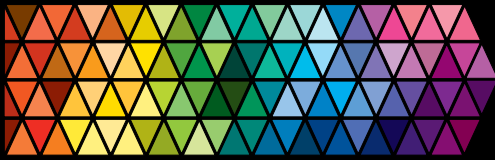


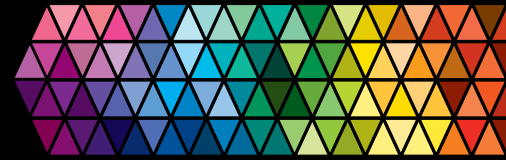
138th UFBA Annual Conference & AGM

An historic event: Building strong foundations





138TH UFBA CONFERENCE CHRISTCHURCH



Our Conference in Christchurch from 28-30 October was historic for a number of reasons—the last under the current NZFS regime before FENZ is set up on 1 July next year, the first following our MoU with FRFANZ, and for a better reflection of the diversity in our communities through the record number of delegates.

Conference was all about building strong foundations so we can embrace the changes coming up in New Zealand’s fire and emergency services. The growing engagement of members with our advocacy organisation was shown by the immense positivity, friendship and interest during the sessions. Highlights included:

- A strong focus on the proactive actions taken by the UFBA on behalf of members during the fire services reform
- UFBA was confirmed as the recognised advocate for our members with the signing of a transitional agreement by NZFSC/UFBA
- NZFSC/FENZ have assured us that our people will be involved in co-design of new processes, policies and regulations
- 265 delegates represented brigades and rural fire forces—a record number (with an additional 24 brigades represented by proxy)
- 92 ‘first timer’ delegates and observers

- 12 rural fire forces represented compared to three last year
- 40 women firefighter attendees
- First woman elected as a UFBA Director—Judith Stanley
- A captivating and acclaimed address from UFBA Life Honorary Member Frank Hardy—at 95 years old
- Warren Maslin, President of the Canterbury Provincial Association, presented on behalf of all Provincials on being fit for purpose for the future
- Our keynote speakers who gave us vital messages on the topical topics of managing and dealing with change—but with much hilarity and entertainment as well—Sir John Kirwan (who got 400 firefighters up dancing!) and Ngahi Bidois (who had us all hongi five people we didn’t know)
- Celebrating and socialising with 500 colleagues at the Welcome Function at the Christchurch Art Gallery and 560 at the Conference Dinner at the Air Force Museum.

Read on for more about the events and milestones at Conference. You can download speeches and presentations at www.ufba.org.nz/events/2016 UFBA_138th_annual_conference

FROM THE PRESIDENT



Alan Kittely, UFBA President

I am extremely honoured and privileged to begin my term as UFBA President.

Past President Russell Anderson carried out his duties as President exceptionally well and it was great to receive the Presidential Chain from him. Russell will continue to do

great work as a UFBA Board Director.

The 138th UFBA Conference was well supported with a record number of both urban and rural brigades represented.

Strong and positive words from the Minister of Internal Affairs Peter Dunne and NZFSC Chair Paul Swain recognising the UFBA’s position and influence was extremely encouraging for our membership. Mr Dunne’s commitment along with that of the NZFSC and the DIA to continue to work closely with the UFBA to ensure the success of the transition to FENZ was extremely heartening.

Further encouragement for the UFBA membership was the signing of the transitional agreement by NZFSC/UFBA. The next year promises to be an exciting one with 1 July now feeling really close

and you can rest assured our Board will continue to represent us well as we move forward.

I would like to recognise and congratulate Judith Stanley on being the first woman elected as a UFBA Director. I am sure Judith will enjoy her time on the Board and I wish her all the best during her term.

I look forward to the coming year and meeting many of our membership at functions and events across the country. It will be a busy year but also an exciting and positive one. Thank you all.

2017 UFBA CONFERENCE

Auckland is confirmed as the venue for the 139th UFBA Conference & AGM
27-29 October

FIRE SERVICES REFORM

UFBA: EFFECTIVE ADVOCACY



George Verry, UFBA Chief Executive Officer

Transitional Advocacy and Support Agreement with NZFSC

The FENZ Bill was introduced to Parliament on 30 June. The Bill takes an enabling and permissive approach to legislation rather than the prescriptive nature of the Fire Service Act 1975.

