

Working for all our brigades:

**Career, volunteer, urban, rural and industrial**



## FROM THE PRESIDENT



Alan Kittelty, UFBA President

Kia ora,

Welcome to 2017 and what promises to be a busy year ahead and one of significant

change. 1 July now seems very close as we move towards the transition to FENZ and the reformation of fire services in New Zealand.

Urban and rural volunteers make up 85 percent of New Zealand's fire services. The signing of the MoU by the UFBA and FRFANZ in July 2016 was a significant action and will ensure a close relationship during the transition.

I know large amounts of work have been carried out all over the country as we work together as a result of the MoU.

In my own area, brigades and rural fire forces have been regularly training together, sharing ideas and providing each

other with support and resources.

The result of this will be a strong foundation from 1 July that we can then build on further in the ensuing years. This can only be positive as FENZ develops.

I am extremely confident the UFBA Board and management will work hard in supporting our members as we meet the challenges in the next few years. With FRFANZ, we have a powerful and united voice which places us in a strong position.

I am certainly looking forward to the coming year which will be busy and challenging, but I am also sure rewarding for us all. Thank you for your dedication to building better emergency services.

## EFFECTIVE ADVOCACY

### Taking action for positive outcomes for all brigades—career, volunteer, urban, rural and industrial



George Verry, UFBA Chief Executive Officer

The vision of the UFBA is: **Better, more sustainable emergency services for New Zealand communities.**

What are we doing to meet our vision? What positive outcomes have we achieved for our members through working in partnership with the FENZ Transition Team?

#### **The united voice of all brigades**

Two key roles of the UFBA are to provide **effective advocacy** and **support services for member brigades and their personnel.**

When the latest reforms were announced by Minister Peter Dunne in May 2015, the UFBA moved swiftly to make sure the Government, the NZFSC and NZFS (and now the FENZ Transition Team) listen to the strong, united voice of all brigades—**career, volunteer, urban, rural and industrial.**

We adopted a strategic, positive and

evidence-based approach to our work within the sector—this is working well.

We have worked hard to make sure we are viewed as a trusted partner rather than just another stakeholder.

Having others design and write our future without the full knowledge of our environment generates many risks and is unlikely to attract buy-in and support from member brigades.

We believe it is important to help write our own story, creating our own future within the framework set out by Government. It makes more sense to take **proactive actions on behalf of all our members** rather than remaining passive and then reacting to situations after the horse has bolted.

#### **UFBA/FRFANZ partnership**

The UFBA in partnership with FRFANZ continues to work closely with the FENZ Transition Team and the NZFSC.

Work is now proceeding at pace. Provided the FENZ Bill is enacted into law, Day One for FENZ will occur on 1 July—less than 20 weeks away.

#### **Supporting transition projects**

The UFBA Board (in particular, Director Bill Butzbach), management and members are supporting transition projects relevant to our members in two key ways:

- 1) To facilitate connections between FENZ projects and interested volunteers from urban and rural member brigades, and
- 2) To provide strategic and tactical advice to FENZ teams across five workstreams.

Most of our day-to-day involvement is with the People and Change workstream, ensuring that the voice of all UFBA members is reflected in the design work.

To support our transition work, the **UFBA Advocacy Reference Panel** comprising a range of experienced and expert brigade members and UFBA and FRFANZ representatives has met for the first time. This strategy will help ensure we get the best possible outcomes for our members and their communities.

#### **Our current work with FENZ**

The UFBA is currently working with FENZ on:

- Co-designing the approach to developing a volunteer strategy
- Co-designing the new relationship volunteers may have with FENZ
- Co-designing future advocacy and support services
- Dispute resolution model
- Funding new support for volunteers
- Assisting in the design of Local Advisory Committees
- Co-designing the new safety, health and wellbeing systems.

## Our FENZ Bill Submission

Hon Peter Dunne tabled the FENZ Bill in Parliament on 30 June 2016. Following extensive consultation with members, UFBA/FRFANZ made a comprehensive joint submission on the Bill.

