



UFBA Annual Conference 28-30 October
Building strong foundations: Register now!

FENZ Bill: Joint UFBA/FRFANZ submission



George Verry, UFBA Chief Executive Officer

On Thursday 18 August, UFBA and FRFANZ submitted a joint submission on the Fire and Emergency New Zealand Bill to the Government Administration Committee.

Our submission on the Bill is the latest step in a process initiated and led by Minister Peter Dunne—which started off with the release by the Government of the Fire Services Review Discussion Document in May 2015.

The Fire and Emergency New Zealand Bill was introduced to Parliament on 30 June 2016 to repeal the two Acts governing New Zealand's fire services (the Fire Service Act 1975 and the Forest and Rural Fires Act 1977) and to give effect to a single unified fire services organisation (FENZ).

The UFBA/FRFANZ joint submission was the culmination of a significant amount of work during the few weeks available, covering in-depth research, widespread consultation with volunteer fire brigades and rural fire forces and seeking feedback from members through an online survey.

Plain language analysis

In line with our member consultation process during the fire services reform, we asked for feedback from a representative cross-section of our membership on the FENZ Bill in a number of ways.

As a first step—and for ease of reading of understanding—UFBA Director Bill Butzbach and consultant Murray McKee put together a short but impactful plain language analysis of the FENZ Bill from a volunteer perspective. Our analysis emphasised points in the Bill that our members, in particular volunteers, would consider most relevant.

To inform members and to ensure we reflected their views in our submission, we asked for feedback through:

- Placing the plain language analysis on our website for downloading
- Sharing the analysis in the UFBA E-newsletter to over 4,350 subscribers
- Posting a link on our Facebook page.

Although a short timeframe was necessary due to the limited time we had available to draft the submission, we received a good number of well considered and thoughtful comments from members on a range of issues.

Member consultation

As the next step, we arranged a consultation roadshow covering key areas of the country where, in particular, rural fire forces have a strong presence. Our primary objective was to make sure the views of rural firefighters were reflected in our submission.

Director Bill Butzbach and consultant Murray McKee were again to the fore, attending these consultation meetings to talk through the issues and allay concerns.

Member survey

To ensure we received feedback from personnel right through the country, we invited individuals to 'have their say' by completing a short online survey. We accomplished this by:

- Sending the survey to over 4.350 individuals on the UFBA database
- Providing a link on our website
- Asking Leadership and Governance Workshop graduates to share the survey with others in their brigades.

Again, a short timeframe for completing the survey was essential. However, we were delighted to receive over 250 responses—an indication of how important the main issues are to members.

UFBA/FRFANZ submission

Following the extensive member consultation, we believe our submission presents a sound and thorough examination of the FENZ Bill and addresses issues identified by our organisations and membership in a logical and constructive way.

Making a combined UFBA/FRFANZ submission is a tremendous strength, as this is a clear demonstration we are representing the interests of the wide range of volunteers in our fire services.

Thank you to those who took the time and consideration to provide feedback on the Bill. You made a valuable contribution to the UFBA/FRFANZ submission on behalf of members. See page 2 for a summary of our submission.

I also thank our Leadership and Governance Workshop graduates who encouraged others in their brigades to complete the online survey. This group of graduates is proving a valuable advocacy resource for the UFBA.

UFBA and FRFANZ have asked to be heard at the Select Committee hearing on the FENZ Bill which is likely to be some weeks away. We will continue to keep you informed on a regular basis.

Future strategy and resourcing

In the short term, we are continuing to run our roadshow, generally to more remote areas. This will provide us with more insights that will prove useful when we speak at the Select Committee.

As we move toward the FENZ implementation date of 1 July 2017, we plan to revisit the UFBA Strategic Plan and underpinning actions so we are well positioned to support our membership and our MoU arrangements with FRFANZ.

To respond to the upcoming challenges, I am pleased to advise I have appointed Ceara Owen-Perry to a new position of General Manager, effective immediately. Ceara will report to me and one of her first tasks will be to initiate the strategic review and assess any consequent changes required to our staffing and other resources.