Section 17D of the Fire Service Act sets out that NZFS will consult with the UFBA as representatives of our members on fire service matters. However, the UFBA is not specifically named in the FENZ Bill as the advocate of our members.

This is of concern to members as for many years now, the UFBA has been an effective and prominent voice on behalf of brigades and rural fire forces.

Our interventions and contributions to the fire services reform process to date have served the cause of volunteerism well. The Minister, the New Zealand

Fire Services Reform Update

At Saturday's Conference session, UFBA Director **Bill Butzbach** reported on the extensive consultation and effective advocacy undertaken by the UFBA.

Reform has been a constant process as our sector has evolved and sought to improve its performance over the past 150 years. Since the UFBA was established 138 years ago, we have been at the forefront of all major change. Bill explained the many iterations of change or proposed changes that have been tabled in the sector—all with variable results.

Proactive UFBA advocacy

During 2016, our proactive advocacy has included the UFBA/FRFANZ MoU, a plain language analysis of the FENZ Bill,

The strong and proactive actions taken by the UFBA on behalf of members during the fire services reform was a key focus at Conference.

Fire Service Commission and others in the sector recognise we have made a positive difference with our considered, thoughtful and constructive input.

Over the past few months, the UFBA has been working hard with the NZFSC to reinforce and extend our recognised status as **the** advocate for our membership.

I am delighted that at our Conference on Friday 28 October, NZFSC Chair Hon Paul Swain and UFBA Chair Rick Braddock signed a Transitional Advocacy and Support Agreement in the presence of the Minister of Internal Affairs Hon Peter Dunne. The intent of this agreement is to:

- Establish a clear, certain, formal relationship between the parties that will bridge the transition period from the current regime to the fully integrated unified regime foreshadowed by the Minister's Review, and
- Serve as a transitional agreement for the UFBA to make independent

member surveys, national UFBA/FRFANZ roadshow meetings (with outstanding contributions from urban and rural members) and a joint UFBA/FRFANZ submission on the FENZ Bill and Select Committee address.

Our achievements

- Influenced section 33 of the FENZ Bill—FENZ Duty to Volunteers
- Influenced section 34—Provision of advocacy services to FENZ Volunteers
- Influenced detailed policy design including adoption of modern principles for volunteer involvement and maintenance of local leadership
- Preliminary definition of relationships between VFBS, VRFFs and FENZ
- Built and maintained key relationships with Associated Agencies, the DIA and



NZFSC Chair Hon Paul Swain, Minister of Internal Affairs Hon Peter Dunne and UFBA Chair Rick Braddock following the signing of the Transitional Advocacy and Support Agreement

advocacy and support services available to FENZ volunteers who are members of the UFBA.

The 'volunteers who are members of the UFBA' include both volunteer brigades and rural fire forces.

Through our Memorandum of Understanding with FRFANZ, we will continue to jointly represent the interests of rural fire forces that are members of FRFANZ. As well, we are implementing a programme to ensure the interests of fire forces that are not currently members of UFBA or FRFANZ are represented by UFBA/FRFANZ during the fire services reform.

the FENZ Transition Team.

UFBA/FRFANZ co-design

We are fostering a partnership approach with the FENZ Transition Team on a large number of co-design proposals including the volunteer relationship with FENZ, terms of engagement, organisational design, support for volunteers (Volunteer Charter), dispute resolution scheme, gratuities and Local Committee pilots. We are committed to achieving the best outcomes for members and communities.

See the full presentation *Fire Services Reform: Proactive UFBA Advocacy* at www.ufba.org.nz/events/2016_ufba_138th_annual_conference

Enclosed with this newsletter is a *UFBA Fire Services Reform Update*—please share this with your colleagues.

Minister appreciates UFBA contributions

The Minister of Internal Affairs Hon Peter Dunne connected his speech to the *Building strong foundations* theme of this year's Conference. "The progress we have made this year is down to exactly that—strong foundations," he said.

Mr Dunne expressed his appreciation to everyone involved for the positive contributions to date, including from those present at Conference, which have largely made possible the biggest reform of fire and emergency services in 70 years.

