

UFBA Annual Conference 28-30 October

Let your voice be heard: Elect your representatives



FENZ Bill: UFBA/FRFANZ speak at Select Committee Hearing



George Verry, UFBA Chief Executive Officer

The Fire and Emergency New Zealand Bill is now at the Select Committee stage. On 21 September, the UFBA and FRFANZ addressed the Government Administration Committee on issues in the FENZ Bill identified by our organisations and members.

Our strong representation comprised UFBA Chair Rick Braddock, FRFANZ Chair Kevin Ihaka, UFBA President Russell Anderson, UFBA Directors Glenn Williams, Bill Butzbach and Nigel Lilley, Tawa Volunteer Fire Brigade CFO Mike Farrand, consultant Murray McKee and myself.

Other brigades that had made independent submissions were also at the hearing, as were NZPFU President Peter Nicolle and Secretary Derek Best.

The Chair of the Committee, Hon Ruth Dyson, welcomed our contingent and introduced the committee members who wanted to explore questions arising from their reading of our submission.

Our main concerns

Rick Braddock introduced the background to the UFBA/FRFANZ submission, stressing it was a joint one made on behalf of UFBA member brigades and fire forces and volunteer members of FRFANZ. He pointed out that volunteer firefighters are unique among volunteers—they do not volunteer for a particular time or a specific exercise or task and they volunteer to support their communities 24/7. Volunteers are absolutely critical, therefore, to the ongoing delivery of our fire and emergency services.

So continuity of service delivery is a prime reason why it is of paramount importance the views of volunteers are uppermost when considering the Bill.

Rick asked the question—"Does the Bill as it is drafted have the full support of fire services volunteers?" His answer was a *qualified 'yes with reservations'*:

- Volunteers support unification of urban and rural services in principle
- Volunteers support the broader mandate and associated limitation of liability.

But volunteers *do not* support the absence of any indication in the Bill of:

- The organisational structure of FENZ
- The service delivery framework or command hierarchy
- How volunteers will be admitted to FENZ, how they will be recognised, who they will report to and how they will relate to the new organisation.

Rick emphasised we are very concerned the Bill is entirely silent on the relationship between FENZ and brigades and fire forces. We did not necessarily expect to see a fully fleshed-out prescription for the relationship. However, we did expect to see the outline of the skeleton upon which the flesh could be added.

We urged the Committee to report back to Parliament that this critical aspect of the new fire and emergency organisation needs to be addressed in the Bill.

Response Assets

Kevin Ihaka spoke on the proposed transfer of response assets to FENZ—a significant issue for volunteer brigades and, particularly, rural fire forces due to substantial inventories of assets acquired through local fundraising and contributions from community organisations and individuals.

Kevin underscored the need for clarifying the applicable section in the Bill and developing a fair and equitable way to ensure response assets stay in the community that funded them.

Overall thoughts

We were privileged to be among the few submitters to have an extended hearing time at the Committee and came away very positive about the opportunity to be heard.

The hearing provided yet another opportunity to demonstrate the joint commitment of the UFBA and FRFANZ to our arrangement under the MoU to

work together. The depth of knowledge from the breadth of the country in our representation—large and small brigades and fire forces, rural and urban—was a true indication of our commitment to our advocacy for sustainable volunteerism.

Next steps

The report from the Select Committee to Parliament is due by 5 January 2017.

The 115 submissions from the sector made to the Select Committee are now available to read at www.parliament.nz/en/pb/bills-and-laws/bills-proposed-laws/document/00DBHOH_BILL69468_1/tab/submissionsandadvice

FENZ Day One Blueprint

FENZ recently released a working version of the *Day One Blueprint for Fire and Emergency New Zealand (FENZ)*, providing a high-level description of what the new organisation will look like on 1 July 2017.

The Blueprint makes it clear the establishment of FENZ is only the start of the journey—some changes will be implemented on 1 July, other changes will be actively piloted. However, I reiterate this document is very high-level—there is still no detail on the issues we spoke about at the Select Committee hearing including how the 'direct relationship' between FENZ and volunteers will work.

The UFBA and FRFANZ will continue to represent the interests of our members on the major issues set out in our submission.

Provincial Associations meeting

Provincial Association leaders joined UFBA Directors and senior staff for a facilitated workshop on 11 September.