The Government Administration Committee reported back to Parliament on 22 December—the Committee regarded a number of recommendations made in our joint submission favourably.

### Positive outcomes

#### UFBA/FRFANZ recommendations

##### 1) Spell out the status of volunteer fire brigades from the commencement of FENZ in legislation

**Now addressed:** New clause 10A of Schedule 1 sets out that all agreements of service under section 34 of the Fire Service Act 1975 continue until the agreements either expire or new arrangements are agreed between volunteer fire brigades and FENZ.

Given the existing agreements of service effectively establish the nature of the engagement between individual volunteers and the organisation, **this amendment constitutes a very significant win for UFBA/FRFANZ.**

##### Next steps

We are having discussions with FENZ on the format of the new arrangements.

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.

The relationship the volunteer will have with FENZ:

- Is **not** intended to remove or diminish the relationship with local leaders or Volunteer Fire Brigades (VFB) or Voluntary Rural Fire Forces (VRFF)
- Is **not** intended to disempower the local community which must be able to react best to risks and emergencies within the local environment.

##### 2) Strengthen the obligation on FENZ to consult with organisations representing volunteers in certain circumstances

**Now adopted:** New clause 13(3)(d)(ia)

requires FENZ to consult with associations or unions representing or advocating for personnel when formulating FENZ's operating principles.

Similarly, amended clause 141 requires FENZ to consult with the representatives of persons **who are likely to be substantially affected** by the dispute resolution process.

The wording of clause 33(1)(b) covering the primary obligation to consult volunteers and their representatives remains the same.

##### 3) Clarify the position regarding the taking over of response assets and their transfer to communities that did not raise the funds to acquire them

**Now addressed:** By satisfactory amendments to clause 17 of Schedule 1.

### Where there was little support

Several UFBA/FRFANZ recommendations attracted little support from the Select Committee.

##### 1) Delete Local Committees from the Bill and assign their functions to Executive Committees under the MCDEM legislation

**Result:** Rejected. However, the Committee made extensive changes to the name, powers and functions of Local Advisory Committees.

Adding 'Advisory' to the Committee name effectively addresses one of our concerns—this change makes it clear the role is a bottom-up advisory one intended to support the national planning function rather than a top down executive role.

##### 2) Retain gratuities for urban volunteers transferred to FENZ and incorporate transferred rural volunteers into the gratuity arrangement

**Result:** Ignored. However, new clause 23(4) makes it clear that nothing in the Act prevents the Board from providing a gratuity scheme if it so determines.

### In summary

The Bill as reported back by the Select Committee responds satisfactorily to the primary concerns of UFBA/FRFANZ.

Our joint submission noted the 'permissive' approach taken to drafting the Bill left basic but vital questions of organisational structure and operating framework to the NZFSC to determine as matters of policy.

## FENZ Volunteer Co-Design Reference Group (VCRG)

Recently the FENZ Transition Team asked the UFBA for assistance with forming a group of volunteers which will provide input and feedback on various co-design projects—including the volunteer strategy for FENZ and the relationship the volunteer has with FENZ.

We immediately sprung into action to seek expressions of interest from a pool of experienced and expert volunteers from a wide range of volunteer brigades and rural fire forces. This included contacting many UFBA Leadership & Governance Workshop graduates.

I am delighted 58% of the accepted applicants for the VCRG are Leadership & Governance Workshop graduates.

This very positive result shows this UFBA workshop is the ideal course to enhance the skills and knowledge of firefighters.

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To find out how a **UFBA Leadership and Governance Workshop** could develop your skills visit [www.ufba.org.nz/events/leadership\\_governance\\_workshop\\_Sep17](http://www.ufba.org.nz/events/leadership_governance_workshop_Sep17)

We recommended the fundamental relationship between the community, an individual volunteer and FENZ be prescribed in law and that it be by way of independently constituted local brigades or fire forces.

While the Bill signals changes to these relationships in future, **the existing relationships will carry on until the parties agree to change them.**

The obligations on FENZ to consult volunteers and their representatives on all matters which affect volunteers offer substantial (but not absolute) assurance that change will not be arbitrarily imposed on the volunteer sector.

