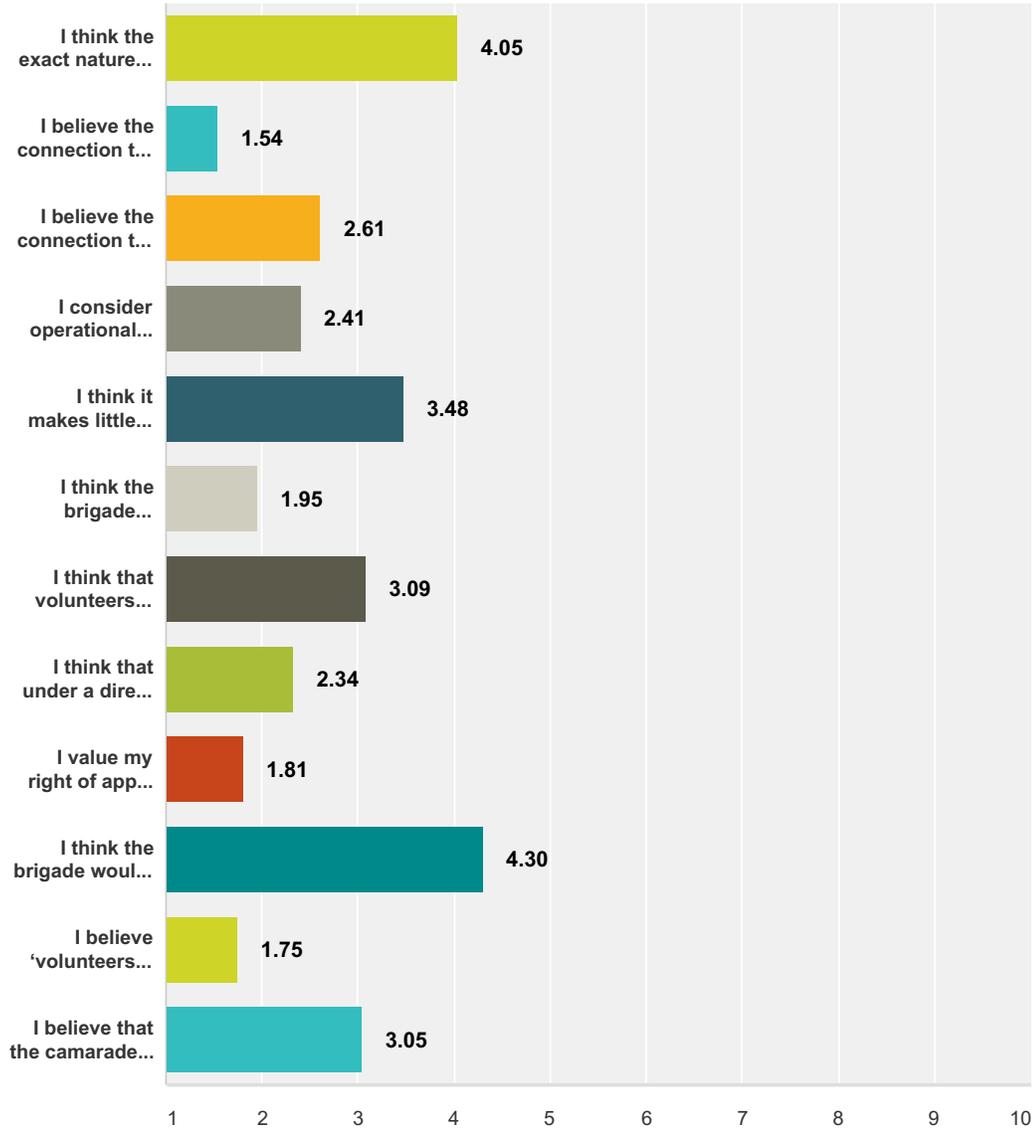


Q1 The review looks at the way firefighters interact with headquarters, their community and each other. Please indicate how strongly you agree or disagree with the following statements.

Answered: 654 Skipped: 11



	Strongly Agree	Somewhat Agree	Neither Agree or Disagree	Somewhat Disagree	Strongly Disagree	Total	Weighted Average
I think the exact nature of the relationship between brigade, Fire Service and Commission is unimportant	7.35% 48.00	7.66% 50.00	10.87% 71.00	20.83% 136.00	53.29% 348.00	653	4.05
I believe the connection to our community and the support of our families is the key issue for structuring brigade, Fire Service and Commission relationships	65.49% 425.00	23.11% 150.00	6.16% 40.00	2.77% 18.00	2.47% 16.00	649	1.54

Fire Service Review - Consultation Survey

I believe the connection to communities should be strengthened by way of formal community input to the brigade	20.77% 135.00	33.54% 218.00	18.77% 122.00	17.54% 114.00	9.38% 61.00	650	2.61
I consider operational capability would be strengthened if brigades were an integral part of a new national fire service	31.17% 202.00	27.31% 177.00	20.68% 134.00	11.42% 74.00	9.41% 61.00	648	2.41
I think it makes little difference if volunteers are part of the fire service through membership of their brigade or directly engaged by a new unified national fire service	10.06% 65.00	16.25% 105.00	19.04% 123.00	24.77% 160.00	29.88% 193.00	646	3.48
I think the brigade membership model best expresses volunteers' connection and commitment to their community	40.93% 264.00	33.80% 218.00	17.21% 111.00	5.89% 38.00	2.17% 14.00	645	1.95
I think that volunteers would be attracted to serving the national fire service under a direct engagement model	10.40% 67.00	21.89% 141.00	32.14% 207.00	19.41% 125.00	16.15% 104.00	644	3.09
I think that under a direct engagement model volunteers would be treated like employees	23.82% 152.00	38.71% 247.00	22.26% 142.00	10.50% 67.00	4.70% 30.00	638	2.34
I value my right of appeal through the UFBA to the Board and Minister under the current engagement model	51.00% 330.00	26.28% 170.00	16.54% 107.00	3.55% 23.00	2.63% 17.00	647	1.81
I think the brigade would be better run by career service officers than by volunteer officers	4.95% 32.00	5.42% 35.00	8.98% 58.00	16.10% 104.00	64.55% 417.00	646	4.30
I believe 'volunteers managing volunteers' is a key issue for sustaining the volunteer ethic	58.67% 379.00	23.22% 150.00	6.66% 43.00	6.97% 45.00	4.49% 29.00	646	1.75
I believe that the camaraderie of volunteers would be strengthened if all volunteers were directly engaged by a new national fire service	15.63% 101.00	19.04% 123.00	28.95% 187.00	17.03% 110.00	19.35% 125.00	646	3.05

#	Do you have any other thoughts or insights into how relationships between volunteers, brigades and fire service should be configured? If so, please enter them in the box below. If you are a voluntary rural force, please regard the question as applying to volunteers, VRFF and rural fire authorities.	Date
1	At present I feel that as a vrff, I am second to an urban volunteer, but I have been in all three brigade, Industrial, urban and rural as a volunteer of some 22 years service.	7/2/2015 5:25 PM
2	Vol need to lead Vol. All AAM and FRM need to have experienced Vol ISM	7/2/2015 5:12 PM
3	Each brigade has its own 'flavour' according to the type of community it resides in and the make-up of its members. This must be preserved. Also the Fire Service should be regarded as a tool, albeit an effective one, that we use to meet our local objectives. The model of engagement with our communities (includes canteens) is a pre requisite to our existence.	7/2/2015 4:34 PM
4	Rural Brigades are required to perform a greater range of services despite a lower level of resources and training. Lower amounts of training / resources causes increased risk of safety issues for our volunteer fire fighters. Our community expects the same level of service that the Urban contemporaries provide yet we receive minimal level of professional training to meet the community's expectations. Professional training and resources is imperative to our own personal safety and the publics'. We believe Option 3 is the only way we can rectify the points presented above.	7/2/2015 10:25 AM
5	Due to office work load I would like to see further admin support for officers and even full FTE senior officers for larger brigades of 40 pluse members.	7/1/2015 9:03 PM
6	Volunteers should get the same gear as payed staff.	7/1/2015 6:07 PM
7	A direct engagement model would only work if volunteers were involved at a higher level i.e. volunteers making decisions about volunteers	7/1/2015 5:35 PM
8	Volunteers need to be run by staff with extensive volunteer background i.e ex CFO or DCFO Also need representation at National Headquarters by volunteer orientated people.	7/1/2015 4:08 PM
9	Write in simple, plain English, Questions are over complicated and hard to understand	7/1/2015 3:56 PM
10	Brigades require more support in compliance issues, than direct management in brigade operational matters.	7/1/2015 3:48 PM

Fire Service Review - Consultation Survey

11	We strongly feel the brigade should reflect the communities input and requirements. Managed from in-house back to F/Service	7/1/2015 3:42 PM
12	The officer structure in volunteer brigades should not be changed, No career officers as CFOs in volunteer brigades as it would not work.	7/1/2015 1:48 PM
13	That Volunteers have their employment protected like Military Reservists and employers are required to hold jobs and release volunteers for training.	7/1/2015 1:36 PM
14	Be very careful not us the volunteers for cheap labour/workforce or increase their work load.	7/1/2015 12:57 PM
15	Would Option 3 mean that urban volunteers will be required for longer periods when fighting large rural fires	7/1/2015 12:38 PM
16	Fire Service dose not listern to its Volunteer members this is from AAM's up	7/1/2015 12:02 PM
17	The way the Fire service is structured at the moment is working to a degree, I feel that the Fire Service management need to listen more to the needs of their Volunteers. Volunteers need to be involved more in the decisions in their District, Area and Region, we are not all the same, and one model will not fit all. At the moment the Fire Service has taken away the autonomy from the district CFO everything is controlled from National/Region/Area. I have been the CFO in my Brigade for 2 years and the Regional Manager has been on my Station once and that was not to see me or my Brigade but t attend a meeting being held for another group. They need to ask for us to undertake things and get our buy in not just implement and say this is how it is take it or leave it, this does not support volunteerism as portrayed by the Management.	7/1/2015 11:55 AM
18	Our brigade is in favour of an externally appointed CE in the interests of more balanced objective decision making. We favour a national commanderr urban and a national commander rural	7/1/2015 11:15 AM
19	We need to finally bite the bullet and have one unified Fire Service throughtout New Zealand to ensure that duplication and communties receive the best value for money supported by fundeing which provides for this without individuals paying more than once to receive the service.	7/1/2015 7:54 AM
20	These answers reflect the view of the Amberley Volunteer Fire Brigade collectively	6/30/2015 10:48 PM
21	I believe in there being ONE Fire Service for the whole of NZ. But individual Fire Brigades must be retained for community involvement and local leadership as is currently in place.	6/30/2015 9:42 PM
22	One national fire service for everything, divided in to two main branches, rural and urban, one goal, one organization, one mission, we all do the same job, its stupid how we all all separate,	6/30/2015 9:29 PM
23	Status quo, the new model will alienate the volunteers even more than we are now	6/30/2015 7:57 PM
24	the UFBA President and vice President must have voting rights at Board Mettings.The current set up does undermine the role of the UFBA President and one or two board members think there role is more important than the President/PP	6/30/2015 5:57 PM
25	In any model the volunteers need better protection from bullying and bad management. The UFBA looks after brigades not individual volunteers and only acts as the fire engine at the bottom of the cliff for individuals.	6/30/2015 5:06 PM
26	Having been involved in stations with volunteers and career staff, there has to be an understanding by career staff of the unique relationship needed withvolunteers.	6/30/2015 5:06 PM
27	The last thing thst would help would be careet people trying to take over volunteer brigaded	6/30/2015 8:58 AM
28	Believe that Fire Service needs to recognise the uniqueness of volunteers and the fact that we all have a paying job e.g. making traing fit with volunteers and instead of the trainers	6/29/2015 9:31 PM
29	must keep UFBA for protection of volunteers.	6/29/2015 5:42 PM
30	Volunteers need to lead volunteers or at least have experianced life in volunteer world. All AM's / AAM's / FRM's need experiance in and empathy for	6/29/2015 3:29 PM
31	DCFO & CFO positions should be regularly reviewed. there performannce should be reviewed via the volunTERS they command	6/29/2015 11:44 AM
32	volunteers should look after volunteers, even when a volunteer gets a PAID fire service job VSO and the like his whole train of thought is changed,and when the fire service put a paid person into a brigade as chief it do.es not work the fire service still do es not know how much time and money it costs to be a brigade member	6/29/2015 10:40 AM

