershipsupport@ufba.org.nz)

### Connect

Are we sending your UFBA newsletters to the correct address? To update your brigade's postal address, email: [news@ufba.org.nz](mailto:news@ufba.org.nz)