The aims were to discuss how the UFBA can assist Provincials to carry out their roles and functions and to develop a model that will enable Provincials and the UFBA to better work together. Warren Maslin from the Canterbury Provincial Association was selected by the Provincial Associations to give a presentation on the workshop outcomes at the UFBA Conference in Christchurch.

Download the *FENZ Day One Blueprint* at www.ufba.org.nz/news/fenz_bill_select_committee_hearing

FENZ Bill: Extensive UFBA/FRFANZ member consultation

A high level principle of the UFBA Advocacy Charter relates to **member consultation**: when we propose advocating specific policy positions to Government or the NZFSC, we will consult a representative sample of brigades to ensure we accurately portray the position of a majority of brigades.

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

On 18 August, UFBA and FRFANZ submitted a joint submission on the Bill to the Government Administration Committee. The submission was the culmination of a significant amount of work during the few weeks available, covering in-depth research, seeking feedback from members through an online survey and widespread consultation with volunteer fire brigades and rural fire forces across most regions of the country.

Consultation roadshow

By the end of September, UFBA Director Bill Butzbach, consultant Murray McKee and FRFANZ officials had attended consultation meetings in Northland, Auckland, Waikato, Hawke's Bay, Wairarapa, Wellington, Manawatu-Whanganui, Nelson-Tasman, Canterbury, West Coast, Otago and Southland.

The meetings were well attended with a good mix of urban and rural members. Host brigades were very generous with their time and hospitality and the roadshow team really appreciated

the great facilities and support that contributed to the roadshow's success.

Members travelled considerable distances to attend the meetings. This spoke volumes about the importance they place on their future in the sector.

More visits are planned prior to this year's UFBA Conference to ensure we hear from as many of our members as possible as time and budget allows.

Quality feedback collected

The first visits related entirely to the collection of face-to-face feedback on the FENZ Bill to inform the joint UFBA/FRFANZ submission to the Select Committee. The visits combined with an online membership survey were put together within a compressed timeframe to meet the submission deadline. This did not impact the quality of the advice members provided to us.

It became evident very early on in the roadshow that there is a large demand for information about the FENZ transition. There is also a multitude of misinformation about the transition process. We therefore



Photo: Nigel Liley

UFBA consultant Murray McKee and Director Bill Butzbach present a volunteer's perspective on the proposed FENZ Bill and Transition to urban and rural volunteers from across the West Coast at Greymouth Volunteer Fire Station

decided to extend the roadshow to assist members to better understand and make sense of what is being planned.

High level of agreement

We recorded a substantial amount of information at the meetings—this will reinforce the quality of the UFBA/FRFANZ contributions to the FENZ transition process over the next few years.

There was a high level of agreement across all locations about the issues raised during the forums. This provided great confidence to the roadshow team about the accuracy of what would be passed on during the various consultation processes on the changes ahead.

A Volunteer Fire Brigade Viewpoint

From Philip Woolf, CFO Takaka Volunteer Fire Brigade

"The recent UFBA roadshow hosted by Richmond Volunteer Fire Brigade was welcomed by a group comprising Area 17 (Nelson/Tasman) urban and rural officers and firefighters. The joint presentation was very informative of the work being done by UFBA and FRFANZ with the FENZ Transition Team.

I would encourage as many as possible to make the effort to attend a roadshow and 'become engaged' with the pending changes. UFBA and FRFANZ are in a position to advocate on our behalf and the variety of suggestions from the existing membership gives hope that such considerations will get to the right table. By participating, you have an opportunity to be part of history in shaping the new look FENZ organisation.

Special thanks to Bill and Murray for taking the time to deliver the roadshow to smaller brigades and rural locations."

A Rural Viewpoint

From Graeme MacIntyre, Palmerston North Deputy Rural Fire Officer and FRFANZ Management Committee

"Having face-to-face meetings is a good mechanism for member consultation on the FENZ Bill and transition processes. UFBA and FRFANZ getting alongside each other and working together has shown there is someone working for all of us and for our best interests.

Bill and Murray made it clear what the major issues are for volunteers and what is in the UFBA/FRFANZ submission. It was a very good forum for getting feedback and answering questions, both from the rural point of view and urban.