### Bill now better serves brigades

We consider the interests of all brigades and their respective associations are substantially better served in the Bill which has now passed its second reading.

Regarding 'advisory committees' and 'organisational structures and operating models', we are encouraged by our fallback position—we are co-designing this work with FENZ.

**We and our members are in a relatively good place.**

*Continued on page 3*

## NZFS Policy Statements

The NZFSC has published a number of Policy Statements on the high level design of the new FENZ organisation, the service delivery framework and the chain of command. We consider the approach taken in these statements is cautious and orderly.

- Day One of FENZ will see minimal change but will establish the platform for future far-reaching reforms to organisational structure and service delivery arrangements
- All our members should expect progressive and incremental changes over the next few years to the management and service delivery structures they work within
- It is essential all brigades—**career, volunteer, urban, rural and industrial**—have effective representation and advocacy to protect their interests during this time of change.

**UFBA/FRFANZ are well placed to continue to deliver excellent advocacy on behalf of our members**—the amended Bill if enacted in its current form will assist greatly with this objective.

### Our ongoing advocacy

At the UFBA Conference in Christchurch in October, we discussed our ongoing advocacy agenda. This work sits outside the co-design work we are undertaking with the FENZ Transition Team.

Much of this advocacy relates to the recommendations set out in the Swain Review 2012 that were not supported or only partially supported by the previous NZFSC and Senior Fire Service Leadership.

We remain committed to ensuring:

- 1) **Recommendation 17:** That the NZFSC ensures volunteer sustainability programmes are appropriately resourced, closely monitors the levels of management time and energy applied to sustaining and fostering volunteering, and maintains oversight of progress against critical milestones.  
The FENZ Transition Team has taken this into account and work is planned.
- 2) **Recommendation 18:** That the NZFSC develops special courses for first time managers of fire services volunteers and the remuneration packages of all fire service managers take into account the maintenance of positive relationships with volunteers.
- 3) **Recommendation 20:** That the NZFSC considers establishing a senior management position responsible for building and sustaining the quality of the relationship between the NZFS and the volunteer arm of the service.  
This recommendation should link to Recommendation 18 (responsibilities of fire managers). This will ensure a system-wide, more balanced focus national and local (both) on a significant portion of the workforce.  
We will continue to advocate for the establishment of this role or similar, at deputy chief executive level.
- 4) **Recommendation 21:** That the NZFSC ensures members of volunteer brigades enjoy terms and conditions of engagement with the NZFS that are in all ways equal to those that apply to employees of the NZFS and all appointment, performance assessment and disciplinary processes for volunteers be founded on principles of fairness and natural justice.  
This is a **mandatory statutory requirement for FENZ**, as more weight has been placed on the FENZ role as a Crown entity (Crown Agent). As a Crown Entity, FENZ is required to be a 'good employer' in accordance with section 118 of the Crown Entities Act 2004.  
The FENZ Board has been **directed to apply the same principles to volunteers in every practical way as if they were employees**. The practical effect of this relates to equal employment opportunities etc.
- 5) **Recommendation 26:** That the NZFSC takes a more rigorous risk-based approach to allocating resources between reduction and response activities and that in this respect the outputs of the National Resource Allocation Model be given greater weight in strategic decisions.  
This measure is important as it:
  - Takes away some of the more subjective decision making of the past, and
  - Allows for more fairness and transparency around what is provided to properly manage risk in our communities.
- 6) **Recommendation 28:** That any sections of the new fire services legislation dealing with the structure

## FENZ Chief Executive role

**Recommendation 30** of the Swain Report stated: That the position of **Chief Executive be separate to, and distinct from, any other leadership roles** in the fire service.

The UFBA is pleased the current NZFSC has already confirmed this action. We believe this is very important to successfully bringing together so many different groups into a unified fire and emergency services organisation—career, volunteer, rural, urban, and industrial brigades.

