

Appendix – Staffing and Volunteer Support Roles

The below tables show the roles included in the categories “volunteer brigade support” and “volunteer operational support” and “management and support” who are active as of 30 June 2024.

Volunteer Brigade Support

- Not all volunteers respond to incidents. Brigade support volunteers are key to the success of their brigade, they complete administrative tasks and other duties that keep the brigade running smoothly. They may also work with communities helping them to reduce the risk of fire in homes. Volunteering in brigade support may be ideal for someone who wants to be involved but doesn’t want a frontline role.
- For the purposes of the annual reporting process recruit firefighters and rural recruit firefighters (who are not yet qualified to respond) have been included as brigade support.
- ‘Non-operational support’ is the title given to brigade support volunteers from natural environment brigades.

Job Title	Headcount
Administration support	1
Brigade support	387
Non-operational support	166
Recruit firefighter	949
Rural recruit firefighter	637
Volunteer support coordinator	2
Total	2,142

Volunteer Operational Support

- Operational support volunteers respond to emergencies by supporting firefighters and medical first responders at incidents. They carry out tasks to help keep our Fire and Emergency people and the public safe at an incident. For example, by managing traffic and pedestrians, closing roads, transporting equipment and providing lighting and refreshments. Operational support volunteers receive relevant training on the station. Some are also trained as medical co-responders. Some operational support volunteers do not belong to a volunteer fire brigade. Instead, they could be part of a standalone operational support unit or a composite station.
- For the purposes of the annual reporting process medical first responders are included as volunteer operational support
- Although the title may be different, ‘operational support’ and ‘rural operational support’ roles undertake similar duties, such as traffic management and transporting equipment

Job Title	Headcount
Medical first responder	52
Officer in charge OSU	3
Operational support	975
Rural medical responder	8
Rural operational support	121
Total	1,159

Note: Volunteers who have multiple volunteer roles are only counted once in the dataset.

Management and support

Management and support are employees of Fire and Emergency.

Job Title	Headcount	FTE
Accountant	1	1
Accounts Payable Technical Specialist	1	1
Administration Officer	1	1
Administrator Learning Management Systems	1	0.75
Administrator Learning Technologies	1	1
Administrator Payroll	1	0.25
Administrator Recruitment	3	2.5
Advisor Aviation and Heavy Plant Compliance	1	1
Advisor Board & Ministerial Services	1	1
Advisor Capability	1	1
Advisor Community Readiness & Recovery	24	23.7
Advisor Content	3	2.8
Advisor Information Requests	4	3.5
Advisor Learning Programmes	1	1
Advisor Learning Quality	2	2
Advisor Learning Technologies	1	1
Advisor Organisational Development	1	0.8
Advisor Payroll	3	3
Advisor People	1	1
Advisor Performance and Monitoring	1	1
Advisor Records Management	2	2
Advisor Recruitment	2	2
Advisor Region Safety Health and Wellbeing	10	9.5
Advisor Remuneration	2	2
Advisor Research and Evaluation	1	1
Advisor Risk Reduction	64	63.25
Advisor Wellbeing	7	7
Analyst Reporting	1	1