Explaining 'this is what we know about FENZ and the transition now and these are the areas where we'll ask for confirmation', gave everyone an understanding of the work UFBA/FRFANZ are doing on our behalf. We should work together a lot more."

ELECT YOUR REPRESENTATIVES

Are you a delegate for your brigade at the 2016 UFBA Conference? At the 138th AGM of the United Fire Brigades' Association, brigade delegates have the opportunity to vote for your representatives on the UFBA team.

WHAT WE ARE LOOKING FOR

As a Conference delegate, you have the right to vote on behalf of your brigade as to who you think should be decision makers in the UFBA and how we work for you.

The hard part is deciding who would be the best fit for our organisation and who has time to commit to these volunteer positions, so here are some pointers on what we need to make up the best team for you.

DIRECTORS OF THE BOARD (TWO VACANCIES)

Board Directors play a key role in our organisation. They set the culture and the strategic direction for the UFBA and our team. This will help us grow into a stronger and more effective organisation.

The role of our Board Directors is one of governance, not management, and is clearly focussed on our strategic goals. The wide range of skills and attributes required by the UFBA Board as a whole include:

- Knowledge of the UFBA—who we are and what we do
- Personal attributes such as self confidence, being an inspirational communicator and receptive to new ideas
- General skills including a commitment to best practice governance and experience in strategic planning
- Technical skills in finance, complying with the law, managing risk, Health & Safety, Human Resources.

However, a candidate does not need to tick all the boxes as UFBA will provide newly elected Directors with effective leadership and governance development.

For more on the skills and attributes needed, visit www.ufba.org.nz/news/your_votes_count

WHO ARE THE CANDIDATES? (SIX NOMINEES)

- | | | |
|---------------|--------------------|------------------|
| • Mark Adie | • Russell Anderson | • Dean Di Bona |
| • Peter Moore | • Debbie Neilson | • Judith Stanley |

Each of the six candidates will speak at the AGM to give you a summary of their skills and attributes. For more about all candidates, download their profiles at www.ufba.org.nz/events/2016_ufba_138th_annual_conference

28-30 OCTOBER 2016
Air Force Museum, Wigram Airbase



VICE PRESIDENT

The Vice President is a largely ceremonial role but the person who fills this position needs to have many of the same skills and attribute as a Board Director.

There is one candidate for Vice President—**Joe Manihera**. He will speak at the AGM, however, with only one candidate there will be no need for a vote.

TECHNICAL PANEL

Technical Panel representatives ensure UFBA Challenges and their rules are in line with Fire Service policy and techniques.

There is one candidate for the Technical Panel vacancy—**Shayne Kennedy**. He will speak at the AGM, however, with only one candidate there will be no need for a vote.

HOW DO I VOTE AS A DELEGATE?

- 1) We have sent your brigade a specific Voting Card—this will be easy to recognise as it's brightly coloured
- 2) What you need to do before you come to Conference:
 - a) Ensure you complete and sign the Voting Card
 - b) Bring the brightly coloured Voting Card to Conference with you—**this is really important**
- 3) Your Voting Card has two parts:
 - a) The **bottom part**: at registration, you will be asked to hand over the bottom half of your form. Ensure you have completed the left hand side of this section.
 - b) The **top part**: this is what you will physically vote with. You must hold on to the other half and keep it in a safe place for the duration of voting.
- 4) If you forget to bring your Voting Card to Conference, a replacement will be available at the registration desk.

FIND MORE INFO ABOUT CONFERENCE AT

www.ufba.org.nz/events/2016_ufba_138th_annual_conference

CAN'T COME TO CONFERENCE BUT YOUR BRIGADE WANTS TO VOTE?

PROXY VOTING

If your brigade can't come to Conference this year, you can still vote for your representatives by 'proxy'.

- 1) Each brigade delegate attending Conference can be a proxy voter for another brigade that is not physically attending Conference.
- 2) Ask a neighbouring brigade that is sending a delegate to be your proxy voter.
- 3) Even if your brigade is not attending, you will still receive a Voting Card from the UFBA:
 - a) Complete **the right hand side of the Voting Card**—this card must be signed by your OIC or CFO.
 - b) Arrange to **give your completed Voting Card to the attending brigade delegate** so they can take both their own card and yours to Conference.
 - c) Make sure you give them clear instructions as to how you'd like them to vote.
 - d) They will then be able to cast votes on your behalf.