Ceara is well qualified for her new role and will continue to manage our event and conference programme. To ensure we meet event needs, we are employing an additional resource in the Events Team.

Download the *FENZ Bill: An Analysis from a Volunteer Perspective* at www.ufba.org.nz/news/member_feedback_fenz_bill

Summary: Joint UFBA/FRFANZ submission

The United Fire Brigades' Association of New Zealand (UFBA) and the Forest and Rural Fire Association of New Zealand (FRFANZ) made a joint submission on the Fire and Emergency New Zealand Bill to the Government Administration Committee on 18 August. A brief summary of our submission follows.

Executive Summary

1. We **support** the following broad reform objectives of the Fire and Emergency New Zealand (FENZ) Bill:
 - Amalgamating urban and rural fire services into a single new unified organisation to be known as FENZ
 - Broadening the range of emergencies to which FENZ will be authorised to respond
 - Improving support for volunteers and enabling them to communicate directly with FENZ provided the express obligation to consult with the associations representing and advocating for volunteers is included
 - Improving and clarifying the funding arrangements of FENZ.

2. We **support** the principle of local input into FENZ planning but **do not support** the intent to establish a network of special purpose Local Committees.

Instead we **recommend** the FENZ local advisory function be assigned to the existing and closely aligned Civil Defence Emergency Management Co-ordinating Executive Groups established in section 20 of the Civil Defence Emergency Management Act 2002.

3. We **support** the volunteer-centric principles underpinning the duties imposed on FENZ in clause 33 of the Bill.

We submit, however, that the overall duty imposed on FENZ should be stronger than "to take reasonable steps" and **recommend** the duty be amended "to take **all** practicable steps".

4. We consider the Bill is silent on too many important issues relating to the high level design of the new organisation, the associated service delivery framework and the chain of command.

We understand the merits of the so-called "permissive" and "enabling" approach but assert that it is inherently unsuited to legislating for an entirely new emergency service.

In the absence of indications from FENZ on its approach to basic questions of organisational design and service delivery it is difficult to know how to sensibly comment on some aspects of the Bill.

5. We **recommend** the fundamental relationship between the community, the individual volunteer and FENZ be prescribed in law. We further **recommend** that the relationship be founded on membership of the local volunteer brigade or fire force as it is currently.
6. We **recommend** a more prescriptive approach apply to key features of the organisational design of FENZ and to the arrangements for command and control and service delivery.

We consider this is entirely consistent with the highly prescriptive approach adopted in the Bill with respect to other important aspects of FENZ including its coercive powers, its funding arrangements and asset transfer arrangements.

Dispute Resolution

We **support** the duty imposed on FENZ to develop a dispute resolution scheme.

We **seek an amendment** to the Bill that requires consultation with the associations that represent volunteers as to the proposed dispute resolution scheme.

Schedule 1: Response Assets

Volunteers are concerned that the principle set out in clause 16(2)(b) of Schedule 1 namely "that firefighting assets acquired significantly through fund raising or community donations should be allowed to be retained by the community that has

the greatest need of, and interest in, those assets" is confusing as it lacks precision and will lead to disputes.

We **assert this section needs substantial clarification** before we can usefully submit on it.

Schedule 1: Gratuities

Volunteers do not wish to be paid for what they do. That is a bottom line for fire service volunteers.

However, the Bill's apparent unilateral termination via clause 15 of Schedule 1 of the Bill of the token and symbolic gratuity payable after 10 years' service as a volunteer as currently set out in section 56 of the Fire Service Act flies in the face of numerous other sections of the Bill.

Such a provision would be entirely at odds with the duty imposed on FENZ to recognise, respect and promote the contribution of FENZ volunteers. At a minimum it is grossly disrespectful of the contribution of volunteers.

We **recommend** that:

- a) the substance of s 56 of the Fire Service Act be carried over to the FENZ Bill so that gratuities are not only grandparented but continue for all future FENZ volunteers who will be making similar contributions,
- b) the annual rate at which gratuity is accrued be increased by a formula derived from the Consumer Price Index so as to restore the gratuity's value to the same relative value as of the date of the previous adjustment,
- c) the rate of accrual be adjusted by the same formula every two years from the commencement of FENZ, and
- d) the past service of FENZ volunteers transferred from voluntary rural forces be recognised for the purposes of calculating their eligibility for gratuity.

