

# TO ALL URBAN AND RURAL VOLUNTEERS

## 1 July: Day One of Fire and Emergency New Zealand

### What is happening from 1 July?

- On 1 July, urban and rural volunteers will become part of Fire and Emergency New Zealand
- This change recognises that firefighters do more than fight fires
- The new Fire and Emergency New Zealand legislation ensures the work firefighters do is covered—including responding to motor vehicle crashes, medical emergencies, hazardous material spills, and a wide range of rescue and Civil Defence situations
- You are not expected to do anything you have not been trained for
- Current reimbursement and payment arrangements will remain in place
- UFBA/FRFANZ will continue to provide Service Honours, challenges, conferences and workshops.

### Increased volunteer support

- UFBA/FRFANZ have worked with Fire and Emergency New Zealand on the co-design of a range of better support for all volunteers to recognise, respect and promote your contributions
- You'll find this support available from 1 July:
  - A Volunteer Issues Process to deal quickly with issues as they arise
  - An Interim Dispute Resolution Process, providing external dispute resolution services if required
  - Advocacy and support services
  - A streamlined reimbursement and payment process
- Increased funding for training and development, as well as in-field support roles rolled out over Year One
- Over the next three years, Fire and Emergency New Zealand will develop other volunteer support in consultation with UFBA/FRFANZ and volunteers.

### Your relationship with your brigade or fire force

- From 1 July, you will become part of Fire and Emergency New Zealand personnel
- Your volunteer brigade or fire force is also part of Fire and Emergency New Zealand and will continue to work with your local community
- You will have received a letter welcoming you as a Fire and Emergency volunteer and setting out your terms of engagement
- You'll continue as a member of your volunteer fire brigade or rural fire force
- Local leadership of your volunteer fire brigade or rural fire force will not change.

### Safety, health and wellbeing

- New safety, health and wellbeing support includes:
  - Access to psychological support for all volunteers
  - 10 additional Safety, Health and Wellbeing coordinators working at a regional level
  - Extended health monitoring, including vaccinations and training for all volunteers
- UFBA will continue to provide member services including the Benevolent Fund and Accident Assurance Scheme.

*"As we move into the integration phase of Fire and Emergency New Zealand, the combined strength and voice of the UFBA and FRFANZ will ensure we deliver strong advocacy and support for our membership in the coming years."*

Alan Kittelty, UFBA President



*Please turn over*



## Advocacy and support services

- The Fire and Emergency New Zealand Act 2017 says Fire and Emergency New Zealand may enter into agreements with any organisations providing independent advocacy and support services and to make those services available to volunteers
- The Act also says Fire and Emergency New Zealand must ensure that any advocacy and support services are available to volunteers at no cost and on an ongoing basis
- The UFBA has a Transitional Advocacy and Support Agreement in place with the New Zealand Fire Service Commission (which will become the Board of Fire and Emergency New Zealand on 1 July), signed on 28 October 2016
- Under this agreement, the UFBA is recognised for the strong role we play in representing and advocating for members and our position as a key partner
- The Forest and Rural Fire Association (FRFANZ) is also recognised as a partner for providing advocacy and support services
- Fire and Emergency New Zealand will continue existing arrangements with UFBA/FRFANZ to provide advocacy and support services to volunteers, free of charge
- After 1 July, Fire and Emergency New Zealand will work with UFBA/FRFANZ and other stakeholders to develop an advocacy and support policy that meets volunteers' needs.

### How can you access these new services?

From 3 July, as an individual Fire and Emergency New Zealand volunteer, you can access advocacy and support services provided by UFBA/FRFANZ for any dispute, complaint or conflict by phoning us:

**Monday - Friday Freephone 0508 832 269**

## Model Rules of Association

- Fire and Emergency New Zealand will introduce two new dispute resolution processes on 1 July—a Volunteer Issues Process and an Interim Dispute Resolution Process
- Section 7 of the Model Rules of Association (the Section that refers to matters of discipline, disputes and appeals) will not be used—Fire and Emergency New Zealand policies and processes will be used in its place
- With the exception of Section 7, the Model Rules will continue to provide the framework in which brigades operate, until they are revised
- The aim of the new modern dispute resolution policies and processes is to ensure discipline issues and disputes are **managed fairly and resolved efficiently** using an independent process
- This is consistent with the new legislation that will see all volunteers and employees using Fire and Emergency New Zealand policies and processes.

## Model Rules review

- The original Model Rules were created in the mid-1970s to satisfy the New Zealand Fire Service Commission that brigades were properly organised and fit to be registered as brigades before entering into a "binding agreement of service"
- Now is an appropriate time to modernise the Model Rules so they meet everyone's needs
- A working party of representatives from UFBA, FRFANZ and Fire and Emergency New Zealand will review the Model Rules and make recommendations as to what is required in this new environment
- The review of the Model Rules will consider the needs of brigades that are Incorporated Societies or registered charities.




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