He said work is now well underway to make the transition to FENZ a reality. The Transition Team is continuing to work with the sector and stakeholders as much as possible, including ongoing work with the UFBA on key issues such as the direct engagement of volunteers and the transfer of response assets.

However, he said, it is critical to the structure and performance of the new entity that the relationships between the community, the volunteer and the brigade continue, to ensure we continue to have strong foundations to build from.

Mr Dunne reiterated that 1 July 2017 is just the beginning. "We have four years to move to a fully integrated organisation, and that means taking the time to get it right."



"The regard I have for the work of the UFBA and FRFANZ cannot be overstated, and I absolutely expect these existing relationships to be carried forward in the new organisation."

Hon Peter Dunne

Relationship with UFBA critical to FENZ success

NZFSC Chair Hon Paul Swain also found the theme *Building strong foundations* very appropriate. He said there are real advantages in a country the size of New Zealand to having one organisation properly funded and prepared to meet whatever the future throws at us.

"We cannot do the job without volunteers—that's the strong foundation," Mr Swain said. "The single thing that unifies us is the desire to serve our communities."

He emphasised the relationship with UFBA (and other organisations) is critical to the success of FENZ. "We are planning for the future—with your help."

Mr Swain asked delegates for their feedback at four FENZ workshops at Conference on key issues where UFBA/FRFANZ are working in partnership with FENZ on co-design proposals:

1. Volunteer relationship with FENZ
2. Local Committees

3. Day One Operations

4. Principles by which FENZ will recognise, respect and promote volunteerism.

See more about the FENZ workshops at fenzproject.co.nz/transitionteamattheufbaconference2016/ The FENZ Transition Team provided a one-page handout for workshop participants on what's changing and what's not from 1 July. Download this at www.ufba.org.nz/news/2016 UFBA conference in brief

UFBA/FRFANZ: A powerful united voice

UFBA Chair Rick Braddock focused on how all the actions we take to deliver excellent advocacy and support services are key to achieving our vision: **Better, more sustainable emergency services for New Zealand communities.**

Rick explained how the Conference venue, Wigram Skies, was created by Ngāi Tahu Property in the relatively short time frame of 2010 to 2016. He related this development to the work the UFBA is doing to represent members' interests during the fire services reform:

- A long term master plan with an emphasis on community
- Development at a fast but constructive pace
- Forming valued and effective partnerships
- Ongoing consultation with all stakeholders
- Acknowledging past history
- Meeting expectations.

Rick said the Board and management take great pride in the quality and extent of the actions the UFBA has taken.

A significant achievement this year was the signing of a Memorandum of Understanding by the UFBA and FRFANZ to work together as we transition to FENZ.

The UFBA brings together the collective strength of 536 member brigades and fire forces. Together with FRFANZ, we have a powerful independent and united voice.

Rick assured delegates we are in a strong position to make sure members' voices are heard and their needs are met as we work with the FENZ Transition Team on organisational design and policy details of the new fire and emergency services organisation.

Financial Performance

The Board of Directors reported a surplus of income over expenditure of \$70,343. The majority of this surplus is being invested in an up-to-date and independent IT infrastructure and phone/internet system and developing an interactive database

Our aim is to have systems that are fit-for-purpose to best serve and support our members during the transition to FENZ.

The UFBA is in a solid financial position as we move into the next financial year. Our accumulated funds stand at \$734,951 and our liquidity is strong in that our current assets of \$751,209 exceed our current liabilities by \$447,533.

See the full report from the Board of Directors in the **2016 UFBA Annual Report** at www.ufba.org.nz/news/annual_reports

CONFERENCE IN BRIEF

Our Patron

Dame Margaret Bazley said she was delighted to be at Conference as Patron. She was impressed with what the UFBA has achieved during the fire services reform and paid tribute to our Chairman, Board, Chief Executive Officer and members for their tenacity in pursuing points they could not accept.

She felt the UFBA is in good health and is in a strong position with its leadership and a good relationship with the NZFSC and FENZ Transition Team. She particularly applauded the signing of the Transitional Advocacy and Support Agreement with NZFSC. Dame Margaret said the level of engagement members have had in the reform process is commendable.