Fire Service Review - Consultation Survey

33	The largest issue is the pressure on Employers which the FS do very little for apart from a sticker on the window which took over 2 years to receive in my case. I also made a submission to the UFBA involving a new venture called VollyPages which has been designed to assist Employers by interaction between all Emergency Service groups yet UFBA Have not responded.....so the lack of courtesy of a response is not a good reflection on any internal desuire to assist Employers and the greater Volunteer networks. Please feel free to call me on [REDACTED]	6/29/2015 10:18 AM
34	Volunteers should have a fair representation from all brigades not just a choosen few	6/29/2015 8:44 AM
35	Better use of volunteers time it is often wasted. Better Training	6/28/2015 10:44 PM
36	I believe that some volunteer stations may benefit from having a yellow watch made available to them and that current serving volunteers should be offered the jobs to fill the yellow watch.	6/28/2015 10:12 PM
37	The fire service needs to remember we are volunteers and they are strating to treat us like paid staff. we work 5 days a week and needing more and more weekends to do trainings ie medical, high ropes and reval course. they need to move away from taking up heaps of weekend time.	6/28/2015 9:50 PM
38	Some volunteers are already marginalised by career staff. The less autonomy volunteer brigades have, the harder it will be to attract and retain new volunteers.	6/28/2015 9:09 PM
39	Whilst I am an new member there seems to be a divide between the paid and the volunteers. This is a fundamental flaw in the fire service as it stands. There should be a view that we are 1 fire brigade and no division between paid and volunteers.	6/28/2015 7:33 PM
40	I think taking the chief rank away from vollys will make an up roar within the service, but I see as a whole in rural areas there are some chiefs that are holding brigades back because they arnt business minded and have no idea to handle staff or staff issues, we have old minded chiefs that its there way or no way. if they keep the chief rank, the nzfs need to look at there chiefs and vso's and either train them to a level or ask them to step down. there are some really good chiefs out there, but there is also some shockers	6/28/2015 7:27 PM
41	This is a real grey area. unfortunately the relationships of Vollies in a paid city are to often in conflict. My station on the other hand has a very good relationship with our paid staff.	6/28/2015 7:25 PM
42	Some volunteer brigade work better with autonomy than with paid staff negativity direction who have a tendency to treat volunteers with total disrespect and enter into bullying tactics	6/28/2015 4:25 PM
43	I feel that the current model that the fire service has works well, There does need to be more support for volunteer brigades in terms helping us achieve what we believe, and what our communities are asking us for, rather than making it difficult for us to provide these these services	6/28/2015 2:48 PM
44	.	6/28/2015 1:46 PM
45	Most Volunteer Brigades just want to be trained to high level and do the job of helping people in need. At times there is to much politics filtering down to the Volunteer s. There is a need for some of it, but alot should be filtered out before it enters the Volunteer level.	6/28/2015 12:55 PM
46	Better report lines for all firefighters to Area	6/28/2015 12:10 PM
47	Like all relationships, they start from the bottom up. In this way they will always be sustainable, because they are real and organic and able to respond to the source of individual need.	6/28/2015 2:27 AM
48	Leave our Gazetted brigade as it is - we don't want career people coming in and taking over - ever since volunteer brigades were formed they have retained their own identities that are crucial for how they work in their unique communities, and what may work in another town wont necessarily work in the next. From expeerience many career officers have no beneficial managerial skills that volunteer executive officers are lacking in, and often career firefighters have absolutely no idea whatsoever what it is like to volunteer and the demands that puts on your home and work lives and relationships. Our brigade is a medical First Response station and 95% of career firefighters, and most senior volunteer officers from other stations have no idea how this works and we have often met resistance from these groups at the managerial level, the proposals will not help this at all. If you are going to put career people in charge of our station, or make our senior officers career people, then make us all career firefighters and pay us for what we do, it's an insult to pay some and not others and this may have a reverse effect in driving out long serving or senior members. In terms of community input, sorry but that is absolute rubbish - what are you trying to achieve with this, if the community wants to be involved and have a say then apply and join up, it is inconcievable how most volunteer stations do not have full complements yet we want those who dont bother applying to have a say, so wrong. This model will drive an end to effective volunteer stations by destroying their individual identities.	6/27/2015 11:40 PM

Fire Service Review - Consultation Survey

49	I have been a firefighter for over 20 years now. 12 urban and 8 rural. it is interesting that NZFS dose not reconise NZQA units achived from other training providers. Also the time service i did in rural is not reconised. I think it should be one organisation to stop the where better than you coming from urban braigades. when with rural training was beeter and more structured and from what i found the skill level was higher.	6/27/2015 11:20 PM
50	Just remember we are volunteers and not paid staff most of us give 10 to 20 hrs a week of our time on top of working normal jobs or being self employed some streamlining of the training / traffic light system would stop the discontent that seems to be prevalent at the moment	6/27/2015 10:33 PM
51	3 The model used to give "formal community input" would be very important. 8 Do not understand the question. 10 Run by local Chief with guidance from National Service 11 Same as question 10 12 Not clear on what the question means	6/27/2015 6:56 PM
52	Volunteers need to manage volunteers	6/27/2015 2:29 PM
53	I believe rural and urban should have stronger ties rural are treated as the poor cousins and looked down on but have many qualitys that the urban guys don't have	6/27/2015 12:52 PM
54	There should be only one NZFS of which Rural Fire should be incorporated.	6/27/2015 12:42 PM
55	The system may have work well in the past, but now there are not the people volunteering and thous that do did not do so to do paperwork or deal with Brigade administration .	6/27/2015 11:12 AM
56	Abetter liason on decisions made by NZ Fire Service concerning volunteers such as the memorandum with St John. VOLLIES need to have direct say on their individual Brigades commitment	6/27/2015 10:26 AM
57	I think NZ Fire Service should pay vollies when attending fire calls (hourly) due to the vollies having to commit to the training philosophies laid down by the Fire service. NZFS expect us to perform up to higher than ever standards, so pay for those performances for the actual fire ground attendance time...	6/27/2015 10:14 AM
58	CFO's need to have more local autonomy with guidance(audits) by the national service. They should be able to control budgeting requirements and sorce solutions to local issues without the VSO needing to supply toner cartridges, toilet paper, etc. Without doubt retention is a major as well as numbers "on deck" during the day. Caping numbers to a brigade should be at the descretion of the local brigade. PR needs to be stronly for and constant the volunteer, not just one week a year.	6/27/2015 9:57 AM
59	Paid vs volunteer relationships would be strengthened if the permies stayed on the job when their shift ended. All of us vollies have also come from another job and sometimes after a 14 hr day.	6/27/2015 9:34 AM
60	admin and station management should be done by career staff as as the admin/station management work load keeps increasing putting extra pressure on volunteers	6/27/2015 8:30 AM
61	SOP through the country	6/27/2015 7:19 AM
62	Structure the Statiion size,appliance sze and training requirements to that area, too much general training, info, regulations for all of NZ. Stations through out NZ should have a teir type system	6/26/2015 11:46 PM
63	you should deal with the relationship between volunteer and permant fire fighters, there is a lot of hate and disrespect going on, if your trying to build a stronger fire service deal with that first!	6/26/2015 11:00 PM
64	.	6/26/2015 10:25 PM
65	paid staff in charge of brigades/units is the best way forward, just like Defence model...	6/26/2015 9:40 PM
66	Career management of volunteer brigades simply does not work from experience. Direct engagement and career management is likely to destroy fire volunteerism.	6/26/2015 9:40 PM
67	80% fire service is volunteers but most people in higher management making decision s on volunteers have never been volunteers. The needs to be positions in organization that volunteers can move into From CFO to represented the 80% of service	6/26/2015 9:39 PM
68	I think officers Chiefs etc should have to reapply for there positions every three years so there is the chance for new ideas and change rather than Chiefs getting stuck in there ways and not changing with the times	6/26/2015 7:41 PM
69	agree the rural should be brought back into NZFS	6/26/2015 7:19 PM
70	I think paid VSO's is a must however some career FF do not cross over well to the VFF mangament.	6/26/2015 7:16 PM
71	I like the idea of option 3 but believe that there still needs to be a separation between rural and urban	6/26/2015 6:58 PM
72	Spend more money on volunteer needs - fleet, equipment, buildings, training, retention/reward	6/26/2015 6:53 PM

Fire Service Review - Consultation Survey

73	VFF The same way they always have with monthly meetings and communication.	6/26/2015 6:41 PM
74	There is obviously a desire for change from the within NZFS, it would be helpful if the NZFS spelt out clearly and directly to the voluntary brigades what it is exactly that they would like to see implemented and why the changes are seen as being beneficial to the local communities; basically, what is broken and what's the preferred fix..	6/26/2015 6:40 PM
75	volunteers deserve better treatment than what they get now especially with the increase in medical calls in which many are not really significantly trained for	6/26/2015 6:29 PM
76	Regional Management with a Top Executive Officer dedicated to work with volunteer fire brigades	6/26/2015 6:08 PM
77	Having a local volunteer brigade run by a local volunteer is the only way that the brigades should be run. It keeps the engagement level high, as opposed to being a small part in a big organisation. Having a career service person in charge would ruin the structure of the brigade. Career staff have no idea of volunteerism and what it means to be a part of a volunteer fire brigade.	6/26/2015 5:58 PM
78	Volunteers managing volunteers and also career officers running volunteer brigades may work for some brigades but definitely not all. I think there are a few volunteer brigades that would benefit from having career management	6/26/2015 5:54 PM
79	Brigades are the face of the Fire Service in the community, removing them will bring a real disconnect for the community, the community dont even know the Fire Service exists they only know the brigade. Also dont treat VFF as employees as the Fire Service are terrible employers	6/26/2015 5:52 PM
80	Believe there should be some relationships between NZFS and Rural more combined training. Having spent 10 years with NZFS and not Rural i see a great divide between services, uniting these two should stop the perception that rural is the poor cousins of NZFS, i have been to many operational fire calls and incidences where the treatment of Rural is nothing short of ignorance and arrogance from other NZFS Volunteers, the interesting fact is that the paid professional crews are more supportive and communicate well with rural.	6/26/2015 5:50 PM
81	I believe we have far to many vso and career service officers running volunteer fire stations volunteer should be managed by volunteers	6/25/2015 12:59 PM
82	There are benefits for both Career and Volunteer Officers to be available for the Volunteer staff. Career Officers could man the station during the day and complete any administration and duties in the community. this will alleviate any volunteer officer having to take time off his permanent employ to sort out these type of functions.	6/24/2015 3:52 PM
83	I believe one fire service would be of benefit, by combining the resources and gaining better training and resources by working as one.	6/22/2015 9:32 PM
84	Volunteer brigade outcomes (including sustainability) should be part of senior management KPIs. Community input though individuals and or local governemnt anad other EM services is part of the current engagement strategy and will continue to happen, irrespective of governance and management structures.	6/22/2015 4:31 PM
85	I believe the key is the engagement and connection to the community being served, regardless of the 'administrative model' adopted.	6/22/2015 3:07 PM
86	Recruiting volunteers and more importantly retaining them is based on a personal interaction, a sense of local achievement, trusting local people and commaradery. Engagement directly to a National Fire Service body would be like the IRD doing a local recruitment drive,	6/20/2015 7:35 PM
87	Rewarding volunteers by rates or insurance discounts etc	6/20/2015 2:59 PM
88	A volunteer brigade needs to maintain its individuality in the grand scheme of things, but remain supported by the NZFSC as it is their objectives that are being actioned.	6/18/2015 9:13 PM
89	No comment	6/16/2015 3:30 PM
90	volunteer charter and volunteers leading volunteers at all levels	6/16/2015 9:54 AM
91	If Career staff are to be managing volunteers they must do it because they want to do it, not as a stepping stone up the career ladder. We have had more than half of our career staff seem to not really give a shit about volunteers in our area. They are more concerned with their own career advancement and job security. having said that we have had a couple of career guys who have really given their best to improve the lot of the northland volunteer brigades. How do you legislate to get a paid staff member to really care about the people under them, not the job they do or their career?	6/14/2015 9:59 PM