Download the full *Joint UFBA/FRFANZ Submission* at www.ufba.org.nz/news/ufba_frfa_submission_fenz_bill

KEYNOTE SPEAKER: SIR JOHN KIRWAN

28-30 OCTOBER 2016

Air Force Museum, Wigram Airbase



Sir John Kirwan (KNZM MBE) is a former player of both rugby union and rugby league. Former coach of the Blues in Super Rugby, John is one of the highest try scorers in international rugby union.

In 2002, John moved to Italy to become the coach of the Italian national rugby team, which under his guidance recorded two victories over Wales in 2003 and Scotland in 2004.

John's knighthood recognised much more than his contribution to sport—it acknowledged his services to mental health, having been for several years at the forefront of the campaign to heighten public awareness of depression, an illness he has suffered from personally.

The theme of this year's conference is **Building Strong Foundations**—a reflection of the resilience and adaptability of Canterbury following the devastating earthquakes and the region's ability to embrace change and grow stronger.

We are all facing major change during the fire services reform. Dealing with change can be stressful and people need to take care of their mental health to ensure they are able to support their brigade, their fellow volunteers and communities.

Change is about building new strong foundations. John will talk about how:

- Leading this change is important—you are the glue that will keep the foundations together
- The change process can be like a grieving process and how you can make sure you look out for signs of stress, give people time to accept change and guide them through it.

WORKSHOPS: BUILDING STRONG FOUNDATIONS

The 2016 UFBA Conference interactive workshops will provide delegates with ideas and resources on how to deal with change and lead through the fire services reform—thereby building stronger brigades and communities.

Aly McNicoll from the New Zealand Coaching & Mentoring Centre is arranging two workshops.



1. Conversations for Change—Helping People Make the Transition

Organisations are usually change heavy and transition light. This practical workshop provides tools for change by focusing on the conversations you have with staff and volunteers to help them move from the old to embrace the new. Conversations make a relationship and are a useful place to focus when leading people through change.

This workshop:

- Provides a 3-step tool for coaching through change
- Shows the importance of listening in change leadership
- Updates you on what neuroscience says about why people resist change
- Shows how to manage resistance.

2. Leading Through Change

When it comes to change, it is different strokes for different folks. This practical workshop looks at how people manage change and the strengths and weaknesses of different personal change styles.

It looks at the process of transition and the steps people go through when they leave the old and move towards the new plus shows how to help people at various stages of the process.

3. Encouraging and inspiring others

Damian D'Cruz returns to introduce a simple 'what, why, how' model for you to use in communicating change.



This active and engaging workshop covers:

- Inspiring others
- Managing your own response to change
- Fear response
- Grief response
- Attention density
- Coaching people through change.

"What better place to be when you have members representing fire brigades from around New Zealand. It's a great chance to network, problem solve, have your input into how the UFBA runs, listen to top speakers and catch up with old friends and meet new ones."

Bryan Styles, Carterton Volunteer Fire Brigade

REGISTER ONLINE NOW

for the 2016 UFBA Annual Conference & AGM by
28 September at www.ufba.org.nz/events/2016_ufba_138th_annual_conference

EVENTS

2016 Australasian Rescue Challenge: Geraldine wins

Three teams—**Geraldine**, **Rolleston** and **Rangiora**—were sponsored by the UFBA to attend the Australasian Road Rescue Organisation (ARRO) Challenge in Warragul, Victoria from 21-24 July.

The New Zealand teams competed at an international level—with 17 teams from across Australasia and Hong Kong taking part—across the three rescue events of Time Critical, Controlled and Entrapped scenarios and a Trauma Challenge. A hands-on practical ARRO Learning Symposium and workshop preceded the Challenge.

Special congratulations to **Geraldine** for winning Best Team Leader (**Graeme Mould**) and First Place overall. They also placed second in Time Critical and Entrapped. **Rolleston** collected third place in Entrapped and **Rangiora** was third in Controlled.