New Officers and Directors

President for 2016/17, **Alan Kittelty**, was installed by retiring President Russell Anderson. **Joe Manihera** was declared Vice President for 2016/17. **Russell Anderson** and **Judith Stanley** were elected for two-year terms on the Board of Directors. Judith was applauded as the first woman elected as a Director. Retiring Directors **Nigel Lilley** and **Matt Cleaver** were thanked for their dedication and commitment by UFBA Chair Rick Braddock. The two new members of the Technical Panel are **Shayne Kennedy** from Silverdale and **Ces Pacey** from Amberley.

Benevolent Fund

Chairman **Alan Cockburn** said it was pleasing the member contribution has increased from \$2.00 to \$5.00 per member per annum. This has given the Trustees confidence in the faith shown by members towards the Fund and enable quick and appropriate assistance to members in times of unexpected hardship. During the year, the Trustees dealt with 20 applications, dispersing \$44,000 of funds in ex-gratia payments. Alan encouraged members to remember the Fund is available to assist in times of genuine need and to act quickly in contacting the UFBA family for assistance.

Provincial Associations

At a workshop on 11 September for Provincial Association leaders, UFBA Directors and senior staff, **Warren Maslin**, President of the Canterbury Provincial Association, was selected to present on behalf of all Provincials at Conference on the workshop discussions and future initiatives and strategies.

In 1878, the prime purpose of the UFBA was: **Establishing an organisation to enable discussion on matters of mutual interest and to form a better means of liaison between volunteer brigades.** It was established at the workshop that our purpose was the same, but we faced challenges in our structure and systems and our

effectiveness is affected by inconsistent resourcing. The conclusions were that the future for Provincials lies in having:

- A strong voice speaking together and supporting the UFBA
- Modern and robust administrative and executive structures
- Making sure the members' voice across the country is the voice that all stakeholders hear
- Being the trusted source of information for the community
- Being a reliable voice of the community to UFBA and FENZ
- A place where other agencies can come and work through community issues together.

The next steps are to have regular meetings with the strategic thinkers of the UFBA to make these ideas a reality. Warren encouraged members to support their Provincial Executive leaders by driving a strong culture of change and development at their brigades and getting involved with Provincial activities.

UFBA Life Honorary Member: Nigel Lilley

Congratulations to **Nigel Lilley**, CFO Rolleston Volunteer Fire Brigade, for being made a Life Honorary Member of the UFBA. Nigel has been a significant contributor to our organisation. He has been a consistent participant in various UFBA Challenges at all levels and has spent considerable time and energy in all aspects of organising, officiating and managing events.

This year, Nigel completed six years as a Director on the UFBA Board—this included two years as Deputy Chairman. He has represented the UFBA on many New Zealand Fire Service working parties and committees. He has also made a significant contribution to the Canterbury Provincial Association.

Visit www.ufba.org.nz/events/2016 UFBA_138th_annual_conference to download AGM Minutes and presentations.



UFBA Board Directors: Bill Butzbach, Deputy Chair Glenn Williams, Chair Rick Braddock, Russell Anderson and Judith Stanley

BUILDING STRONG FOUNDATIONS

The theme of this year's conference was *Building strong foundations*. Two keynote speakers and four interactive UFBA workshops provided delegates with ideas and resources on how to deal with change and lead through the fire services reform—thereby building stronger brigades and communities.

SIR JOHN KIRWAN

“Wellness is every day”

Sir John's knighthood recognised much more than his contribution to sport—it acknowledged his services to mental health, having being at the forefront of a public awareness campaign about depression.

John inspired Conference attendees as he openly shared his story about depression.

He had three key messages:

- Depression is an illness, not a weakness
- Suicide is not an option
- We must change, and we must change continuously.

He observed that change is hard—and communication is hard. But we have to embrace change. John had a challenge for us all: “What's mental wellness for you?”

How do you deal with the trauma you see during the time you give as volunteers?”

John said when we feel unwell, we need to talk about it. With everyone going through great change in fire services, we need to talk about how we feel.

“It's about wellness every day”, he said, “Look after yourself every single day and slow down to appreciate things you enjoy.”

John added that leaders may have a fear of being seen as vulnerable. “The greatest leadership you can show is sharing your vulnerabilities,” he said.

John stressed the need for positivity when dealing with change. He asked us all to get up and dance to OMC's *How Bizarre* and give him 400 smiles. It didn't take long before the smiles and laughter broke out



with everyone up and dancing! That's Past President Russell Anderson boogieing alongside John on the stage.