Fire Service Review - Consultation Survey

92	I as a volunteer cherish the camaraderie that we are all there as we choose to be to assist and support the community that we live in. I can also see the need to have someone experienced in a position of a position of authority such as CFO. I feel that it important to discuss the options to have a paid experienced career firefighter into this role. Thus to support and lead the volunteers and to build a therapeutic relationship between career and volunteer brigades which can sometimes be lacking.	6/13/2015 12:51 PM
93	NZFS should be driven from bottom up, not dictated from top down.	6/12/2015 4:56 PM
94	In proposal 3 it talks about doing away with the community based brigades we now have and going to a national relationship, then further on says that community consultation would be increased. This is contradictory? The NZFS has a poor or zero history of community consultation from a national perspective. How is the culture an mandate suddenly going to change to make this happen. Very hard to do in a top down rank driven organisation.	6/12/2015 3:41 PM
95	We have a government which advocates the 'user pays' business model. In our case it should be 'volunteer pays.' We should all be retained part time employees. This would ensure that we are properly trained and protected, as paid members of the NZFS. This would not impact on the service we give to our communities but would lead to a more unified Fire Service. It would also weaken the power of an ineffective self serving old boys network also known as the UFBA , an organisation which is out of touch and irrelevant to most volunteer fire fighters. The UFBA appears to exist solely to build and protect empires and look after the chosen few.	6/11/2015 10:30 PM
96	Career officers have no regard at what a volunteers is,	6/11/2015 9:56 PM
97	I believe that the brigade or VRFF should be the hub of the relationship, volunteers belonging to and running the brigade, and the brigade having an agreement with the fire service, much as it is now.	6/11/2015 10:47 AM
98	more integrated training and volunteers put everything in and not there for money its community	6/10/2015 2:05 PM
99	Volunteer organisations are bottom up driven to make them effective. They are responsive to a community needs and change as those needs they do not wait for the powers that be but get on with it.	6/10/2015 11:21 AM
100	Previous Governments caused the wide cap between both services NZ fire service NRF	6/9/2015 11:16 PM
101	Current regional is acceptable, and more connection with top level bringing aspirations throughout all levels, I believe that rural should be part of the National representation and that brigades should be interrelated in every respect.	6/9/2015 5:36 PM
102	I believe that for a Volunteer Brigade to be succesful there must be input from the community in which it operates, the service requires resourcing from the community by way of membership and support from employers, without input from both community people and employers the brigade will not exist. As volunteers we require support from our families and our employers, without intergration of our families (partners and children) and without our employers support again the brigade will not operate. I feel it is vitally important for each brigade to be lead by an exuitive team of persons from the community in which the brigade operates, having a CFO and DCFO position inspires all members to elevate themselves, it offers opportunity for personal growth in financial and personell management, what we (Volunteer Brigades) are lacking is a formal performance and review process to encourage and support brigades to promote the best persons to the executive roles, this process needs to be managed fairly by NZFS Regional Management. Increased numbers of VSO support for brigades will also improve and increase retention, a number of members find it difficult to juggle work/life balance without the added tasks associated with the operation of a brigade, support from VSO's can ensure that tasks are completed effectively by the brigade. Training needs to be delivered in a way which suits the members of the volunteer brigades, again unless we have family support we will struggle to be effective members, some people cannot have 7 days away from work and home to attend training, a graduated weekend training schedule to allow training to be completed over a year may be more practical.	6/9/2015 4:32 PM
103	Doing well now, not broken in this area	6/9/2015 2:59 PM
104	New canteen rules making it very hard for brigades to get members of the community involved in the social side of the brigade and support members	6/9/2015 1:58 PM
105	More talking through any problems „Dont forget we are volunteer,something you tend to forget.	6/9/2015 1:07 PM
106	Region/Area Managers should come from volunteer background rather than paid when managing and representing the interests of volunteer brigades. Brigade members are members of their community so it should be the brigade itself that decides what it's workload and types of roles should be in the community rather than the community dictating that a brigade shall do something. happy engaged members make for a happy brigade. The current urban volunteer model brigade structure and ranks should stay, the fire service is there as a support role to brigades (not there as a big stick, there to make our lives easier not harder).	6/9/2015 12:36 PM

Fire Service Review - Consultation Survey

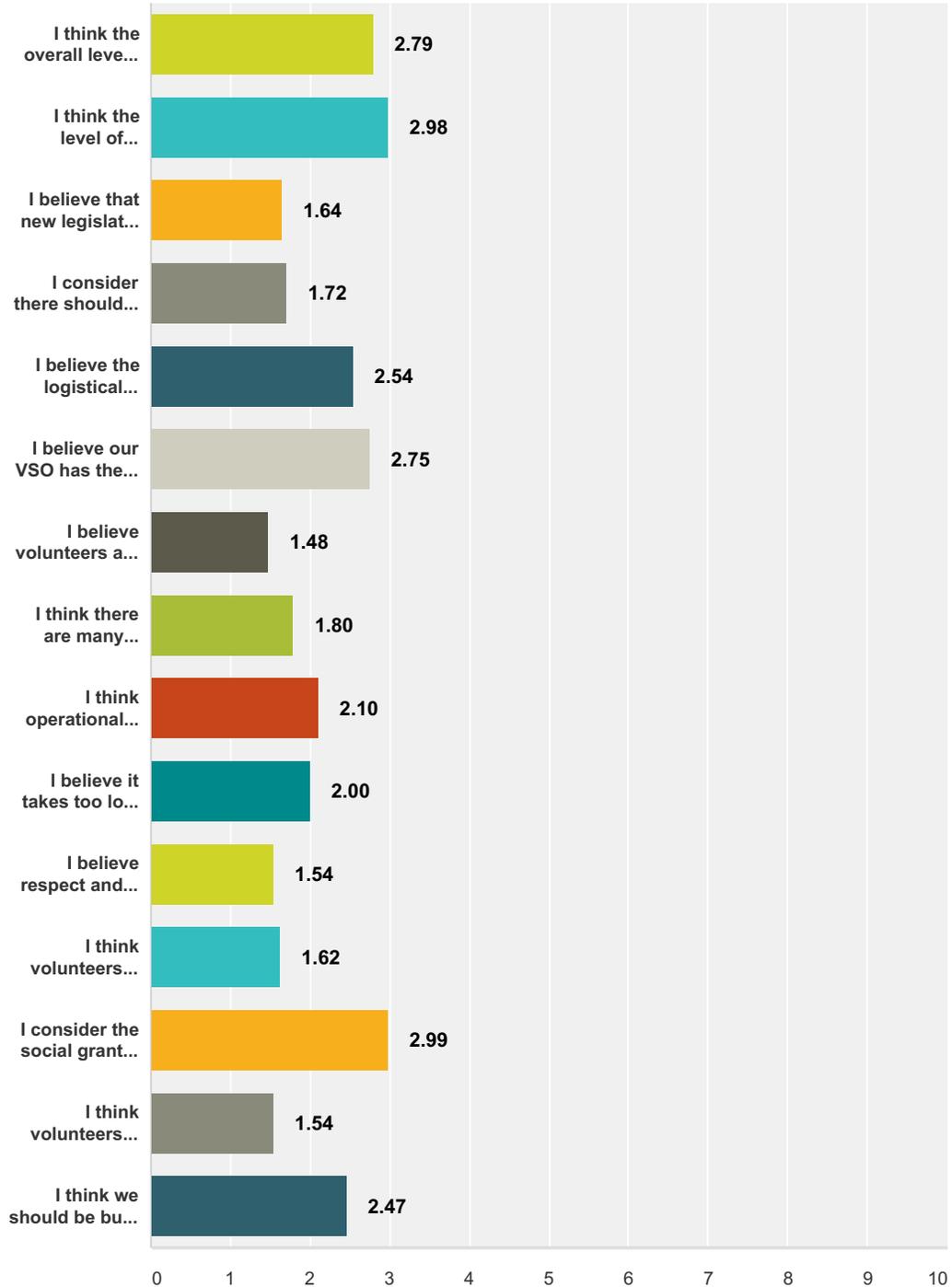
107	I think option 3 of the Fire Service Review would be the best model, as we need to move into the 21st century. The new H&S law will have a big impact on the responsibilities of a volunteer CFO. It is time that some of the burden and responsibilities are passed on to someone who is paid to take the responsibilities.	6/9/2015 10:08 AM
108	having better equipment instead of getting old hand me downs, would strengthen the idea of employees to NZFS	6/8/2015 10:18 PM
109	career people do not understand self employed people in service.(there own pressures)	6/8/2015 9:47 PM
110	Remove distinctions between brigade types, identify area risks, resource accordingly and then recruit to suit	6/8/2015 6:37 PM
111	Certain volunteer officers need to get over themselves and work together with career staff rather than trying to out do them.	6/8/2015 2:44 PM
112	If volunteers were to be managed by career officers, these officers would need to have a strong volunteer background as there is still alot of "us and them" issues. The wrong officers would cause moral to drop amongst the volunteers and put more pressure on already limited time available to volunteer	6/8/2015 2:23 PM
113	I agree that there needs to be a more streamlined national fire service where the volunteers are treated as equal as any other member of the fire service but i also believe that we need to have a voice in how that is implemented so that we are not pushed to the side. Volunteers effectively hold the NZFS together and our voice should be leading the pack.	6/8/2015 2:20 PM
114	As a volunteer I joined my town brigade because I support my town. Our leaders are community leaders first and they need more support in their fire service role from the professionals but they must remain the leaders otherwise who will be the community leaders.	6/8/2015 8:30 AM
115	Definitely need to retain our CFO/DCFO positions, this is where our up and comings strive to be and it works well, except there should be a five yearly review of each of these positions to ensure we are getting the best value from the people in these positions and get rid of dead wood	6/8/2015 8:15 AM
116	considering the fact that small changes cant be organised or small requests, this is a major change which will not achive anything of any importance, what we now have is fine, it may not be perfect but nothing ever will. A small change would be management coming and visiting a few trainings each year so they can see how things are going	6/7/2015 1:22 PM
117	Rural fire should remain separate for a number of reasons including but not limited to different cultures of organisations, specialist skill sets required that are not able to be maintained by nzfs, better and more transparent operating structures within ERFD structure and local ownership. Preference is option 2 as more achievable and operationally proven in the real world to achieve results required. Also better aligns RFA to nzfs commission enhancing close working relationships that currently exist.	6/6/2015 11:03 PM
118	There seems to be a lot more paper to do for volunteers and there needs more surpport from full time staff to do all the paper work stuuf!	6/6/2015 7:10 PM
119	Exactly as it is now	6/6/2015 2:22 PM
120	I believe the service agreement method allows for the group to better serve their community. Allowing that group to engage with their community, fundraise and conduct business that they believe best serves their community, rather than being dictated to by HQ. The current set up already allows the fire service to engage paid staff to be involved in volunteer brigades if they believe that the volunteer district would be better served. Yet they dont do it, nor do they want to do it. I believe while the 'seperate entity' ethos needs to be retained, the area management oversight needs to be more enforced (they already have the ability to oversee volunteer management) and volunteer management of their brigades better supported and encouraged.	6/6/2015 10:07 AM
121	voulnteers should be treated as equals and given the training and support need to help where able but not abused and remeber vountlers give alot for both there community and comrades with no benefit to them selves or the familys it affects	6/6/2015 6:06 AM
122	We regard ourselves as having a professional attitude when it matters ie on call. We want to do things right, perform as good as anyone else whenever called. Relationships are strained as our need to be trained and supported at times suiting working volunteers does not seem to matter. Fire service set the time and duration. Please remember this is our second job. Lastly the fire station is kind of our home social centre and base, it's use is being to directed by nzfs, on this matter volunteer stations do ned treating differently to the perm.	6/5/2015 10:26 PM
123	have been 14yrs as voly, 33 in brigade and dictator as cfo running it with no leadership skills and little management skills, this needs to be sorted, 5yr replacement plan never happend.	6/5/2015 9:54 PM
124	All volunteer brigades should be run as they are now, by a volunteer chief and his deputy	6/5/2015 9:44 PM

Fire Service Review - Consultation Survey

125	The Fire Service is currently run by paid staff who have either climbed the ranks or been promoted to their level of incompetence. The NZFS should consider employing more people who have a background in the Volunteer part of the service - and that background should be appreciated.	6/5/2015 9:07 PM
126	people seem to forget that we are volunteers,it is our time and families time and at times it does effect our work	6/5/2015 8:54 PM
127	Despite all the "we value our volunteers" we continue to be see parts of the NZFS (and in particular some paid staff), some brigades / VRF's forget the value they provide	6/5/2015 8:50 PM
128	I think NZFS is discriminatory in favor of fulltime FF and against the 8000 VFF. As we are the large majority of the personnel and the operations, working for free, this entire discussion should be centred around what helps VFF work best and attracts more people to VFF. Right now this sounds like a discussion run by fulltime FF executives regarding how to empower themselves by controlling more things. We all expect UFBA to defend VFF positions in this discussion without fail.	6/5/2015 8:41 PM
129	The full operation support role is looked at by other staff as a difference image and is not regarded as a team it's a them and us and no respect is given to this role there is no record of training	6/5/2015 6:20 PM
130	communication. opportunity for volunteers to feedback to nzfs.	6/5/2015 6:18 PM
131	Volunteer brigades need to have their independence, as often we see career managers use volunteers to only further their own career aspirations.	6/5/2015 5:43 PM
132	I believe it's not broken, so don't try and fix it.	6/5/2015 5:30 PM

Q2 In the questions below, indicate how strongly you feel about the proposed changes to Fire Service policy that may affect how Volunteer and Rural Firefighters are supported.