A separate Chief Executive will also allow for more effective engagement with communities, agencies within our sector, the public and the wider community.

The new Chief Executive must see the world through many lenses, bridge significantly different cultures and take a balanced view to the support needs of all FENZ personnel including support staff.

**We consider it essential the new leader does not bring any dominant cultural view to FENZ or be captured by any particular group.** International experience has shown that such arrangements in similar circumstances have resulted in reforms failing.

The current temporary positions of National Commander (Urban) and National Fire Manager (Rural) are very different from the previous national manager roles. They are now responsible for setting the strategic direction of operations and have operational line management authority. The UFBA believes this may bring a better balance to decision making within the leadership team than in the past.

and organisational form of NZFSC as a Crown Agent be aligned with the principles of the Crown Entities Act.

See Recommendation 21 in para 4.

The FENZ Bill has now passed its second reading. The next step is for MPs to consider the Bill part by part and debate it in detail.

The UFBA will continue to advocate for a positive culture that supports change for our members and embraces community focus and volunteer sustainability. We will keep you informed of progress.

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*This column was first published on the UFBA website [www.ufba.org.nz](http://www.ufba.org.nz) on 17 February.*

## EVENTS

### Australasian Rescue Challenge

The UFBA will host the **Australasian Rescue Challenge (ARRO)** in Hamilton from 20-23 July.



UFBA General Manager **Ceara Owen-Perry** says this event will provide outstanding opportunities for New Zealand teams to participate—both as competitors and spectators.

"I encourage teams around the country to start training now for their local UFBA events for a chance to go to the Australasians." Check out the Australasian Rescue Challenge at <http://arc17.nz/>

### 139TH UFBA ANNUAL CONFERENCE & AGM

**Auckland**  
**27-29 October**  
*Save the date now!*

### UFBA Events Calendar

2-4 March	National Waterway, Kamo
11 March	NZFBI Field Day, Lower Hutt
16-18 March	UFBA Leadership and Governance Workshop, Wellington
25 March	South Island Combat, Alexandra
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
5-6 May	National Firefighter Combat, Wellington
26-27 May	North Island Road Crash Rescue, Feilding
10-11 June	South Island Road Crash Rescue, Temuka
20-23 July	Australasian Rescue Challenge, Hamilton
11-12 August	National Drivers Challenge, Feilding
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

### HIGH SATISFACTION WITH 2016 ANNUAL CONFERENCE



The UFBA sent a satisfaction survey on 28 November to registered attendees at our 2016 Annual Conference.

The objectives of the survey were to:

- Determine overall satisfaction with the Conference
- Find out how important specific aspects of the Conference are
- Identify how well delegates understood the voting process
- Rate the content, impact and delivery of the keynote speaker and workshop presentations
- Determine the satisfaction with the format and content of the NZFS/FENZ presentations and workshops.

#### Results summary

- Overall, 95% of attendees were very satisfied/somewhat satisfied with the Conference
- The majority of attendees were very satisfied/somewhat satisfied with the aspects of the Conference
  - The highest ratings were for online registration process (91.3%), venue and trade exhibition (both 89.8%)
- Attendees think the majority of the aspects of Conference are very important/somewhat important
  - The most important aspects are accommodation and

remits (both 94.3%), functions/opportunities to socialise and keynote presentations (both 93%)

- 65.7% were very satisfied/somewhat satisfied with the format of the NZFS/FENZ presentations and workshops.

#### Increased delegate understanding of voting

Voting by delegates at the AGM provides members with the opportunity to 'have their say' on who represents them on the UFBA Board, as Officers and on the Technical Panel. The UFBA put numerous strategies in place during the year to increase member participation at the AGM and we are delighted with the results.

- 88.2% of delegates understood the voting process extremely well/very well (up from 79.4% in 2015)
- 92.4% were provided with voting cards and papers by their brigade (up from 88.2% in 2015)
- 10.1% were **not aware** voting cards and papers for their brigade were available at registration if required (compared to 33.3% in 2015).