PROXY VOTES: IMPORTANT NOTES

- Replacement proxy votes are not available at Conference so if you are a proxy voter, it's important you bring the Voting Card.

- One proxy vote for attending delegate is permitted, provided the paperwork is correctly completed by both the non-attending and attending brigades.

THE VOTING PROCESS

- 1) There are two vacancies on the Board. All six nominees will stand for the two positions. As a delegate, you will need a clear direction from your brigade of who to vote for.
- 2) Each of the six candidates will speak at the AGM to give you a summary of their skills and attributes. You can also download their profiles at www.ufba.org.nz/events/2016_ufba_138th_annual_conference
- 3) When it is time to vote, you will be given voting papers for the first vacant position. When you have completed the voting paper, raise your hand holding up the part of your Voting Card that you have retained. Your vote will be collected by scrutineers who will count the votes.
- 4) If in the first vote, one candidate obtains more than half the votes, that candidate will be declared elected. If no candidate secures more than half of the votes, then further ballots will be held until one candidate secures more than half of the votes with the bottom polling candidate being removed from the next ballot each time.
- 5) This whole process will then be repeated for the second vacant position. Be prepared for quite a long process!

If you have any queries about electing your representatives, email the UFBA Events Team at events@ufba.org.nz



■ EVENTS

Waterway Challenge season gets underway

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

Thank you to the brigades that have put their hands up to host these events.

Regional Challenges

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

Other Regionals are in the calendar for:

- Region 2 Waterway: Carterton, 21 January
- Region 4 Waterway: Wanaka, 4 February (in conjunction with the Otago Southland Provincial Fire Brigades' Association)
- Region 3 Waterway: Ross, 18 February

Registration

Online registration for all the regional challenges will be available in late October.

National Waterway Challenge

The UFBA National Waterway Challenge will be in Kamo from 2-4 March.

2017 Australasian Firefighter Championships

New Zealand will host the Australasian Firefighter Championships in Carterton in October 2017. This will provide an outstanding opportunity for New Zealand teams to participate—both as competitors and spectators.

Keep a lookout on www.ufba.org.nz for updates about the UFBA Waterway Season.



Region 1 Waterway
Morrinsville: 3 December



Field Day

Urban Search and Rescue: Christchurch Task Force

Thursday 27 October (afternoon)

Do you belong to a UFBA member brigade or rural fire force in Christchurch/Canterbury?

Take the opportunity to 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/nzfbifield_day_christchurch_2016

NZFBI Survey: Have your say

We need your help in charting the future direction of the NZFBI. We'd like to know what you think we should be doing and the things that are helpful for your professional development as a firefighter—the things that make us better at what we do!

Have your say by completing our survey at www.surveymonkey.com/r/NZFBISurvey

SPECIALS!



**Available only at the 2016 UFBA Conference
Christchurch 28-30 October**

Kids Pack \$30

Purchase a Kids Pack and receive a FREE Drawstring Bag (*while stock lasts*)

- 1x Red Fire Body T-shirt
 - 1x Blue Firefighter T-shirt
 - 1x Puff the Firefighter Badge
 - 1x Car Sun Shade
- Sizes 2 - 6*

Infants Pack \$25

2x Baby Bodysuits of Infant T-shirts
1x Merino Beanie
1x Car Sun Shade
Sizes NB – 24 months

SERVICE HONOURS

Congratulations to these members who received 50 Year and Gold Star medals in August and September 2016. Thank you for your dedicated service to the Fire Service and your communities.

50 Year Medal

Waikaiia COOK Allen

Gold Stars

Alexandra MALCOLM Kevin
RENDALL Martin

Balfour
Beachlands
Chatham
Frankton
Gisborne
Gore
Helensville
Henderson
Marton
Oamaru
Otautau
Pongaroa
Rangiwhahia

BLACK Darryl
PROLE Edward
MURPHY Helen
BEWLEY Grant
GOODWIN Derek
MOORE Nigel
COOPER Tony
BOSWELL John
NGATOA Robert
MCINTOSH Quinton
SYMONS Blair
BAMBRY John
MARTIN Sheldon