Answered: 615 Skipped: 50



Fire Service Review - Consultation Survey

	Strongly Agree	Somewhat Agree	Neither Agree or disagree	Somewhat Disagree	Strongly Disagree	Total	Weighted Average
I think the overall level of support my brigade and I get as a volunteer currently is about right for the needs of the community	15.17% 93.00	35.56% 218.00	14.03% 86.00	25.94% 159.00	9.30% 57.00	613	2.79
I think the level of support we receive does not meet the community's expectations of us	12.75% 78.00	27.78% 170.00	20.75% 127.00	26.31% 161.00	12.42% 76.00	612	2.98
I believe that new legislation should require the Commission to foster volunteerism in fire services regardless of its governance or structure	55.65% 340.00	28.81% 176.00	12.44% 76.00	2.45% 15.00	0.65% 4.00	611	1.64
I consider there should be a senior management position responsible for ensuring volunteer support levels meet the needs of the brigade	50.90% 312.00	34.58% 212.00	8.97% 55.00	3.10% 19.00	2.45% 15.00	613	1.72
I believe the logistical support we get from our VSO is sufficient to keep the brigade operating effectively and meeting its obligations	22.70% 138.00	35.03% 213.00	15.95% 97.00	17.93% 109.00	8.39% 51.00	608	2.54
I believe our VSO has the right number of brigades to service and serves them well	16.26% 99.00	32.35% 197.00	23.32% 142.00	16.58% 101.00	11.49% 70.00	609	2.75
I believe volunteers are willing to give their time for a challenging and rewarding experience	63.38% 386.00	28.74% 175.00	5.09% 31.00	2.46% 15.00	0.33% 2.00	609	1.48
I think there are many management practices that affect the challenge and reward of volunteering	41.80% 255.00	41.31% 252.00	12.62% 77.00	3.28% 20.00	0.98% 6.00	610	1.80
I think operational volunteers should not give up their family and recreation time to do paper work for the fire service	38.89% 238.00	29.58% 181.00	16.99% 104.00	12.09% 74.00	2.45% 15.00	612	2.10
I believe it takes too long to get police and medical clearance for a new volunteer and this affects recruitment	45.35% 278.00	25.61% 157.00	16.64% 102.00	8.97% 55.00	3.43% 21.00	613	2.00
I believe respect and recognition are as important as having a modern station and good equipment	62.42% 382.00	27.45% 168.00	4.90% 30.00	3.92% 24.00	1.31% 8.00	612	1.54
I think volunteers should not be out of pocket for serving their community and all expenses should be reimbursed	58.36% 356.00	26.72% 163.00	11.15% 68.00	2.46% 15.00	1.31% 8.00	610	1.62
I consider the social grant from the Commission about right for our brigade	10.05% 61.00	28.67% 174.00	27.18% 165.00	20.59% 125.00	13.51% 82.00	607	2.99
I think volunteers should retain their current rights of appeal to the Board and Minister when in dispute with NZFS	62.23% 379.00	24.14% 147.00	11.66% 71.00	1.31% 8.00	0.66% 4.00	609	1.54
I think we should be bulk funded for some support services so we can decide our own priorities and buy direct	25.29% 155.00	30.51% 187.00	24.80% 152.00	10.44% 64.00	8.97% 55.00	613	2.47

#	Do you have any other comments to add?	Date
1	It must be appreciated that the component of local and general fundraising plus local initiatives re expanding service for local needs is an important part of brigade life and self fulfilment. A component of self governance must be retained to maintain morale and stability.	7/2/2015 4:37 PM
2	Vitally important that Rural Fire Forces have improved resources to support rural volunteers. Pirongia Rural Fire callouts constitute 1/3 rural and 2/3 Fire Service calls so we would need to have more support (resources, training, funding) to ensure professional and safe response within our community. We believe Option 3 would suit our requirements best.	7/2/2015 10:26 AM
3	A main concern is the time taken to get police clearance and the delay in training new recruits so they can ride a fire truck to calls etc	7/1/2015 1:50 PM
4	Q5 - VSO support is not operating effectively due to an increase in the VSO workload	7/1/2015 12:40 PM

Fire Service Review - Consultation Survey

5	Current model is about right.	7/1/2015 7:56 AM
6	The question regarding respect and recognition? FROM whom to whom?	6/30/2015 9:47 PM
7	While I acknowledge that we must be compliance the HR and HSE constraints we now work under are drastically affecting the moral in voli stations, especially the canteen changes in small communities, it has split our brigade and we have had resignations and I think this is just the beginning...	6/30/2015 8:04 PM
8	I dont think vso are doing what the volunteer wants more what the fire service wants them to do	6/30/2015 6:09 PM
9	The UFBA should be a union for individual members not a brigade member	6/30/2015 5:10 PM
10	The single largest comment I hear is too much paperwork and PC stuff. Most people donot volunteer to do paperwork.	6/30/2015 9:03 AM
11	we have members that has there PAY stopped when going to calls. Thats dedication for the community this shoud not happen.	6/29/2015 5:52 PM
12	In 42 years never seen support previously from VSO'S currently experienced.The increase of VSO'S had a major impact on this obviously	6/29/2015 5:12 PM
13	the CFO of a brigade should have a realistic budget to run his brigade not like now when we have not had abudget meeting with our F R Manager for five years	6/29/2015 10:52 AM
14	There would be some difficulties with bulk funding for composite brigades	6/29/2015 10:32 AM
15	Volunteers need more support with resourcses and need to be held to some sort of standard	6/28/2015 10:47 PM
16	i believe volunteers should be given a \$100 a day allowance on days they have to do extra training apart from the brigade training nights, As we now have to do a first responder course on top of our medical courses thats 5 extra days away from family to be able to do nothing more than we already do at medical incidents,	6/28/2015 9:56 PM
17	Volunteers should be supported and provided with equipment same as career staff. Having to cook sausages to raise money for equipment is wrong .	6/28/2015 7:28 PM
18	it dose take far to long to get police and medicl clearance and it takes a lot to keep them keen	6/28/2015 3:55 PM
19	I think that the the support our brigade gets doesn't reflect in the service we provide. We have been able to provide a high level of service even though a lot of red tape and politics that seem to have crept into our region. Some of what is happening seems to be squarely aimed at our brigade from regional management, because of differing view we have on some issues.	6/28/2015 2:59 PM
20	There needs to be a Deputy CE (Volunteers) appointed and that person should come from the volunteer sector	6/28/2015 2:12 PM
21	The model that our Brigade has at the moment seems to be working ok for us .	6/28/2015 1:00 PM
22	I think our VSO has to much on his plate	6/28/2015 12:05 PM
23	In terms of paperwork, if you want to take on the role, then you have to do the training, and if you want to be an officer, it comes with the territory, you cant expect to rush off to the call and be the hero in charge and come back and dump all the paperwork on someone elses desk. What is wrong is the current process and practice for appointing officers, where someone who has done the courses can get a vacant role, regardless of whether they actually have suitable leadership skills, and without looking at how they interact with their colleagues - I have seen first hand where an officer was appointed as he said all the right things in his interview despite being an outright bully (on record), and he got the job, and a career manager was involved in that appointment who had no idea of what was really going on.	6/27/2015 11:47 PM
24	Our VFB is influenced too much y management, we cannot train, go to community events etc without permission from NZFS. Our equipment, very small room (in a composite station) is not suitable to cater for our operation and training needs.	6/27/2015 11:00 PM
25	The current model of reimbursement for loss of income is sufficient and takes too long for reimbursements to be settled.	6/27/2015 8:47 PM
26	5 + 6 We a "Rural" firefighters and do not have a VSO (a role that we believe to be very important in sustaining volunteer brigades. 12 There is an inherent, but accepted cost in being a volunteer. "All expenses" is to broad a term to use. 13 No social grant received. 14 Not NZFS	6/27/2015 7:21 PM
27	The VSO's have too many stations each and spend too much time doing the work of national and region offices, Also being the front for the AM;s copping all the flack.	6/27/2015 5:43 PM

Fire Service Review - Consultation Survey

28	The fire service takes too long to act on medicals to be accepted into the service	6/27/2015 4:12 PM
29	Regrding... I think volunteers should not be out of pocket for serving their community and all expenses should be reimbursed, We should not be out of pocket in actual cash spent to participate, including the \$3 it costs me for each of my 350 responses a year (\$1000). I do not expect to be paid for my time.	6/27/2015 2:41 PM
30	Time spent away training and the time needed to do the bookwork prevent progression in the brigade in ten years there will be no senior members in most brigades .	6/27/2015 11:20 AM
31	Please NO more training on weekends. Many of us work 70hr 6 day weeks. Then asked to do first aid on a Sunday. All trying MUST be on training nights.	6/27/2015 9:40 AM
32	new radios and batterys would be nice (ohope station)	6/26/2015 11:18 PM
33	I my experience our volunteer brigade does a lot of work that is done by VSOs in our areas. the level of administration is ever increasing. the volunteers need to be better supported not managed	6/26/2015 10:13 PM
34	by having funds directly we may even be able to purchase waterway equipment that complys	6/26/2015 7:24 PM
35	The community probablyhas no understanding of exactly what level of support we actually get. We provide a great service but that may not be because we are getting good support from the Fire Service.	6/26/2015 6:05 PM
36	From VRFF do not have a VSO, also i do all the paperwork and invoicing for our VRFF it is a commitment and can get demanding with normal work responsibilities	6/26/2015 5:55 PM
37	Our VSO [REDACTED] does a fantastic job and fully supports our brigade, mainly because [REDACTED] is a VFF and understands what is required, not a manager in waiting that has to tick a box and then moves on	6/26/2015 5:55 PM
38	Senior Management position should be based at UFBA	6/26/2015 3:02 PM
39	Q12, if you lose the abiltie to be volunteer it changes the way the community see what you are doing them	6/26/2015 9:09 AM
40	i beleive that if the nzfs had set doctors that new recruits could go to in each area at no cost that it would speed up the process and we wouldnt have to send them back because something has been missed. also we should use the SES austriaila model where each brigade is given money each quarter for equipment that they require that must be buoght off a list of approved equipment, then the brigades could get the equipment that they need to do the job for their comunity.	6/25/2015 12:06 PM
41	I think all relevant managers,including senior managers, should include volunteer based KPIs. My concern about dedicated volunteer focused staff may result in a buck-passing culture within NZFS. Volunteer activity should be on everyone's radar given that volunteers make-up 80% of the workforce. Communities expect us to respond to any kind of emergency; which increasingly includes weather related events. We are also expected to provide community education to all ages except the NZFS only has programmes for years 1 & 2 and 7&8. NZFS could do more to support community safety initiatives for college-aged students which would also support sustainability pathways . I think the new legislation should include something about community resilience and capability building through youth engagement. Training needs to reflect national standards and this should be stated in legislation to ensure robust assessment & moderation processes continue to reflect national educational standards and that NZFS Training plays an active role in supporting sector-wide standards and informed best-practice training regimes for all emergency response services and does not develop a stand alone approach simply because it is the biggest player in the sector i.e. NZFS needs to engage with the sector to monitor competency and develop skills which are transferable and reflect the interoperability within the EM sector.	6/22/2015 5:10 PM
42	I don't think it is fair, or safe, that our rural community pays more for a fire service yet we aren't given the training or resources to provide the services they require.	6/22/2015 5:06 PM
43	The advantage to New Zealand of using volunteers to 'get more bang for your buck' in the emergency services has to mean that additional support is not just justifiable but easily justifiable. The question about volunteers giving up their time for an experience that is "challenging and rewarding" is key, in general this already happens the problem with sustaining the motivation generated by challenge are limited opportunities to continue learning and improving.	6/22/2015 3:16 PM
44	[REDACTED]	6/18/2015 9:16 PM
45	Yakka is not the oly one that can supply the correct equipment and PPE	6/17/2015 11:46 PM
46	No comment	6/16/2015 3:32 PM