Following his presentation, John offered to answer questions on any topic. A queue of delegates quickly formed and John spent considerable time with each individual. Thank you John for sharing your story of hope and dealing with change.

NGAHI BIDOIS

“Give it one more try”

Ngahi achieved his life goals by the age of 26, only to discover he knew little of his own Māori culture. He retrained in the education sector which led him to teaching at a Māori total immersion primary school and lecturing in tertiary education.

Ngahi's passion is now helping organisations develop their people as leaders. “I believe the most important resource in any organisation is their people,” he said. “Leadership starts with looking at the person in the mirror.”

He quoted a favourite Māori proverb: *Ehara taku toa i te toa takitahi engari he toa takitini—my achievements are not mine alone, but those of many.*

Prior to Conference, Ngahi had visited Ngongotaha Volunteer Fire Brigade. He impressed delegates with his insights into the work our people do and the changes coming up in our sector.

Ngahi stressed the need for engaging people and (with some pointers on this greeting including keeping our eyes open!) encouraged us to hongi those nearby who we did not know. “A hongi is about engagement,” he said.

Asking “What is your safe place?”, Ngahi emphasised: “Know your safe place, know engagement, know influence, know leadership.

“As leaders, be the change for the people in your community,” he said. “I encourage you to ask yourself ‘what is the one most important thing to do?’”

Ngahi's final challenge to us was: “Be the best leader you can be. Are you ready?”



Francis Boag, CFO Ngongotaha Volunteer Fire Brigade, greeted Ngahi after his inspiring presentation. “Full of mana (prestige) and ihi (power), Ngahi's messages have inspired me to facilitate change and growth in our brigade through positive influence,” Francis says. “To encourage them to seize all opportunities and always be willing to ‘give it one more try!’”

4 SKILLS WORKSHOPS

- **Conversations for Change** - New Zealand Coaching & Mentoring Centre
- **Leading Through Change** - New Zealand Coaching & Mentoring Centre
- **Encouraging and Inspiring others** - Damian D'Cruz
- **Smarter, Faster, Better, Cheaper** - Debbie Mayo-Smith

“From the leading through change workshop I have a better understanding of how people react through times of change. Keeping everyone fully informed and a positive attitude can help guide our brigade through the changes ahead. ‘Change is external, transition is internal!’”

Darren Ilton, Kumara Volunteer Fire Brigade

“Benefits to our station from attending my first conference were the networking friendships made, the greater insight into FENZ as this transitions and the workshop I attended, Smarter, Faster, Better, Cheaper, will assist with managing our station's emails, contacts, calendar & online storage.”

Barbara Spicer, Orere Rural Fire Force

Download the workshop presentations at www.ufba.org.nz/events/2016 UFBA_138th_annual_conference

HISTORIC MOMENTS

Frank Hardy enthralles delegates

A witty and engaging address from 95 year old **Frank Hardy** OBE, QFSM captivated the 400 attendees at Conference on 29 October.

After immigrating to New Zealand in 1949, Frank joined the Christchurch Metropolitan Fire Brigade. He served there for 12 years, attaining the rank of Station Officer. Frank moved to Dunedin Brigade as Chief Fire Officer in 1961 and then returned to Christchurch Brigade as Chief in 1968.

The inaugural Fire Service Commission was headed by a public servant, Sir Jack Hunn. Much to his surprise, Frank was approached by the Minister of Internal Affairs in 1974 about becoming a Fire Commissioner. He was appointed as one

of the first two uniformed Fire Commissioners in 1975 and served in that position until his retirement in 1982.

While commenting on the current fire services reform, Frank assured delegates the fire service has been undergoing change since the very first national fire legislation was put in place in 1906. "Change is the normal circumstance," he said.

Frank shared how he had spent every hour of his service studying and is now learning Te Reo. One of his goals in life was to get a hole-in-one and there was a loud cheer from the delegates when he revealed he had achieved this at 93 years old.



From left: NZFSC Chair Hon Paul Swain, Hon Peter Dunne, Frank Hardy and UFBA Chair Rick Braddock

Frank remarked he had plenty of friends and most of them were volunteer firefighters. "I have enormous respect for each and every firefighter," he said. "The strength of the fire service is the strength of the brigade."