Thank you to all who took the time to complete the survey. Your views will help us plan future conferences that meet the needs of our members and increase member participation.

## EVENTS

### Region 2 Waterway Challenge

Carterton Volunteer Fire Brigade hosted a very successful UFBA Region 2 Waterway Challenge on 21 January.

Seven 2-person teams and four 4-person teams competed during this very fast paced and enjoyable day. It was the first time this particular track had been used for a Challenge—providing a great opportunity to test it out as it will be the location for the Australasian Firefighter Championships from 16-18 November.

One of Feilding's 2-person teams took first place with 82 points, followed by Wainuiomata (70 points) and Havelock North (64 points). The home team, Carterton, took first place in the 4-person team event with 104 points, followed by Havelock North (82 points) and Feilding (70 points).

All teams showed great sportsmanship and camaraderie. Ruakaka Volunteer Fire

Brigade travelled 12 hours to take the opportunity to train for the upcoming Nationals, and even though they were not eligible for points or placing, their sideline encouragement of the other teams was outstanding.

Ces Pacey, Acting UFBA Technical Panel Convenor that day, says the event was run very well and his thanks go to the Carterton Volunteer Fire Brigade for their efforts. Watching the competition, he thinks some teams would benefit greatly from reading the general conditions as there are some big penalties in there that are easily avoidable.

The Technical Panel are here to assist you in becoming confident in these rules and welcome discussion about them at any time. They are looking forward to seeing



Photo: ©111Emergency 2017

Havelock North in action

these teams at their optimum at Nationals and wish them all the best.

For full results visit [www.ufba.org.nz/events/2017\\_region\\_2\\_waterway](http://www.ufba.org.nz/events/2017_region_2_waterway)

For photos visit [www.111emergency.co.nz/N-R/Regn2Waterways17.htm](http://www.111emergency.co.nz/N-R/Regn2Waterways17.htm)

### Region 4 Waterway Challenge

Hosted by the Otago Southland Provincial Fire Brigades' Association and the Wanaka and Luggate Volunteer Fire Brigades, the UFBA Region 4 Waterway Challenge was held in Wanaka on 4 February.

Mossburn A took out the 2-person challenge with 84 points, with Oamaru following (68 points) and then Wyndham (62 points).

Kaitangata were the 4-person winners with 102 points chased by Matura (84 points) and Balclutha (80 points).

We also welcomed a team from Kelso in New South Wales who took part as practice for the Australasian Firefighter Championships in Carterton in November.

For full results and photos visit [www.ufba.org.nz/events/2017\\_region\\_4\\_waterway](http://www.ufba.org.nz/events/2017_region_4_waterway)

Our thanks to all the Regional host committees and competitors. All the best to the Regional winners competing at Nationals in Kamo from 2-4 March.

*"After running waterways for several decades, the passion and enthusiasm never wears thin—it certainly didn't at the Region 4 Waterway Challenge in Wanaka. A sport with such diverse demands pushes you to strive for more every time, the same that it does as a firefighter. You always want the best result, you always want to achieve. The benefit for our brigades and individuals is huge and the camaraderie, friendships and enjoyment is at the next level. I can't imagine my life without it. Give it a go, you will get hooked."*

Jeff Manson, Mossburn



Photo: Donald Lamont

The efforts Jeff Manson and Stephen Trusler from Mossburn A put into training paid off when they won the 2-person challenge

## FIREFIGHTER COMBAT CHALLENGE

Registration now open!

UFBA National Firefighter Combat Wellington / 5-6 May

Register now at [www.ufba.org.nz/events/2017\\_national\\_firefighter\\_combat](http://www.ufba.org.nz/events/2017_national_firefighter_combat)

# SERVICE HONOURS

Congratulations to the following members who received 50 Year and Gold Star medals in December and January. Thank you for your dedicated service to the Fire Service and your communities.