Fire Service Review - Consultation Survey

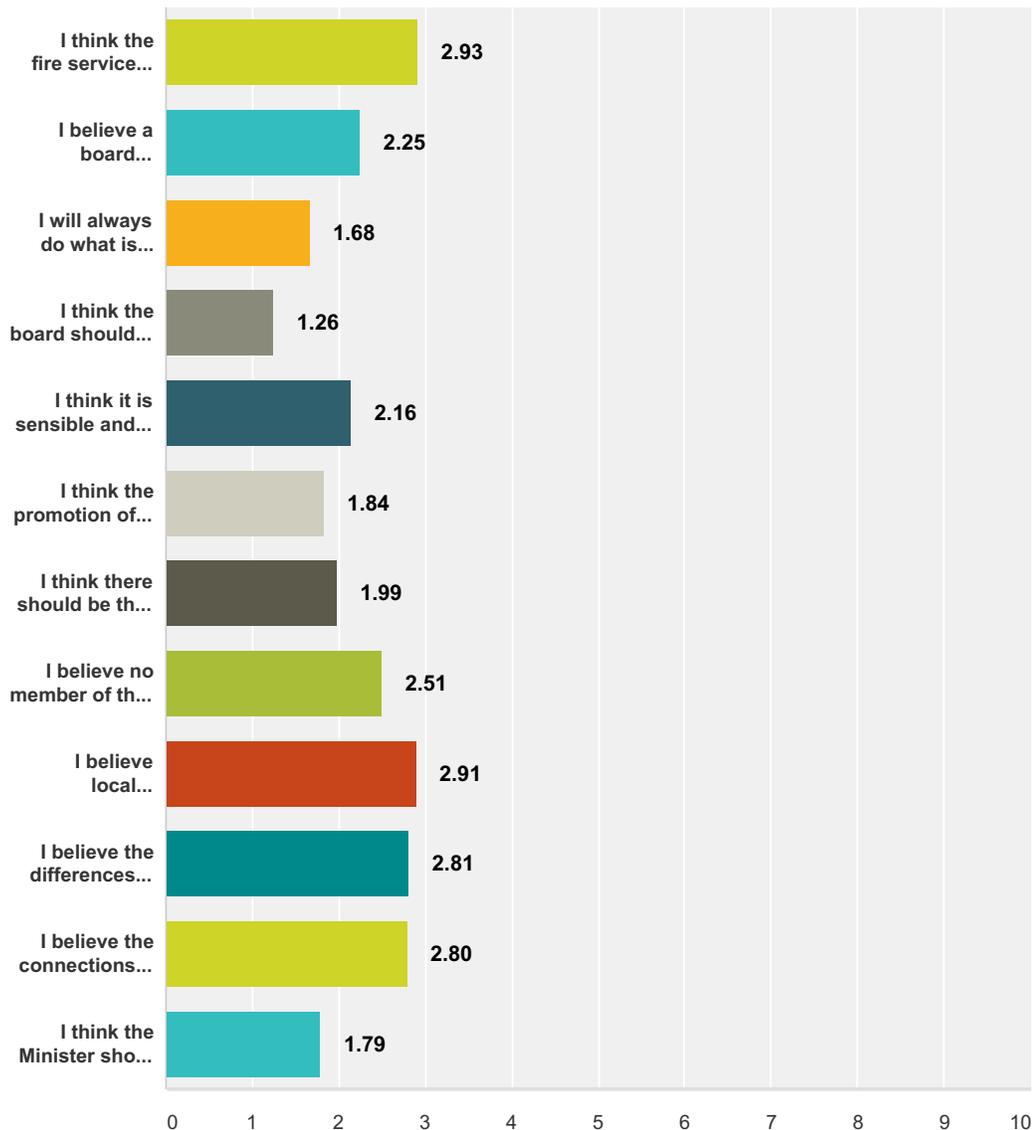
47	I think if you start to pay volunteers to do the job, it will start to attract people who want the money, not necessarily want to help their community. Our chief would make the right choices with bulk funding, other brigades maybe not... Having a modern station and good gear is the same as respect and recognition	6/14/2015 10:06 PM
48	1/ Fees collected current insurance income model need to change to reflect the actual work we carry out Re wider a emergency response. I.e all vehicle registrations should have some contribution to the NZ Emergency service.2/ New Staation should be totally standardised to reflect 1-5 Models:3/. NZFS should not own station and land, sell off lease back, I.e Treaty settlement off set against transferring ownership to Iwi, lease back.5/ NZFS need to introduce a Drug check for all recruits inc paid staff.6/ Fleet Management needs a make over with regard to placement of appliances.This should be managed by area managers not regional.Supplying stations with 5 year roll over of appliances does nothing for brigades who have 25 year old appliances / 7: Civil Defence needs to be brought into Wider Emergency Reponse Organistaion to ensure coordinated response. 8\ St. John's need to also come under one Emergency Reponse organisation incorporating government funding for Rescue Helicopter response also.	6/14/2015 11:03 AM
49	The UFBA can see no other way apart from the status quo. It puts empires and power above the needs of its members.	6/11/2015 10:35 PM
50	we should support our communities	6/11/2015 10:00 PM
51	Having served 25+ years in a VFB [REDACTED] and 15 years in a VRFF [REDACTED], the disparity is obvious	6/11/2015 10:53 AM
52	Believe the service should have enshrined that all paid employees should responded to see if they can assist if in the area of a turn out for a volunteer brigade.	6/10/2015 11:25 AM
53	letting Brigades purchase their own equipment is dangers	6/9/2015 11:25 PM
54	level of First Aid training when now required to be in place before ambulance is not enough or want the community think we have	6/9/2015 3:04 PM
55	More and more time being taken to meet OSM competencies	6/9/2015 1:58 PM
56	VSO's roles have been too constraed since the restructure, each brigade is different and requires different levels of support, but the key is they are there to support the CFO and brigade for what ever they require to make life easier for them. VSO's should not be compliance nazi's or "the big stick" but rather then to take the burden off brigades. Brigade resilience does not mean making the brigade do everything themselves and not supporting the brigade to take the pressure off them.	6/9/2015 1:06 PM
57	If we were bulk funded for some support services it would be a nightmare, and all consistency and savings would be lost.	6/9/2015 10:08 AM
58	Until th efinal structure of the whole service is sorted some of this remains open to question	6/8/2015 6:40 PM
59	Some volunteers appear to have joined for the wrong reasons. The like to parade around in their uniforms rather than be happy with the personal rewards being a volunteer gives.	6/8/2015 2:48 PM
60	I don't believe in bulk funding brigades as i am aware of some brigades spending their grant money on keeping the canteen stocked instead of buying equipment, ecouraging sport challenges or looking at the future of the brigade eg; shed etc. The VSO's in my area have approx 8 brigades each, while they do a fantastic job i am aware that they struggle to get around all of them continuously.	6/8/2015 2:26 PM
61	The training structure needs to change, courses are to long and to far away. This is the point that is putting to many people off joining. 5 or 6 day coures in Chrischurch or Rotorua is 8 days away for most and people coan not afford this in family time or in money terms as mary volunteers are self employed.	6/8/2015 8:48 AM
62	Our VSO does an excellent job for our station	6/7/2015 1:26 PM
63	Rules imposed by nzfs management cut the morale of my brigade (urban) - death of brigade by a thousand cuts.	6/6/2015 11:23 PM
64	small brigades struggle for numbers adding more challenges will cause a negative effects to our brigade	6/6/2015 6:27 PM

Fire Service Review - Consultation Survey

65	Our VSO is useless. He has no idea what he is doing. I believe that he has been hogtied by our area management and is required to serve their needs, more so than ours. The VSO position has become a management support officer position. Area management were supposed to be able to spend more time engaging with their brigades in the latest restructure, however that hasnt happened. I dont want to see permanent staff and volunteers mixed, they need to remain a seperate operational entity, however their cooperation and positive relationship needs to be fostered. I dont believe bulk funding is an option. That would encourage multiple fire services again. We need to have similar service and equipment as our neighbours. However local management need to remain authorized and empowered to spend their budget as they see fit. Current service agreements have area management consult with local brigades to discuss budgets and business plans. This is not happening. we have a dictator. Volunteer districts need to have more influence in their requirements.	6/6/2015 10:14 AM
66	have not had chance to read some of the info which has made me chose a neither agree or disagree	6/6/2015 6:10 AM
67	Re bulk funding, so much community money comes into the brigades I think NZFS is in danger of losing touch with this. This is noticeable when donated resources are removed or reallocated due to national management not considering who made the purchase initially	6/5/2015 10:32 PM
68	Volunteers at risk. Safety issues raised being ingnored	6/5/2015 10:18 PM
69	We should be funded for going to national/regional training but not for day to day expenses like running to station for call outs brigade trainingetc	6/5/2015 10:10 PM
70	vso - whos he! never see him	6/5/2015 9:58 PM
71	Look, the NZFS doesn't even think it's important for all brigade members to have wet weather gear when the weather is shit. What hope is there??	6/5/2015 9:12 PM
72	Vos person need better acceptance by brigade there is no rank within our rank and file after 4yeaars of service still tarted as a new boy even when I done thr vos course in rotoura	6/5/2015 6:29 PM
73	volunteer sustainability ?.. NZFS training are not up to NZQA standard. No help whatsoever in the real world.	6/5/2015 6:20 PM
74	You speak of vso's and social grants from the commission. Clearly a NZFS orientated survey. Why not ask how we feel our PRFO Supports us as a rural brigade?	6/5/2015 6:10 PM
75	The current structure of the NZFS supports career fire fighters, serious support needs to be invested into supporting volunteers, not just lip service and the current VSO's doing extra above and beyond whats expected of them.	6/5/2015 5:47 PM
76	once again dont fix what is not broken, we dont want change	6/5/2015 5:41 PM
77	our VSO does an incredible job but we only seem to get them for 6mths or so before they move on - this does not help building relationships and understanding or helping our needs, pay the VSO more so they STAY	6/5/2015 5:34 PM

Q3 In the current Fire Service review discussion document, the Fire Service outlines three ways in which the Fire Service may operate in the future. The three suggestions are an enhanced version of the system that it currently runs "status quo", a more coordinated combined service for all fire sectors or a national fire service, where all fire sector services will be delivered from a central headquarters. In this next set of questions you will be asked if you agree or disagree to some of the concepts of these three operations models.

Answered: 600 Skipped: 65



Fire Service Review - Consultation Survey

	Strongly Agree	Somewhat Agree	Neither agree or disagree	Somewhat Disagree	Strongly Disagree	Total	Weighted Average
I think the fire service governance arrangements make little difference at a local level	10.02% 60.00	31.05% 186.00	24.87% 149.00	23.71% 142.00	10.35% 62.00	599	2.93
I believe a board responsible for one unified national fire service will be remote from local issues	29.08% 173.00	38.15% 227.00	14.79% 88.00	14.45% 86.00	3.53% 21.00	595	2.25
I will always do what is right for our community regardless of the form of governance adopted for fire services	53.94% 322.00	31.16% 186.00	9.55% 57.00	3.52% 21.00	1.84% 11.00	597	1.68
I think the board should have at least one person who has skills and experience in volunteer issues	79.73% 476.00	17.09% 102.00	1.68% 10.00	0.67% 4.00	0.84% 5.00	597	1.26
I think it is sensible and efficient to bring the governance of all urban and rural fire services under one board	40.10% 239.00	27.85% 166.00	15.60% 93.00	9.23% 55.00	7.21% 43.00	596	2.16
I think the promotion of volunteerism should be a specific statutory function of the Chief Executive	46.81% 279.00	29.87% 178.00	17.79% 106.00	3.86% 23.00	1.68% 10.00	596	1.84
I think there should be three deputy Chief Executive positions, one of which should be responsible for volunteer sustainability	36.56% 219.00	37.56% 225.00	18.53% 111.00	4.51% 27.00	2.84% 17.00	599	1.99
I believe no member of the board should hold an executive position with the Fire Service	25.96% 155.00	20.44% 122.00	37.35% 223.00	9.21% 55.00	7.04% 42.00	597	2.51
I believe local communities should have a say in fire service governance through regional advisory boards	14.29% 85.00	28.24% 168.00	24.20% 144.00	18.32% 109.00	14.96% 89.00	595	2.91
I believe the differences between urban and rural fire readiness reduction and response functions make it difficult for a single board to coordinate or govern both sectors effectively	16.92% 101.00	25.80% 154.00	26.80% 160.00	20.44% 122.00	10.05% 60.00	597	2.81
I believe the connections between urban and rural fire management are so close, a single board should govern both sectors	18.62% 111.00	26.34% 157.00	24.50% 146.00	17.45% 104.00	13.09% 78.00	596	2.80
I think the Minister should receive an independent annual assessment of the board's performance of its governance function to foster volunteerism in fire services.	43.38% 259.00	37.19% 222.00	17.76% 106.00	0.67% 4.00	1.01% 6.00	597	1.79

#	Do you have any other thoughts on or insights into how fire services should be governed? If so, please enter them in the box below.	Date
1	The NZ fire service needs to have a detailed structure for both urban and rural fire brigades. Urban requirements are completely different from rural requirements with regard of training and equipment required to carry out any duties.	7/2/2015 5:26 PM
2	Rural and urban connections vary between brigades where smaller urban brigades have a rural emphasis. It is our thought that most forms of centralisation is counter-productive when appreciating and working with community based brigades.	7/2/2015 4:43 PM
3	The assessment of the boards performance should not be annual.	7/2/2015 10:27 AM
4	In areas where there are large volunteer brigades there should be a position in the Region Team for a person committed to those volunteers not the VSO as this role is too loose in description	7/1/2015 5:36 PM
5	One board to govern both urban and rural services as long as implemented correctly from governance down.	7/1/2015 4:10 PM
6	Volunteer Fire Brigades should be represented on the fire board.	7/1/2015 3:50 PM
7	Note 4 Based on the fact 80% of service is Vol. there should be strong Vol. representation on the board. Note 7 Strongly agree as long as others are Rural x1 and urban x 1 and 1 Vol Sustainability	7/1/2015 3:44 PM