UFBA is proud of the excellent results of the New Zealand teams. Geraldine has competed for only two years—their dedication to training hard is paying off. The knowledge and skills the teams gained from competing at the ARRO event and watching other rescue crews will now benefit their local communities at real-life emergencies.



Geraldine with their trophy: left to right, ARRO President Mark Roche, Graeme Dwyer, Travis Smith, Christine Horne, Graeme Mould, Grant Stephens, Pat Brennan and Catherine Bishop, General Motors Detroit

“Visiting the ARRO learning symposium and competition, I was proud to be part of the fire and emergency services: seeing crews from multiple agencies learn, train, share, take advice and collaborate. ... The focus was on learning, training, competing and recognising how we can serve our communities even better by improving our road crash rescue techniques.”

AFAC CEO Stuart Ellis, AM

STOP PRESS: Thanks to the superb efforts of the UFBA Technical Panel and Events Team, we have secured the Australasian Rescue Challenge in Hamilton in July 2017. This will provide an outstanding opportunity for New Zealand teams to participate—both as competitors and spectators.

UFBA National Drivers Challenge: Practice makes perfect

Simon East of Cust Volunteer Fire Brigade is the latest champion in the United Fire Brigades’ Association history books.

The UFBA National Drivers Challenge, hosted in conjunction with the Mid Canterbury Provincial Fire Brigades’ Sub Association, had a record number of competitors taking part at Ruapuna Park from 19-20 August. All 96 drivers were vying for the coveted UFBA Challenge medal and event trophies.

With 413.60 penalties, Simon proudly took home the UFBA Past Presidents Memorial Trophy for first place overall. He also collected the National Fleet Managers Trophy for Top Rookie—a brand new category for the national challenge which attracted 46 new competitors.

Previous National Drivers Challenge champion, **Braden Hammond** from Bulls, placed second with 448.10 penalties. Lincoln’s **Richard Reid** rounded it out with 482.70 penalties—taking second place Rookie and third overall.

Both Simon and Richard took part in local Drivers competitions before the national event, so it could be argued that practice makes perfect—or at least, practice makes medals and trophies.

The National Drivers Challenge is a popular competition on the UFBA Events Calendar, where friendly rivalry is not only expected but encouraged and learning



Simon East is congratulated by UFBA Vice President Alan Kittelty

outcomes are continued well beyond the event dates.

“The challenge hones drivers’ skills,” says UFBA Challenges Committee Chairman Nigel Lilley. “There is only one beneficiary as a result of upskilled firefighters and that is our communities.”

“National Drivers Challenge 2016 was a superbly hosted fantastic event. Highlights were meeting truck loads of new people and the comradeship. Improvements in driving skills this challenge promotes has to benefit getting our crews back safely.” Simon East, Cust—2016 UFBA National Drivers Champion

If you are interested in hosting the 2017 National Drivers Challenge, please contact the Events Team for further information at events@ufba.org.nz

UFBA Regulations 1 July 2011: Notice of Variations relating to Challenges

Review of the Regulations

Introduced over 100 years ago, UFBA Challenges hold as much significance and importance today in the UFBA calendar as they did then.

However, variances to the Regulations are needed to maintain relevance of Challenges, to reflect modern practice and be fit for purpose for the future.

At the 2015 UFBA Conference and AGM, Challenges Committee Chair Nigel Lilley assured delegates a full review of the UFBA Regulations relating to Challenges was being undertaken.

The Challenges Committee Chair has consulted on proposed variations to the Regulations with a wide range of stakeholders including UFBA Past Presidents, the current President and Vice President, the Technical Panel, the NZFS, the UFBA Events Team, the UFBA Chief Executive Officer and the UFBA Board.

The variations to the UFBA Regulations shown on pages 3-7 of the document that can be downloaded at www.ufba.org.nz/news/ufba_regulations_notice_variations_challenges_2016 along with the commentary below were endorsed by the UFBA Board, President and Vice President at the UFBA Board meeting on 1 August 2016 and commended to the membership for approval.