Hutt Valley  
North West  
Auckland

STIRLING Ropata  
BEER Gary  
CALLAGHAN Paul  
INGOLD Bruce

Piopio  
Rangiora  
Riverton

PURDIE Bruce  
MCCABE John  
BULL Helen  
WARD Craig

## 50 Year Medals

Hororata STEWART Graham  
Rakaia DUNLEA Donald

## Gold Stars

Colac Bay BULL Ranui  
Edgecumbe MORLEY Peter  
TIPPER Charles  
van der HORST Ronald  
Hutt Valley BILLMAN Ross  
DODD Craig  
DUGANZICH Scott  
ROBERTSON Glen  
SHARPE Danny



Photo: Fairfax Media NZ / Southland Times

Ranui Bull (Colac Bay) and Helen Bull (Riverton) were presented with their Gold Stars in December by Past President Russell Anderson

# FIRE WEATHER INDEX (FWI)

## A firefighter's perspective



The national Fire Weather Index (FWI) is more than just a coloured sign on the side of forest roads—it is an invaluable tool in vegetation fire pre-planning and incident management.

The New Zealand system was developed from that used in Canada, called the Canadian Forest Fire Weather Index System.

The Fire Weather Index system has a long-standing history of providing fire risk planners and wildland fire intervention teams with vital information about the probability of a fire starting, fire development and likely fire behaviour.

The fire danger rating system measures the variable elements which cause day to day changes in wildland fire risk and interprets the information to provide:

- Fire season status
- Appropriate fire prevention measures
- The likelihood of fire occurring
- Fire suppression response and resources
- Inform the public

- Make decisions to close areas at high risk
- Issue or cancel fire permits
- Plan and conduct controlled burns.

The information required to calculate the FWI is based on natural weather components, the wind speed and direction, temperature, relative humidity and rainfall over the last 24 hours.

The system does not, however, consider differences in fuel type or topography. It provides a uniform method of rating fire danger throughout New Zealand.

A good understanding of the FWI system will equip a firefighter with vital information on fire development and likely intervention measures including appropriate resources.

See more about the Fire Weather Index system at [www.ufba.org.nz/news/fire\\_weather\\_index](http://www.ufba.org.nz/news/fire_weather_index)



Photo: Blair Gregory

Heretaunga Rural Fire Force on a callout to a fire at Patoka in Hawke's Bay in January

## NZFBI Field Day: Understand the rural fire environment

The New Zealand Fire Brigades' Institute is organising a field day on **29 April** hosted by the Upper Hutt Volunteer Rural Fire Force on **understanding the rural fire environment**.

To find out more about this field day and register, visit [www.ufba.org.nz/events/rural\\_fire\\_environment](http://www.ufba.org.nz/events/rural_fire_environment)

## UFBA Brigade Secretary Guidelines

The UFBA Brigade Secretary Guidelines give secretaries all the information they need.

The UFBA provides 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](mailto: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](http://www.ufba.org.nz). If you have any queries, please contact **Jane** on 04 237 2683.



## Upcoming Field Days

### 1. Understanding fire detection systems

**Saturday 11 March / Pertronic Industries, Lower Hutt**

Understand how modern automatic fire alarm panels and control indicating equipment operates and what they do.

Pertronic Industries developed its first automatic fire panel in 1986, and has since continued to research and develop fire detection technologies at its factory.

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

### 2. 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)

## Use an app to book holiday homes

Did you know the Firefighters Welfare Society has its own app for smartphone and tablet users? You can easily download the app from the Apple App Store or Google Play Store—Just search for NZFFWS.

With this app, you can check the availability of the Welfare Society's holiday homes and book them online. To access the holiday homes you must be a registered member of the New Zealand Firefighters Welfare Society. Bookings are available up to one year out from the current date.

To become a member of the Welfare Society, visit our website [www.firefighters.org.nz](http://www.firefighters.org.nz) and complete an online application form. You can then take advantage of the benefits that are available to you, including our six holiday homes.



ON SALE!



**UFBA**  
UNITED FIRE BRIGADES' ASSOCIATION

FIRE SHOP



NZFS wallet  
now \$55.00

Save \$30.00!

www.ufba.org.nz/shop

### 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)