Fire Service Review - Consultation Survey

8	The volunteers should have two representatives from each Region to make up a board of which a chairman is elected. These representatives should hold a rank of no less than SO. This would align with Fire Service Regions/Areas/CFO & DCFOO meetings and give even representation across the country	7/1/2015 1:00 PM
9	I believe that it need to be strongly noted that the back bone of this countries Fire Service are Volunteers supported by paid staff. It seems over the last number of years the Volunteers precious hours have been abused by management. If a brigade does not want to attend medical calls this should be their option after all we are not funded for this service, however there is a lot of mixed discussion surrounding this. Communication/communication/communication.	7/1/2015 11:58 AM
10	Need to explore expanded board membership, volunteer, rural backgrounds as well as business and governance etc. Board must promote volunteerism	7/1/2015 11:16 AM
11	One unified body for all of New Zealand covering both urban and rural with no other controlling body like local councils at present with one funding mechanism supported the organisation.	7/1/2015 8:04 AM
12	the board must have more than one with volunteer exp	6/30/2015 6:02 PM
13	New Zealand is unique and it is very difficult to get a model that will suit everyone.	6/30/2015 5:12 PM
14	although I believe no member of the board should hold an executive position in the fire service, They should have operational experience, be it currently serving as a paid staff or volunteer staff member, or a retired member.	6/28/2015 3:05 PM
15	How many questions in this Survey ? How much longer ? A Status bar would be good !	6/28/2015 2:36 AM
16	2 Structure so board is able to "hear" local issues. 3 Poor question 7 Two questions in one. Structure organisation in such a way that volunteer sustainability is addressed at a high level.	6/27/2015 7:30 PM
17	Small community Volunteer Fire Brigades are first on scene of vegetation fires and assist Rural Fire when they arrive and in many instances complete the firefighting. There should only be one Fire Service that responds to all fires.	6/27/2015 12:51 PM
18	N	6/27/2015 10:01 AM
19	It is essential that all involved groups have a fair say. 8000 vollies. 2000 permies? More say for vollies please. We feel undervalued	6/27/2015 9:48 AM
20	respectfully. less of the hierarchy more working together.	6/26/2015 10:21 PM
21	At least one member of the board should be on the executive team for the Fire Service. This allows a balanced governance.	6/26/2015 7:54 PM
22	More accountability required	6/26/2015 6:57 PM
23	Beleve that the minister should also be given a report, from volunteer brigades, on the performance of the area and regional commander. That is we should have the chance to have our say when we are having issues with Fire Service Management.	6/26/2015 6:14 PM
24	Strongly support National Fire Service model	6/26/2015 5:58 PM
25	Regional Commanders should be performance assessed by peers	6/26/2015 3:14 PM
26	i beleive that option 3 is the best atep forward	6/25/2015 12:11 PM
27	while agreeing in principle with many of the these statement, the real issue will be how successful engagement is achieved and developing an organisation with a culture of learning (and listening) to both it's workforce, it's communities, and the science..	6/22/2015 5:10 PM
28	Be very careful not overload the volunteers i.e rural firefighting, medicals, etc	6/20/2015 3:15 PM
29	Urban and rural fire districts have very different objectives and procedures and should remain seperate from NZFSC level downwards	6/18/2015 9:22 PM
30	No comment	6/16/2015 3:35 PM
31	Option 1 or 2 definitely not option 3	6/15/2015 10:17 PM
32	Would see One Board with strong Operational experience covering one National Emergency Response Organisation with specific portfolios I assigned to Organisation Reps who represent the key organisations allowing for focused and coordinated governance	6/14/2015 11:11 AM

Fire Service Review - Consultation Survey

33	Advisory boards are toothless tigers. The board should be governance with local decision making and delivery backed by national standards and support.	6/12/2015 3:47 PM
34	Volunteerism is not sustainable, when will the UFBA remove its head from the sand and realise that. It is becoming more and more difficult to volunteer. Every time we get a job it costs us and our communities money. The government and fire service don't value us. They value our stupidity for providing an essential service for free. You cannot make a good business case for being a volunteer.	6/11/2015 10:43 PM
35	Having served as both urban and rural I think there is little or no difference in the type of operations at brigade level	6/11/2015 10:59 AM
36	The governance structure needs to be focused of the big picture but they need to be aware of the pressure they put on volunteer time, employers, family, ability to make a living.	6/10/2015 11:30 AM
37	There is little consideration for volunteers when decisions are made that affect the support of brigades and the workload of volunteers	6/9/2015 4:57 PM
38	As a volunteer urban fire fighter I dont want to go a fight rural fires due to the lengthy times involved	6/9/2015 3:11 PM
39	communities should not drive brigade activities, rather brigade CFO's themselves should have more say and input at a regional governance level / advisory boards. Regions have different brigade cultures and needs which should be recognised, ie Northland is different to Auckland. Current governance/management come from a career firefighters persepective only, volunteers need to hold more management/governance roles to better foster volunteerism.	6/9/2015 1:21 PM
40	Unfortunately, I think the rift difference between career (paid) and volunteers is one that is too large to ever consider putting the two into the same room. This is a rift that has been fuelled for decades. Voluneers are considered second rate yet they are expected to deliver the same professional service (which they do) with less training and pumps that are 25yrs old. We are not even starting to break the ice yet either.	6/9/2015 10:28 AM
41	ANy board shold have more volunteer reps than is current, if we make up 75% of operating personal we need some more governance oversight from with the volunteer experience	6/8/2015 6:43 PM
42	Rural and urban fire services provide different roles. Rural are specialists in their field just like we are in ours. I don't think that bringing together under option 3 would work and there is a greater risk of diluting the skills that we currently have available to us for rural fire fighting. We should be supporting rural rather than trying to take over like big brother, supporting through training for the activities they provide first response for us (MVA, structure etc) and give back some of that funding we collect in the rural areas back to rural. Current ERFD models provide a good example how regional level governance could work at a higher level. Option 2 would be the ideal choice for all partners.	6/8/2015 10:17 AM
43	Rural are rural. Urban are urban. We compliment one another not duplicate. If there was a definition of what constitutes a urban fire district we would be better placed to determine if a vrff needs to become a urban brigade likewise urban brigades that don't need to be urban	6/6/2015 11:27 PM
44	The comment above re RFAs, is only applicable to ERFDs'	6/6/2015 6:37 PM
45	No mention in this survey of training and promotional issues	6/5/2015 10:22 PM
46	There should be ONE Fire and Rescue Service for the whole of New Zealand, this should also incorporate the ambulance service.	6/5/2015 9:53 PM
47	I feel that these questions are convoluted. I believe fire fighters should have been asked what their concerns are rather than have formed questions such as these suggest "words in their mouths" I do not find this a thorough enough appraisal of realistic feelings and issues of our front line volunteers.	6/5/2015 9:41 PM
48	Whilst I agree that there should be one national Fires Service I am unsure if the current executive of the NZFS have the skills to integrate the two organisations. They all seem to be semi-retired paid fire fighters. There does not seem to be a culture of employing in skills required from outside the paid service old boy network.	6/5/2015 9:17 PM
49	Governance is not the silver bullet some believe it to be	6/5/2015 8:54 PM
50	Having operational experience in both the urban and rural sectors, in my informed experience I believe urban firefighters (particularly urban volunteers) horrendously underestimate the strategic, tactical and logistical differences between effective urban and rural fire management. It is imperative that the rural fire service is not absorbed into a single mega-fire service that is a Jack-of-all-trades, Master-of-none which is clearly the NZFS's desired direction and having dedicated/separate rural fire bodies (and personnel) mitigates. A single, unified national rural fire service would lead to fantastic gains in operational management, VRFF management and public engagement but should not be a part of a one-size-fits-all Fire Service.	6/5/2015 7:07 PM

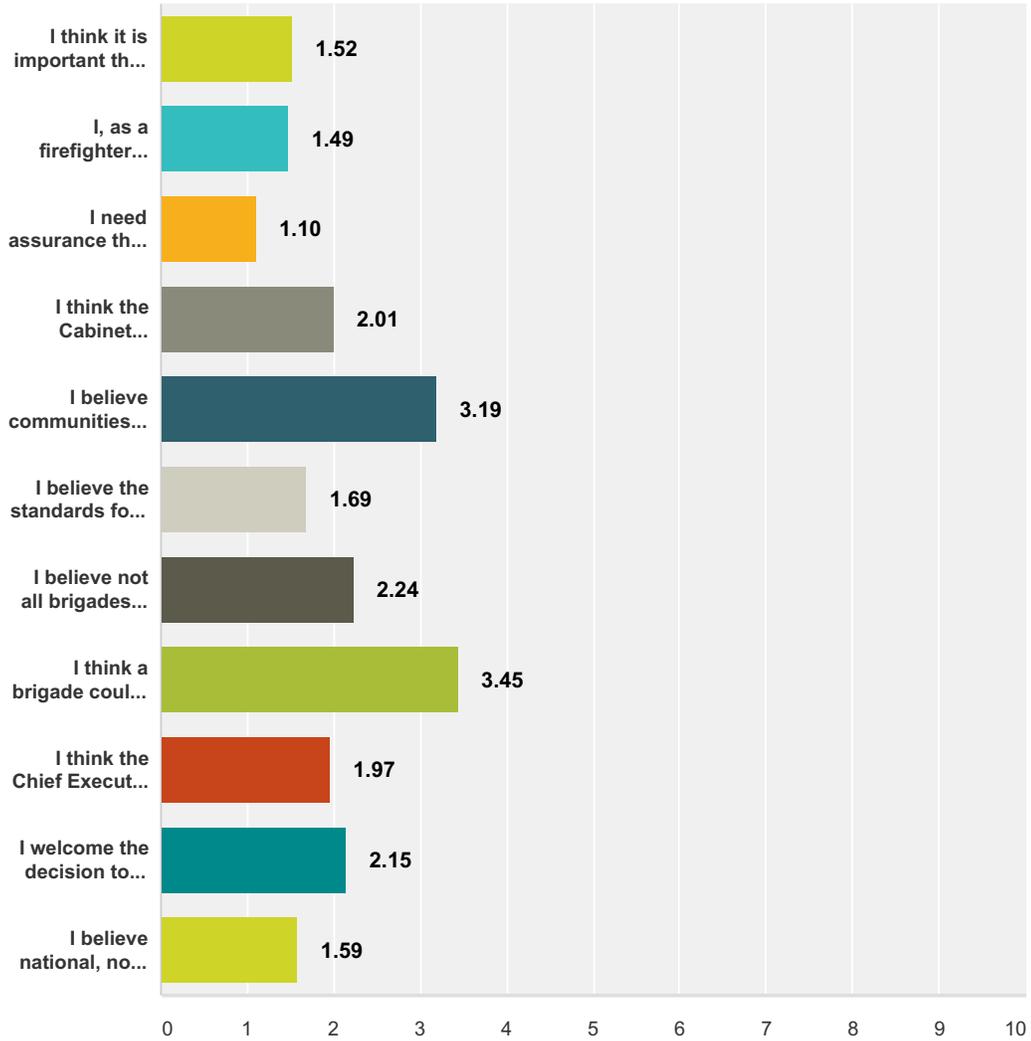
Fire Service Review - Consultation Survey

51	I think the rural fire teams and urban fir teams work well already and we don't need change.	6/5/2015 5:44 PM
----	--	------------------

Q4 In response to the 2012 Report of the Fire Review Panel, Cabinet decided the Commission would be required to promote fire safety, prevent, respond to and suppress fires, promote forest and rural fire capability, extricate trapped persons from vehicles and stabilise and render safe hazardous substances and the Commission would be able to authorise volunteer and/or rural fire authorities to respond to any of the classes of emergency where they had the demonstrated capability to do so. This includes medical, maritime, urban rescue, road accidents, and weather related emergencies. In this next set of questions we ask how strongly you agree with aspects of this decision.