Job Title	Headcount	FTE
Analyst Sustainability	1	0.8
Applications Support Analyst	5	5
Assets and Insurance Accountant	1	1
Assistant Administration	1	0.25
Assistant Rehabilitation	1	1
Assistant Resource Coordinator	1	1
Auckland Fire Engineering Team Leader	1	1
Auckland Strategic Advisor	1	1
Brigade Support Officer	1	1
Business Analyst	10	10
Business Coordinator Risk Reduction	1	0.5
Business Operations Manager	6	5.9
Business Services Assistant	2	2
Business Services Coordinator	1	1
Business Services Coordinator (District)	45	39.55
Business Services Coordinator (NHQ)	3	3
Business Services Coordinator (Region)	25	24
Business Services Manager	6	6
Business Systems Analyst	4	4
Case Facilitator	2	1.75
Change Coordinator	1	1
Chief Advisor to CE	1	1
Chief Advisor to DCE	4	4
Chief Data and Analytics Officer	1	1
Chief Information and Technology Officer	1	1
Chief Legal Advisor	1	1
Christchurch Fire Engineering Team Leader	1	1
Communications Advisor	1	1
Communications Centre Manager	2	2
Communications Coordinator	1	1
Community Programmes Manager	1	1
Community Readiness and Recovery Support	1	1
Community Risk Manager	15	15
Coordinator	1	1
Coordinator ACC	1	1
Coordinator Attraction	1	1
Coordinator Board and Ministerial Services	1	1
Coordinator Business Support	1	1
Coordinator Career Firefighter Recruitment	1	1
Coordinator E&L Business Support	1	1
Coordinator Learning Facilities	3	3

Job Title	Headcount	FTE
Coordinator Learning Operations	16	16
Coordinator Learning Quality	1	1
Coordinator NHQ Property Projects	1	1
Coordinator Organisational Development	1	1
Coordinator People Support	4	4
Coordinator Procurement	1	1
Coordinator Recruitment	3	3
Coordinator Rehabilitation	2	2
Coordinator Safety Health & Wellbeing	1	1
Coordinator Strategy and Performance	1	1
Coordinator Te Ao Marama	1	0.5
Coordinator Volunteer Data	1	1
Coordinator Volunteer Resilience	1	1
Coordinator Women's Development	1	1
Data Analyst	1	1
Data Integration Specialist	2	2
Data Visualisation Analyst	1	1
DCE Finance and Business Operations	1	1
DCE Kaupapa Māori and Cultural Communities	1	1
DCE Office of the Chief Executive	1	1
DCE Org Strategy & Capability Development	1	1
DCE People	1	1
DCE Service Delivery Design	1	1
DCE Service Delivery Operations	1	1
Depot Technician	1	1
Desktop Engineer	11	11
Director Service Delivery Operations	1	1
Dispatcher	24	23
District Manager	16	16
District Volunteer Support	1	1
E-Learning Developer	3	2
Engagement Advisor	1	1
Engagement Specialist	1	1
Enterprise Architect	1	1
Equipment Support Officer	5	5
Executive Assistant to DCE	7	7
Executive Assistant to Region Manager	5	5
Executive Assistant to the Chief Executive	1	1
Finance Director	1	1
Finance Officer	4	4
Financial Accountant	1	1

Job Title	Headcount	FTE
Financial Accountant Capex and Projects	1	1
Fire Engineer	4	4
Fire Engineering Coordinator	1	1
Flammable Liquids & Bulk Fuel Advisor	2	1
Fleet Administrator	1	1
Fleet Coordinator	1	1
Geospatial Information Analyst	1	1
Geospatial Intelligence Analyst	1	1
Geospatial Intelligence Technician	1	1
Group Manager	76	76
Head of ICT Architecture and Strategy	1	1
Head of ICT Business Office	1	1
Head of ICT Delivery	1	1
Head of ICT Infrastructure and Operations	1	1
Head of Procurement	1	1
HRIS System Administrator	3	2.75
ICT Business Partner	1	1
ICT Commercial Manager	1	1
ICT Delivery Coordinator	1	1
ICT Infrastructure and Operations Coordinator	1	1
ICT Security and Risk Manager	1	1
Incident and Problem Manager	1	1
Infrastructure Engineer	4	4
Internal Engagement Advisor	1	0.8
Junior Travel Consultant	1	1
Learning Designer	5	5
Legal Counsel	1	0.9
Legal Executive	1	1
Levy Administrator	2	1.6875
Levy Analyst	1	1
Levy Auditor	2	2
Management Accountant	6	6
Management Accountant People	1	1
Manager Analytics	1	1
Manager Business Analysis	1	1
Manager Business Intelligence	1	1
Manager Content	1	1
Manager Data and Analytics Capability	1	1
Manager E&L Service Centre	5	5
Manager Equipment and Logistics Capability	1	1
Manager Equipment and Logistics Operations	1	1