Proposed Variations: Commentary

Section 1: Definitions and Interpretations

- The word 'National' removed from Challenges to reflect the UFBA modern practice of managing more than national events
- 'Events Manager' and 'Events Staff' added

Section 8: Technical Panel

- 8.2 - additional activities expected of the UFBA Technical Panel outlined
- Existing 8.3 removed as this is no longer relevant
- New 8.3 added - the UFBA Chief Executive Officer and Board have received numerous concerns from members about Technical Panel members competing in UFBA Challenges and the perceived conflict of interest.

The UFBA Board has considered the concerns and added this Regulation. The Board noted that in the past it has proved to be an issue to maintain a substantive Judicial Committee if Technical Panel members are also competing in UFBA Challenges.

- New 8.4 added to reflect modern requirements around Health and Safety legislation.

Section 9.1: Challenges Committee

- The Board will continue to nominate a suitably qualified person to the Challenges Committee Chair position. The

Board recognises that this person need not necessarily be a Board Director, as it is not a governance position. This position is nominated on an annual basis by the UFBA Board.

- Wording 'National Training Manager' updated to 'Director of Training' to reflect current NZFS ranks
- Numbers are no longer limited for regional representatives. The UFBA now holds many more challenges than when these Regulations were adopted.
- UFBA Events Manager added.

Section 9.2: Challenges Committee Chair

- Expectations outlined.

Section 9.3: Challenges Committee

- More expectation and accountability placed on the Challenges Committee Chair. This in turn requires less expectations of the Committee.

Section 9.4: Rules

- Recognises we now adopt rules of organisations outside the UFBA e.g. ARRO Road Crash Rescue Challenge Rules.

Notice of Variations

In accordance with rule 15.16 of the UFBA Constitution, the Board has now approved variations to Regulations 1, 8 and 9 relating to Challenges and is now notifying the membership of this change.

Only the Regulation variations summarised in the full document on the UFBA website are submitted to the membership.

Rule 15.16 of the UFBA Constitution states:

To amend any of the matters to be prescribed by Rules 15.6 to 15.15 inclusive following such consultation with Fire Brigade Members as the Board shall consider appropriate. The conditions, rules and protocols regulating all of the matters referred to in Rules 15.6 to 15.15 shall be those in force at the time of adoption of these Rules. Any amendment to be made by the Board shall be notified to Fire Brigade Members in the Association monthly newsletter. Fire Brigade Members shall have a period of one (1) month from notification to object to the proposed variation. In the event of objection from not fewer than three Fire Brigade Members, the variations shall not proceed but shall be referred to the next Annual Conference of the Association for consideration as a remit. If no valid objections are received within one month of notification, the variation shall become operative at the expiry of that period.

Notice is hereby given to members as of 1 September 2016 in regards to the proposed variations.

Any objections from Fire Brigade Members must be received in writing by **5pm, 30 September 2016** at the UFBA Office, PO Box 56079, Tawa, Wellington 5249.

Download the full variations document at www.ufba.org.nz/news/ufba_regulations_notice_variations_challenges_2016

SERVICE HONOURS



Tracy Rhodes from Whakatane Volunteer Fire Brigade was presented with her Gold Star award in July. Tracy's father John Kyle, pictured with her, received his Gold Star at Whitianga in 1997. As far as we are aware, only one father/daughter combination has previously received Gold Stars. At the left, UFBA Director Glenn Williams looks on.

Congratulations to the following members who received Gold Star medals up to 31 July 2016. Thank you for your dedicated service to the Fire Service and your communities.

Gold Stars

Greytown	MEYRICK Stephen
Hikurangi	MURRAY Kelvin
Kawakawa Bay	LEGG Peter
	O'SULLIVAN Jeff
Northern	UNDERDOWN Colin
Communications Centre	
Tikokino	ROBERTSON Andrew
Wakefield	BUCKENDAHL Fritz
Wellington	WEBLEY Paul
Whakatane	RHODES Tracy

MEMBERSHIP SUPPORT

Staying Well: Promoting Psychological Wellbeing & Resilience

From the New Zealand Fire Service

The Critical Incident and Personal Stress Support (CIPSS) programme is being rolled out across the New Zealand Fire Service and National Rural Fire Authority.