Rongotea
Seddon
South Auckland
Stoke
Taumarunui
Tawa
Tokoroa
Waiau Pa
Whanganui

LOVE Stephen
MERCER Kerry
UREN Michael
HALL James
HITCHCOCK Stuart
PEARCE Douglas
HANCOCK Robert
JACOBS Gary
QUIRKE Simon P
WELLINGS Ian
ORR Robert
WESTON Jemal

MEMBERSHIP SUPPORT

Volunteer Recognition of Prior Learning

From the New Zealand Fire Service

NZFS recognises volunteer personnel may already hold equivalent or higher qualifications and skill levels than those required by Training. Volunteer firefighters/officers who meet the criteria are now able to apply for exemptions from sections of a Training programme or course through the Recognition of Prior Learning (RPL) process.

Some specialist areas such as First Aid and volunteer re-engagement have their own recognition procedures. In all other circumstances the RPL process will apply. Prior learning will be assessed against the requirements of the relevant programme

or course. Evidence of prior learning must be provided to show the volunteer firefighter/officer already has the required skills/qualification.

Work experience will be considered if it is well-evidenced, of significant length and relevance and can be supported with an attestation by a supervisor who can be contacted.

Applications must be submitted at least six weeks before the start date of the programme or course volunteers wish to seek exemption from. The NTC and Programmes Manager and relevant Firefighter/Development Managers will consider each application initially and applications may be accepted, rejected

or provisionally accepted (subject to a successful skill check by a Fire Service Certified Trainer).

Volunteers will be notified in writing of the decision and the reason for the outcome. Training will organise a skill assessment if required.

Download or print the Volunteer Recognition of Prior Learning application form available on FireNet and fill it out.

Attach all supporting documents as scanned or hard copy and post or email the application and all supporting documents to the **Training Programmes and NTC Manager, National Training Centre, PO Box 7267, Te Ngae, Rotorua 30924** or email courses@fire.org.nz



Photo: Government House

Farewelling the Governor-General

On 12 August, the Governor-General, Sir Jerry Mateparae and Lady Janine Mateparae hosted a dinner for senior members of the New Zealand Fire Service at Government House in Wellington.

President Russell Anderson represented the UFBA at this special occasion to farewell the Governor-General before the end of his term on 31 August.

Russell and Kristine are pictured in the middle of the back row.

UFBA Strategic Plan and staffing

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 members and our MoU arrangements with FRFANZ.

In the August 2016 UFBA newsletter, Chief Executive Officer George Verry advised the appointment of **Ceara Owen-Perry** to a new position of General Manager.

Ceara will report to George 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 joined the UFBA Team in July 2012 and has spent the four years since then travelling the country meeting a wide range of our membership through the management of our Challenges and Conference. She is well qualified for her new role and will continue to manage the UFBA event and conference programme.

To ensure we meet event needs, we have employed an additional resource in the Events Team. **Julia Costa** joined us as an Events Coordinator this month. She has nearly two decades of event management and business development experience. Julia is looking forward to delivering successful events for the UFBA and to meeting our members at Conference.

UFBA Events Calendar

6-8 October	UFBA Leadership and Governance Workshop, Wellington
27 October	NZFB Field Day: Christchurch Urban Search and Rescue
28-30 October	UFBA 138th Annual Conference & AGM, Christchurch <i>Building Strong Foundations</i> www.ufba.org.nz/events/2016_ufba_138th_annual_conference
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
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



For all people involved in firefighting: rural, volunteer and paid staff as well as administrative staff.

Benefits:

- | | |
|------------------------------|---|
| Holiday & Convalescent Homes | In Hospital TV Rental |
| Discretionary Loans & Grants | Hospital Parking |
| Corrective Lens Benefit | Assistance with out of town travel costs for medical visits |
| 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 AON



UFBA looks forward to welcoming brigade delegates, observers, Past Presidents, partners, guests and exhibitors to our 138th Annual Conference from 28-30 October.

Highlights include:

- Welcome function at the Christchurch Art Gallery Te Puna o Waiwhetu
- Insightful discussions and presentations on the fire services reform and FENZ
- Thought-provoking keynote speakers including Sir John Kirwan
- Interactive workshops to choose from
- Q&A session with NZFS—this is your chance to have your voice heard
- Exhibitors including the UFBA Fire Shop
- Partner programme
- Conference dinner—with 500 people attending, this will be the event of the year!

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