Answered: 592 Skipped: 73

Fire Service Review - Consultation Survey



	Strongly Agree	Somewhat Agree	Neither agree or disagree	Somewhat Disagree	Strongly Disagree	Total	Weighted Average
I think it is important there is absolute clarity about what non-fire services I and my brigade are expected to deliver	64.24% 379.00	26.78% 158.00	4.24% 25.00	2.71% 16.00	2.03% 12.00	590	1.52
I, as a firefighter will always respond to calls for assistance regardless of whether it is authorised to deliver that assistance	65.48% 385.00	25.17% 148.00	5.10% 30.00	2.89% 17.00	1.36% 8.00	588	1.49
I need assurance that firefighters acting in good faith will not be liable if something goes wrong at a non-fire incident	91.85% 541.00	6.79% 40.00	0.85% 5.00	0.17% 1.00	0.34% 2.00	589	1.10
I think the Cabinet decision on non-fire services will bring the position into line with current reality	35.57% 207.00	36.25% 211.00	21.99% 128.00	4.30% 25.00	1.89% 11.00	582	2.01
I believe communities should have a say in determining what functions will be performed by which brigades	11.99% 70.00	22.60% 132.00	20.21% 118.00	25.17% 147.00	20.03% 117.00	584	3.19
I believe the standards for performing any 'may do' function must be set at safe but reasonable levels	45.50% 268.00	42.95% 253.00	9.34% 55.00	1.53% 9.00	0.68% 4.00	589	1.69
I believe not all brigades will need to carry out all the discretionary 'may do' functions	25.89% 152.00	39.69% 233.00	22.32% 131.00	8.52% 50.00	3.58% 21.00	587	2.24

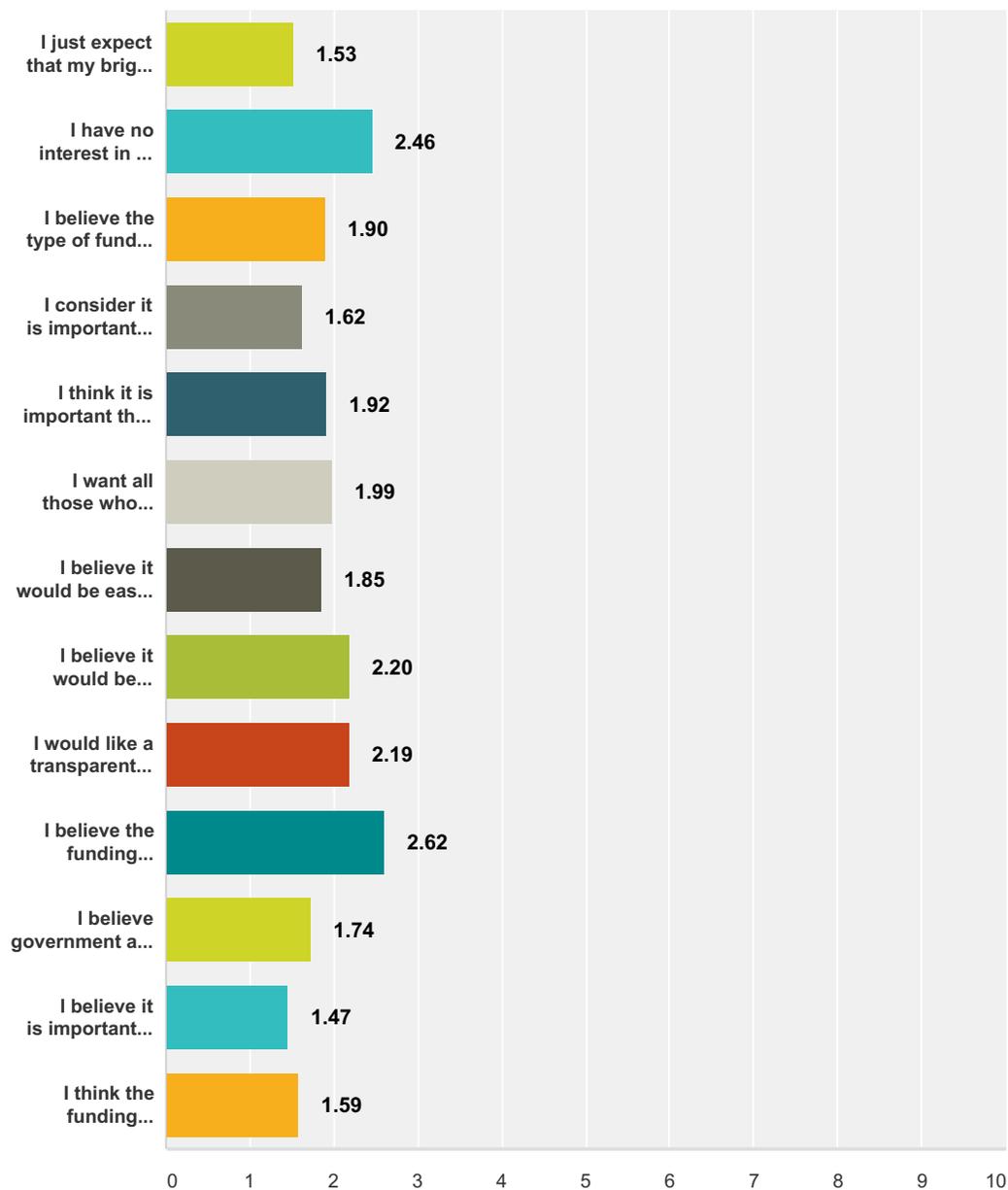
Fire Service Review - Consultation Survey

I think a brigade could perform the 'may do' functions on a freelance basis if the community funded it	6.53% 38.00	16.15% 94.00	27.84% 162.00	24.74% 144.00	24.74% 144.00	582	3.45
I think the Chief Executive should be required to consult a brigade before assigning it a 'may do' function	44.08% 257.00	31.56% 184.00	13.38% 78.00	5.66% 33.00	5.32% 31.00	583	1.97
I welcome the decision to allow accredited VRFF to perform non-fire services	34.65% 202.00	32.93% 192.00	20.75% 121.00	6.17% 36.00	5.49% 32.00	583	2.15
I believe national, not local, resources should meet the costs of providing authorised discretionary functions	54.95% 322.00	33.28% 195.00	10.58% 62.00	0.68% 4.00	0.51% 3.00	586	1.59

Q5 Some of the proposed changes to how your brigade is funded relate to how the money is collected, and from what sources it is collected. For example not just a levy on Fire Insurance but all property and motor vehicle insurances as well as options for taxes and contribution from the agencies that benefit from fire services. In this section we ask how strongly you agree with how funding is currently allocated and proposed changes to the way your brigade is funded.

Answered: 584 Skipped: 81

Fire Service Review - Consultation Survey



	Strongly agree	Somewhat agree	Neither agree or disagree	Somewhat disagree	Strongly disagree	Total	Weighted Average
I just expect that my brigade is funded to meet its needs	67.18% 391.00	21.48% 125.00	4.12% 24.00	5.33% 31.00	1.89% 11.00	582	1.53
I have no interest in the actual funding mechanism so long as it generates sufficient funds for my brigade's reasonable needs	31.62% 184.00	28.69% 167.00	10.82% 63.00	19.93% 116.00	8.93% 52.00	582	2.46
I believe the type of funding mechanism is important to maximise community support for fire services	40.45% 235.00	37.69% 219.00	16.35% 95.00	2.58% 15.00	2.93% 17.00	581	1.90
I consider it is important that the actual funding mechanism should encourage property owners to reduce their fire risk	50.09% 289.00	39.69% 229.00	8.49% 49.00	1.56% 9.00	0.17% 1.00	577	1.62
I think it is important that contributions to funding fire services should be broadly proportionate to the benefits received	37.82% 219.00	38.51% 223.00	18.65% 108.00	3.80% 22.00	1.21% 7.00	579	1.92

Fire Service Review - Consultation Survey

I want all those who benefit from the non-fire services we provide to contribute to the cost of providing them	42.00% 244.00	30.46% 177.00	17.73% 103.00	6.37% 37.00	3.44% 20.00	581	1.99
I believe it would be easier to recruit and retain volunteers if there was a levy rebate for volunteers and employers	53.11% 307.00	22.66% 131.00	13.49% 78.00	7.44% 43.00	3.29% 19.00	578	1.85
I believe it would be helpful if urban and rural services were funded on the same broad basis	29.76% 172.00	32.70% 189.00	28.37% 164.00	6.40% 37.00	2.77% 16.00	578	2.20
I would like a transparent funding system where we can see what every non-residential contributor pays	33.16% 191.00	27.95% 161.00	29.17% 168.00	6.42% 37.00	3.30% 19.00	576	2.19
I believe the funding arrangement should have a local component directed to local brigades	19.76% 114.00	28.25% 163.00	31.02% 179.00	11.79% 68.00	9.19% 53.00	577	2.62
I believe government and local government agencies should contribute to the cost of services on the same basis as others	48.00% 276.00	34.61% 199.00	13.74% 79.00	2.61% 15.00	1.04% 6.00	575	1.74
I believe it is important new funding arrangements are simple and clear so contributors know their liability	61.49% 356.00	30.92% 179.00	7.25% 42.00	0.17% 1.00	0.17% 1.00	579	1.47
I think the funding arrangements should generate increased proceeds as the need for fire service cover grows	53.38% 308.00	35.53% 205.00	9.53% 55.00	1.39% 8.00	0.17% 1.00	577	1.59

#	Do you have any other thoughts or insights into funding arrangements for fire services? If so please enter them in the box below. If you are a VRFF, we would like your views on how the stakeholder funding arrangements in your Rural Fire Authority are working and whether the funding arrangements could be improved to the benefit of your fire force.	Date
1	The current brigade I am a member of has a very good working relationship with its council stake holder. The local council recognises that the volunteer rural fire forces do a very necessary job on their behalf, thus obtaining their support and assistance. Some fire forces only attend 4 /6 jobs a year where others attend some 50 /60 a year. This creates a resource issue within the council model for equipment and training.	7/2/2015 5:27 PM
2	50m\$ cap needs changing (too low). To support Vol, stations need to be < 50yr old fit for purpose. Appliances, equipment same. But with different life cycles.	7/2/2015 5:17 PM
3	Many brigades fundraise to enhance their turnout and service options. This gives volunteers a sense of contribution and autonomy. Complete dependence on FS/Govt funding can water down and affect our sense of purpose. The FS should not have an open cheque book to deal with growth needs. This leads to abuse. Look at rates and local councils.	7/2/2015 4:49 PM
4	Unfair that the smaller rural communities are disadvantaged by paying a disproportionately higher level despite receiving a reduced service. Major concern at the minimal amount of funding from our Fire Authority annually. The short-fall is then needed to be covered by our own substantial fundraising to meet costs. Vitally important that Rural Fire Forces have improved resources to support rural volunteers. Pirongia Rural Fire callouts constitute 1/3 rural and 2/3 Fire Service calls so we would need to have more support (resources, training, funding) to ensure professional and safe response within our community.	7/2/2015 10:29 AM
5	As we move into a modern society, that believes the NZFS is there for them in all emergencies, we need to know we are all covered by legislation and funded to do so. We also need to assist our employers.	7/1/2015 5:36 PM
6	We would like to see the government legislate to ensure all parties pay levies equally (according to risk) and fairly.	7/1/2015 3:53 PM
7	Note 7 We agree in principle but any policy put in place needs to be carefully worded and managed	7/1/2015 3:47 PM
8	Tax rates, ACC, Motor Vehicle Registration. To catch people and firms that are not paying the levy at present.	7/1/2015 1:54 PM
9	Volunteers should receive a rebate on their local rates or insurance in proportion to the time they have served.	7/1/2015 1:02 PM
10	Our brigade has no real voice on funding, only that all should pay towards a service that we all use and no one should be exempt, especially large corporate building owners that insure of shore. Somehow there be a mechanism found that covers all users, ??	7/1/2015 11:59 AM
11	Lets resolve it once and for all so that it is fair to everyone, with all in New Zealand paying there share rather than being able to opted out as present or find loopholes to keep costs down.	7/1/2015 8:09 AM