Job Title	Headcount	FTE
Manager Financial Accounting	1	1
Manager Financial Transactions	1	1
Manager Fire Engineering	1	1
Manager Firefighter Development	1	1
Manager Geospatial Data and Platform	1	1
Manager Geospatial Products and Analytics	1	1
Manager HRIS and Reporting	1	1
Manager ICT Change and Service	1	1
Manager ICT Infrastructure	1	1
Manager ICT Operations	1	1
Manager ICT Planning and Assurance	1	1
Manager Information Requests	1	1
Manager Leadership Development	1	1
Manager Learning Design	1	1
Manager Learning Development and Quality	1	1
Manager Learning Operations	1	1
Manager Learning Programmes	1	1
Manager Learning Quality	1	1
Manager Learning Technologies	1	1
Manager Leasing Portfolio	1	1
Manager Levy	1	1
Manager Management Accounting	1	1
Manager Marketing	1	1
Manager Media	1	1
Manager Natural Environment and Partnerships	1	1
Manager Operational Efficiency & Readiness	1	1
Manager Organisational Development Programmes	1	1
Manager Payroll Services	1	1
Manager People Support	1	1
Manager Planning	1	1
Manager Policy and Planning	1	1
Manager Project Management	1	1
Manager Property/Regional Team Lead	3	3
Manager Recruitment	1	1
Manager Region Learning Delivery	1	1
Manager Region Training	5	5
Manager Regional Equipment and Logistics	5	5
Manager Relationship - Complaints System	1	1
Manager Remuneration and Benefits	1	1
Manager Safety Health & Wellbeing North	1	1
Manager Safety Health & Wellbeing South	1	1

Job Title	Headcount	FTE
Manager Service Delivery Design Improvement	1	1
Manager SHW Strategy System & Assurance	1	1
Manager Sourcing	1	1
Manager Specialist Training	1	1
Manager Strategic Communications	1	1
Manager Strategy, Reporting and Monitoring	1	1
Manager Systems Analysis	1	1
Manager Te Ao Marama	1	1
Manager Testing Services	1	1
Manager Training Centre Delivery	1	1
Manager Volunteerism	1	1
Manager Wellbeing	1	1
Manager, Injury Illness & Rehabilitation	1	1
Manager, Telecommunications	1	1
Marketing Advisor	1	1
Manager Community Education and Behaviour Change	1	1
National ADV OPS, Requirements and Standards	1	1
National Advisor Operations, Uniform and PPE	1	1
National Advisor OPS, Fleet and Equipment	1	1
National and International Response Manager	1	1
National Business Services Team Leader	1	1
National Coordinator Evacuation Compliance	1	1
National Hazardous Substances Advisor	1	1
National Manager Assurance and Risk	1	1
National Manager Board & Ministerial Services	1	1
National Manager Business Operations	2	2
National Manager Communication Centres	1	1
National Manager Communications & Engagement	1	1
National Manager Community Readiness and Recovery	1	1
National Manager Equipment and Logistics	1	1
National Manager Fleet	1	1
National Manager Learning and Development	1	1
National Manager Local Advisory Committees	1	1
National Manager Operational Efficiency	1	1
National Manager Organisational Development	1	1
National Manager People Advisory	1	1
National Manager People Operations	1	1
National Manager Response Capability	1	1
National Manager Risk Reduction	1	1
National Manager Safety Health and Wellbeing	1	1
National Manager Strategy and Performance	1	1