CIPSS promotes a range of options to support the psychological wellbeing and resilience of all NZFS personnel. This support includes Region Safety Wellbeing Coordinators, Peer Support, the Injury Management Unit and referral to external providers.

CIPSS presentations have been provided

at Region management team meetings, Region Volunteer Leadership Conferences and are now being rolled out to Officers and Firefighters.

Two of the resources developed to support the programme include the *Staying Well* guide and *Managing Your Wellbeing* brochure.

These are both available on FireNet at [http://firenet.fire.org.nz/Critical-Incident-and-Personal-Stress-Support-\(CIPSS\)/Pages/default.aspx](http://firenet.fire.org.nz/Critical-Incident-and-Personal-Stress-Support-(CIPSS)/Pages/default.aspx). The *Staying Well* guide is also available to download on the NRFA website at <http://www.nrfa.org.nz/MediaAndGallery/Pages/assets.aspx>

Please make yourselves familiar with these resources and the tips for looking after yourself and supporting your colleagues.



For more information, please contact John Kingsbury (NZFS National Safety, Health & Wellbeing Manager) at john.kingsbury@fire.org.nz or for rural enquiries contact Abi Davidson at abi.davidson@fire.org.nz



FRFANZ Conference

UFBA Director Bill Butzbach (pictured at left) and Chief Executive Officer George Verry attended the FRFANZ Conference in Masterton at the end of July.

George says he and Bill took the opportunity to meet a large number of FRFANZ members and other key people at the conference.

"We enjoyed the strong programme and had positive, informal discussions," George says. "The Memorandum of Understanding between UFBA and FRFANZ was a leading focus on the agenda, indicating the strength of all our volunteers having a single united voice during the fire services reform."

UFBA Brigade Secretary Guidelines

We recently mailed NZFS Volunteer Brigades with details of a new resource—the **UFBA Brigade Secretary Guidelines**—for secretaries to give them all the information they need at their fingertips.

The UFBA will provide one copy of the Brigade Secretary Guidelines in a special folder to each NZFS Volunteer Fire Brigade free of charge. Your brigade may purchase additional copies from UFBA at a cost of \$40.00 each plus postage.

If you have not yet ordered your free folder, please email the following details to **Jane Davie**, UFBA Membership Support Manager, at jane@ufba.org.nz

- Your name
- Your role in the brigade (e.g. Secretary)
- Your brigade's name
- Your brigade's physical address for courier delivery of the folder
- Your email address

By providing your email address, we can keep in contact with you when updates to the UFBA Brigade Secretary Guidelines are published on our website www.ufba.org.nz

If you have any questions regarding this great new resource, please contact **Jane** on 04 237 2683.

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Hearing Aid Benefit	Home Help
Birth of a Child Benefit	Counseling
Gift Baskets	Disaster Fund
In Hospital Visits	Child Adoption Assistance
Home Visits	Funeral Assistance

www.firefighters.org.nz

Events Calendar

- 11 September Provincial Association Executive teams and UFBA Board, Wellington
- 6-8 October UFBA Leadership and Governance Workshop, Wellington
- 27 October NZFBI Field Day: Christchurch Urban Search and Rescue
- 28-30 October UFBA 138th Annual Conference & AGM, Christchurch**
Building Strong Foundations
Register online by 28 September at www.ufba.org.nz/events/2016_ufba_138th_annual_conference
- 21 January Region 2 Waterways, Carterton
- 4 February Region 4 Waterways, Clutha/Wanaka
- 18 February Region 3 Waterways, Ross
- 2-4 March National Waterways Challenge, Kamo



Field Day

Urban Search and Rescue: Christchurch Task Force

Thursday 27 October—on the afternoon before the UFBA Annual Conference in Christchurch from Friday 28 October to Sunday 30 October.

Tour the Christchurch USAR Task Force base and view demonstrations of their capability.

Pre-register now to secure your place!

For full details, terms and conditions and to pre-register your interest through the online Field Day registration form, visit www.ufba.org.nz/events/nzfbifielddaychristchurch2016

Engage

Keep up to date 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 at:
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