Frank was acclaimed with a standing ovation by delegates following his entertaining address.

Frank is a Fellow of the Institution of Fire Engineers, a Past President of the Otago Southland Provincial Fire Brigades' Association, a UFBA Life Honorary Member and a New Brighton Volunteer Fire Brigade Life Honorary Member.

Share Frank's story with your colleagues by sending them the link www.ufba.org.nz/news/frank_hardy_conference_2016



Two appliances owned by the Fire Services Historical Society in Christchurch (the Ford V8 pictured and a Dennis) were on display outside the Wigram Airbase conference venue.

These appliances were the first to arrive at the tragic Ballantyne's fire of November 1947 where 41 lives were lost.

Frank rode on both appliances numerous times during his service in Christchurch.

Women build connections

Forty women from volunteer, paid, rural and defence brigades and operational support units attended Conference this year.

To celebrate and provide a forum for networking, the UFBA invited women attendees to an early evening function on 28 October.

"Many of our brigades and rural fire forces have only one or two women serving," said UFBA General Manager **Ceara Owen-Perry**. "This get-together gave them the opportunity to meet each other and make contacts for networking and support.

"Promoting and encouraging diversity within fire and emergency services is a key UFBA strategy," Ceara said.

"Providing opportunities for women to

build connections is fundamental to fostering and sustaining healthy and productive brigades."

Ceara encouraged everyone to get to know UFBA Patron **Dame Margaret Bazley** at the function and

UFBA Board Director nominees **Judith Stanley** and **Debbie Neilson**.

Angela Munro, NZFS National Advisor Women's Development, gave an update to the attendees on *Women in Fire and Emergency New Zealand (WFENZ)* which seeks to promote and facilitate the participation and success of women in fire and emergency roles.

For the first time, the Women and



A number of the women attending Conference had the chance to celebrate with Judith Stanley following her election to the UFBA Board of Directors

Firefighting Australasia (Wafa) Conference will be hosted by New Zealand in 2018.

"The UFBA fully supports Wafa as it benefits our operational women both in their brigades and personal lives," Ceara said. "Attending Wafa will be an ideal opportunity to access hands-on workshops, mentoring and career advice."

EVENTS

Waterway Challenge season

The UFBA Waterway Challenge season is rapidly approaching with four regional events and nationals scheduled from December 2016 – March 2017.



Our Waterway season opens in **Morrinsville** with the **Region 1 Waterway Challenge on 3 December**, in conjunction with the Goldfields Sub Association.

Register now for Region 2, 3 and 4 Challenges

- **Region 2 Waterway:** Carterton, 21 January—register online at www.ufba.org.nz/events/2017_region_2_waterway
- **Region 4 Waterway:** Wanaka, 4 February (in conjunction with the Otago Southland Provincial Fire Brigades' Association)—register at www.ufba.org.nz/events/2017_region_4_waterway
- **Region 3 Waterway:** Ross, 18 February—register at www.ufba.org.nz/events/2017_region_3_waterway

National Waterway Challenge

The UFBA National Waterway Challenge is in **Kamo / 2-4 March**.

UFBA Events Calendar

3 December	Region 1 Waterway, Morrinsville
21 January	Region 2 Waterway, Carterton
4 February	Region 4 Waterway, Wanaka
18 February	Region 3 Waterway, Ross
2-4 March	National Waterway, Kamo
16-18 March	UFBA Leadership and Governance Workshop, Wellington—see www.ufba.org.nz/events/leadership_governance_workshop_Mar17
25 March	South Island Combat, Alexandra
8 April	North Island Combat, Palmerston North
28-30 April	Greymouth 150th Jubilee
5-6 May	National Firefighter Combat, Wellington

NEW ZEALAND HONOURS



UFBA congratulates the recipients of Queen's Service Medals who have been recognised for their services to the NZFS and their communities.

Thank you for your dedication and long term commitment to your communities.

From left: John Harlick (Tuakau), Mark Bentham (ex-Piopio), Tony Scott (Kawakawa), Sylvia Forester (ex-Waitotara), Cliff Deery (Kawakawa Bay), Shane Beech (Maketu) and Graeme Humphries (Te Anau).

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