Job Title	Headcount	FTE
National Manager Workplace Relations	1	1
National Operations Advisor Infrastructure	1	1
National Operations Advisor PSN	1	1
National Senior Operational Guidelines Spec	1	1
Network Engineer	1	1
Operational Audit and Compliance Analyst	1	1
Operational Standards Manager	1	1
Operations Manager	4	4
Partnerships Specialist	1	1
Payroll Specialist	1	1
Payroll Specialist Rostering T&A	1	1
People Business Partner - NHQ	2	2
People Business Partner - Regional	5	5
Planning and Intelligence Officer	5	5
Planning and Performance Manager	5	5
Platform Specialist	2	2
Portfolio Coordinator	2	2
Poutakawaenga Māori	2	2
Poutakawaenga Māori/Māori Liaison	1	1
Poutakawaenga Māori/Māori Liaison Officer	2	2
Principal Adv Board & Ministerial Services	1	1
Principal Advisor	1	1
Principal Advisor Assurance	1	0.8
Principal Advisor Brand and Design	1	1
Principal Advisor Comms and Engagement	1	1
Principal Advisor Finance	1	1
Principal Advisor Local Advisory Committees	1	0.8
Principal Advisor Policy	1	1
Principal Advisor Portfolio	1	1
Principal Advisor Recovery	1	1
Principal Advisor Risk	1	1
Principal Advisor Safety Health and Wellbeing	1	1
Principal Advisor Workforce Planning	1	1
Principal Advisor Workplace Relations	2	2
Principal Legal Counsel	2	2
Procurement Analyst	1	0.925
Procurement Business Partner (Corp & Uniform)	1	0.8
Procurement Business Partner (Equip and Log)	1	0.8
Procurement Business Partner (Fleet)	1	1
Procurement Business Partner (ICT)	1	1
Procurement Business Partner (Property)	1	1

Job Title	Headcount	FTE
Product Manager	1	1
Programme Coordinator Eke Taumata	1	1
Programme Coordinator PSN	1	1
Programme Manager Eke Taumata	1	1
Programme Sponsor	1	1
Project and Change Lead	1	1
Project Coordinator	5	5
Project Coordinator - Māori Outcomes	1	1
Project Coordinator Hiwa i te rangi	1	1
Project Manager	7	7
Project Manager Māori Outcomes	1	1
Project Manager Research and Evaluation	1	1
Project Manager Seismic	1	1
Property Coordinator National Programmes	1	1
Region Fleet Coordinator	1	1
Region Fleet Co-ordinator	5	5
Region Manager	5	5
Region Property Coordinator	4	4
Region Property Co-ordinator	6	6
Regional Telecommunications Specialist	6	6
Regional Telecommunications Specialist - Southern	1	1
Regulatory Compliance Advisor	7	6.2
Regulatory Compliance Group Manager	1	1
Response Capability Advisory Manager	1	1
Restorative Specialist	3	3
Risk And Business Improvement Analyst	1	1
Risk Reduction and Investigations Manager	1	1
Senior Adv Strategy Reporting & Monitoring	1	1
Senior Advisor Attraction	1	1
Senior Advisor Change Management	1	1
Senior Advisor Community Readiness & Recovery	17	17
Senior Advisor Deployments	1	1
Senior Advisor Digital Marketing	1	1
Senior Advisor Information Requests	2	2
Senior Advisor Leadership Development	9	9
Senior Advisor Learning Quality	2	2
Senior Advisor Local Advisory Committees	3	3
Senior Advisor Marketing	1	1
Senior Advisor Operational Intelligence	1	1
Senior Advisor Organisational Development	2	1.8
Senior Advisor Payroll	1	1