Fire Service Review - Consultation Survey

12	We all know that there are many who do not contribute to the funding of the current fire services. The NZFS funding should be funded upon the Business/household rates as everyone has to pay rates. IF Government depts/SOEs Schools etc and religeous organisations dont pay rates then they should be legislated for to cover them. The NZFS should also get funding from ACC and the Hospital Boards for medical/accident call outs.	6/30/2015 9:59 PM
13	When we attend motor vehicle accidents why can't we be compensated with a payment from ACC. The ambulance service gets a payment and the hospital and anyone else who provides care and services while still being funded by the government, so why doesn't the Fire Service.	6/30/2015 9:50 PM
14	rural fire fighter	6/30/2015 8:36 PM
15	every one should contribute .pay thru rates and rents.stop over seas insurance polices .	6/30/2015 6:07 PM
16	With MVAs we need a wsy for tourists to contribute. We need consistent service lines and delivery acrossNZ	6/30/2015 9:14 AM
17	Off shore insurers should be charged for service provided	6/29/2015 6:30 PM
18	fire linsurance to be built in to all vehicle registration fees.	6/29/2015 6:10 PM
19	The 50m cap on NZFS expenditure needs changing as is now to low. To support volunteer brigades all stations need to be <50 yrs old and fit for purpose, Appliances and equipment need to be fiot for purpose also and have life cycles like fleet is part way through. Volunteers should have fit for purpose facilities not ones that are well passed their used by dates. There is a saying a happy wife (partner) means a happy life, you could say the same with regards to our volunteers happy volunteers means a happy fire service that provides crucial services to our communities.	6/29/2015 3:47 PM
20	Residential lanlords should py proportinal lveies for the peoprtly they own. Minimum standards such as HARD WIRED smoke alarms should be compulsory	6/29/2015 11:50 AM
21	Should be rates based, currently (and call me if you want as I am an ex-INSurance broker) there is a determined effort to reduce commercial FSL levies on commerial properties as this is based on the depreciated replacement vlaue i.e as low as possible....the FSL should be based on replacement level of each insurance policy. it would make a huge difference. it is quite acceptable and common to have a \$1,000,000 replacement policy on a commercial property but only levies based on say \$100,000 due to age of building.....the risk of fire is actually higher on a older builder so how is this relfective of any risk that persoannel heve....	6/29/2015 10:28 AM
22	the commision should be active in increasing our funding and there needs to be cuts to funding disrtbution at the national headquarters level	6/29/2015 8:53 AM
23	Any rebate will help to retain or recruit members	6/28/2015 8:25 PM
24	Funding should capture all people and pickup those who free load off the current system	6/28/2015 3:33 PM
25	Questions like...I, as a firefighter will always respond to calls for assistance regardless of whether it is authorised to deliver that assistance.....are idiotic. We are called out via pagers from comms, we have no say in what we will be sent to. If we can, when the pager goes off we will attend. The main issue seems to be having to turn out to medicals due to a shortfall and cutbacks to St John. If people wanted to or felt comfortable helping in that role, they would have joined St John. People want to help their community and join a service they are comfortable with and suits their skillset. I believe being put under pressure to do the medical role, has affected volly recruitment and retention. It also seems strange that due to the shortfalls of one fully funded emegency service, that another volly service not trained in that role , or funded for, is now required to take up the slack. So instead of 1 or 2 ambulance staff attending in a St John vehicle....a voly brigade will send 4 unpaid staff who give up their jobs to help, in an appliance. There is even an expectation that the Fire Service should provide vans etc to set up their own ambulance to help the community. Perhaps there should be a charge for each medical callout, to improve Fire Brigade funding.....but that has been done to death.	6/28/2015 9:02 AM
26	How much longer ...?	6/28/2015 2:44 AM
27	The major employer in our community is a large manufacturing plant, which now has its own emergency response squad. It doesnt matter that they hardly do anything, almost always arrive at calls at the factory after we have already arrived, etc, as by having them operational on the books gives that company a heavy discount in insurance, money we dont get or see even though we do the bulk of the work. We get no more money for having this huge risk site in our community despite the fact their levy means our community takes in a lot more levy money than many neighbouring brigades, who get the same funding as us.	6/27/2015 11:58 PM
28	6 Contribute to, not necessarily pay for.	6/27/2015 7:35 PM
29	Re-training of Rural Firefighters to meet the needs of urban requirements needs to a part of the incorporation process.	6/27/2015 12:58 PM

Fire Service Review - Consultation Survey

30	Volunteers give a lot and many lose \$ while at prolonged calls etc. rates rebates for volunteers. Lower tax rates. Paid insurance fire levies and acc components.funding needs to allow all volunteers to feel value. all govt funded.	6/27/2015 9:56 AM
31	Once you start paying volunteers, even if it is just to reimburse costs, the culture will change and emphasis will be on how underpaid we are for all we do.	6/27/2015 8:59 AM
32	a funding arrangement with a local component directed to local brigades could lead to rich and poor brigades .	6/27/2015 8:47 AM
33	every thing should be government funded, leaving community support and money to be put towards community events and extra stuff the brigade may want	6/26/2015 11:39 PM
34	I disagree with local funding as it means rich areas get more funding with more services, Services should be the same across NZ	6/26/2015 10:12 PM
35	we need to step away from the levvey and and get a fair share from government	6/25/2015 12:18 PM
36	My fire force receives minimal funding and we have to cover our costs by doing substantial fundraising ourselves.This usually only barely covers our operating costs. The funding arrangements could be immensely improved to support us so we can help our community at a better standard.	6/22/2015 5:20 PM
37	It is important that brigades are funded to meet the need; which may not reflect the communities ability to meet the need. Emergency services should not be based on a user-payers principle. Poor communities and conservation regions need to be protected as much as the leafy suburbs. Training and resources should reflect community and environmental need.	6/22/2015 5:10 PM
38	The current Fire Service Levy charged through insurance is a kick in the guts for all Fire Service personnel. We minimise the risk and exposure to damage nationwide yet we are charged for the privilege of doing so.	6/20/2015 7:55 PM
39	i joined as a volunteer to support the community, not to get paid	6/19/2015 3:38 PM
40	The best idea is to collect levies on rates for fire protection (not insurance) and for the non-fire functions to be funded through similar levies e.g. motor vehicle rego, subscriptions etc.	6/18/2015 9:27 PM
41	No comment	6/16/2015 3:40 PM
42	non-insured to be charged for services provided	6/15/2015 5:37 PM
43	IF the focus is on levies from insurance then those that do not insure get free cover.This is happening now and not acceptable as a users pays.Levies should be collected from all users l.e vehicle registration, rates (this will ensure landlords collect from tenants who don't have don't have insurance cover,) petrol / diesel tax	6/14/2015 11:22 AM
44	Insurance fits well with urban funding. Rural fire is more land management so it is strongly linked to land use / local authorities.	6/12/2015 3:53 PM
45	National Fire Service, local stations, not local empires.	6/11/2015 10:48 PM
46	So long as these arrangements do not inhibit he local brigades ability to go to the community and ask for financial assistance when required.	6/10/2015 11:41 AM
47	Too many people don't pay insurance therefore don't contribute to the fire service	6/9/2015 5:20 PM
48	Not local and government as that is taxing me twice	6/9/2015 3:17 PM
49	Brigades (which represent the community view) should decide on level of training, time commitment and resourcing needed to undertake the general types of non-fire services. There is currently a huge gap in training and skill sets between urban/rual NZFS volunteers and Rural fire forces, if Rural fire forces are prepared to train to the correct level to undertake non-fire services so they give the same level of service and professionalism as NZFS career/volunteers meet, then that is great, if not, then they are just a liability. NZFS volunteers are not funded enough currently (large backload of property repairs and rebuilds required), our fleet requirements are only now really getting back to a reasonable standard, by bringing Rural Fire forces on board without a massive injection of funds to bring their stations, applicances and equipment upto standard means current NZFS volunteers are going to suffer badly. Looking after NZFS volunteers needs to be a priority when looking at a new "fire services" model, as they are the backbone of the organisation.	6/9/2015 1:46 PM
50	I have no objection to not being funded from general taxation and for funding levies to be directed to source but all government types should be equally levied according to their risk profiles. Funding sources should look at risk profiles across the board with costs being directed to where they fall over time but the service in whatever form it takes shouldl also be accountable to the fund sources for efficien tand wise use of their funds	6/8/2015 6:50 PM
51	The levy rebate is a great way to retain volunteers	6/8/2015 1:18 PM

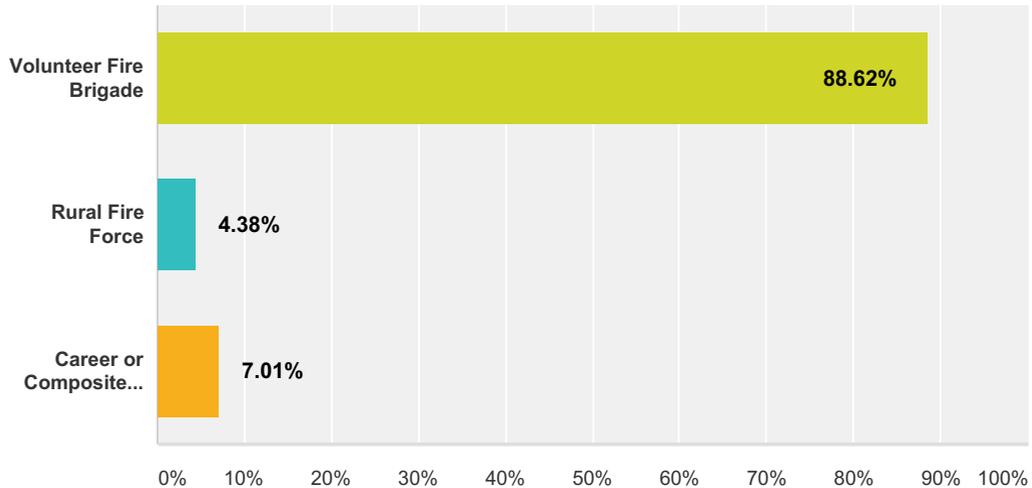
Fire Service Review - Consultation Survey

52	I currently own a number of properties in the town i volunteer in. The cost I contribute vs. the cost of delivering the services by the NZFS is disproportionate and excessive. Most of this funds paid staff in town. The same could be said for rural stakeholders where I would imagine that less that 1% collected through fire service insurance levies in any VRFF catchment area actually goes back into that community through grant assistance. The NZFS would argue that those funds pay for us to go out and put out their structure fires for free - when 95% of the time any structure is just a big bonfire by the time we get there! Likewise we would argue that they are also getting an hour for free - that is 20 minutes drive, 20 minutes work and 20 minutes travel home for free. Either way I'm paying too much for what is being delivered in my local area the same as rural folk. If larger towns need paid brigades then those areas should foot that bill not everyone else!!	6/8/2015 10:27 AM
53	The current fire service know how to spend money wastefully. More money does not always equal better service delivery	6/6/2015 11:37 PM
54	I was employed a s a DPRFO as part of my work as a [REDACTED] At the time I was in the NZFS as a volunteer (and still volunteering after 22 years). The VRFF members were under funded in comparison to VFB member. I believe that a unified approach is important.	6/6/2015 8:18 PM
55	Every person and local body authority and government dept as well as business in NZ should contribute in some way to the financing of the NZFS	6/6/2015 11:46 AM
56	I am concerned that often the biggest user of Fire Services are the non insured, the Government and others who don't contribute their share. Look how many fires we go to in schools and hosing corp properties all owned by Govt?! am wary of the community having a say in what we do for our funding - its easy for the community to say we want firefighters to come and mow my lawns, get my cat out of my tree 3 times a week, cover for St John shortfalls, all for no extra funding and no volunteers coming forward from same community demanding these services!	6/6/2015 10:37 AM
57	Funding avenues should encourage people to reduce their risk, such as sprinklers, or maybe water supplies in rural areas. however this doesnt mean that it should become punitive. There is still an element of 'oops' to every day life and we dont want to lose that and become americanised. Maybe more a set up of grants for employing risk reduction practices rather than an on going contribution reduction. One of the biggest receivers of a benefit is government, yet they contribute nothing..	6/6/2015 10:22 AM
58	Funding from fuel excise and RUC should be adopted as this would seem to be a fairer way of collecting funds for non fire services that we provide as most everyone uses fuel and in the case of diesel thru the use of RUCs	6/5/2015 10:22 PM
59	Once again I find these questions annoying and obviously Geared around goals that are pre conceived, most likely in regards to insurance company directives/bullying. When you do make changes, please remember we serve our community because of our altruism and beliefs in taking care of our fellow citizens, are you doing the same?	6/5/2015 9:49 PM
60	Keep it simple - expand the insurance levy to all insurance premiums...	6/5/2015 9:27 PM
61	Levy needs to switch from insured value to rateable 'improved value' on all properties across NZ collected by TLA's	6/5/2015 8:59 PM
62	All Volunteers Should Have Some Form Of Rebate Of Fire Service Levies On There Insurances	6/5/2015 6:43 PM
63	What about gov not insuring, or companies insuring overseas. How do we levy them? how do we justify an insurance levy on a volunteer firefighters insurance when this is allowed to happen.	6/5/2015 6:02 PM
64	I think we should stay funded seperatly urban funded through NZFS and rural through local council	6/5/2015 5:50 PM

Fire Service Review - Consultation Survey

Q6 What kind of brigade do you belong to? (select from the drop down box)

Answered: 571 Skipped: 94



Answer Choices	Responses	
Volunteer Fire Brigade	88.62%	506
Rural Fire Force	4.38%	25
Career or Composite Brigade	7.01%	40
Total		571