Job Title	Headcount	FTE
Senior Advisor People	8	8
Senior Advisor People - Regional	1	1
Senior Advisor Performance and Monitoring	1	1
Senior Advisor Performance And Reporting	1	1
Senior Advisor Planning	1	0.8
Senior Advisor Policy	1	1
Senior Advisor Process Development	1	1
Senior Advisor Records Management - Digital	1	0.8
Senior Advisor Risk Reduction	18	18
Senior Advisor Safety Health & Wellbeing	1	1
Senior Advisor Safety Health and Wellbeing	1	1
Senior Advisor SHW Learning Reviews	2	2
Senior Advisor Workplace Relations	4	4
Senior Advisor, Volunteer Resilience	1	1
Senior Analyst Evidence Based Resourcing	1	1
Senior Analyst Reporting	3	3
Senior Applications Support Analyst	2	2
Senior Business Analyst	2	2
Senior Business Intelligence Analyst	2	2
Senior Business Systems Analyst	2	2
Senior Capability Development Specialist	1	1
Senior Communications Advisor	3	3
Senior Communications Advisor Kaupapa Māori	1	1
Senior Community Engagement & Education Spec	1	1
Senior Community Programmes Specialist	1	1
Senior Compliance Specialist	1	1
Senior Data and Analytics Analyst	1	1
Senior Data Integration Specialist	1	1
Senior Database and Integration Specialist	3	3
Senior Desktop Engineer	2	2
Senior Dispatcher	33	32.321
Senior Finance Officer	2	2
Senior Finance Officer - Accounts Receivable	1	1
Senior Finance Officer - Purchase Card	1	1
Senior Financial Accountant	1	1
Senior Fire Engineer	5	5
Senior Incident Management Specialist	1	1
Senior Infrastructure Engineer	2	2
Senior Learning Designer	2	2
Senior Legal Counsel	5	4.225
Senior Levy Analyst	1	1

Job Title	Headcount	FTE
Senior Management Accountant	2	2
Senior Media Advisor	2	2
Senior Medical Response Specialist	1	1
Senior Network Engineer	2	2
Senior Partnerships Specialist	1	1
Senior Platform and Integration Specialist	1	1
Senior Policy and Capability Specialist	2	2
Senior Portfolio Analyst	1	1
Senior Procurement Specialist	1	0.5
Senior Project Manager	7	6.9
Senior Regional Comms and Engagement Advisor	2	2
Senior Regulatory Compliance Advisor	2	2
Senior Security Engineer	1	1
Senior Solutions Architect	1	1
Senior Sourcing Specialist	2	2
Senior Specialist Aviation & Heavy Machinery	1	1
Senior Specialist Fire Investigator	3	3
Senior Technical Rescue Specialist	1	1
Senior Test Analyst	4	4
Senior Trainer	11	11
Service Coordinator Local Advisory Committees	2	2
Service Delivery Manager	1	1
Service Delivery Sector Partnerships Manager	1	1
Service Delivery Wildfire Manager	1	1
Service Owner	1	1
Service Technician	3	2.8
Shift Manager	10	10
Social Media Advisor	1	1
Social Media Coordinator	1	1
Sourcing Specialist	2	2
Specialist Position Management	1	0.8
Specialist Response Manager	1	1
Strategic Finance Modeller	1	1
Systems Accountant	1	1
Team Coordinator	1	1
Team Lead Travel Office	1	1
Team Leader Attraction	1	0.9
Team Leader Database and Integration	1	1
Team Leader Desktop Support	1	1
Team Leader District BSC	12	12
Team Leader District Business Services Coordinator	1	1

Job Title	Headcount	FTE
Team Leader ICT Applications	1	1
Team Leader Infrastructure	1	1
Team Leader Learning Operations	3	3
Team Leader Network and Security	1	1
Team Leader Payroll	1	1
Team Leader Records Management	1	1
Team Leader Recruitment	1	1
Team Leader Reporting and Insights	1	1
Team Leader Restorative	1	1
Team Leader Volunteer Recruitment	1	1
Technical Payment Claims Officer	1	1
Telecommunications Engineer	1	1
Test Analyst	2	2
Test Lead	1	1
Test Manager	2	2
Trainee Dispatcher	9	9
Trainer	35	35
Treasury and False Alarm Accountant	1	1
USAR Equipment Coordinator	1	1
USAR Equipment Support Officer	2	2
USAR Operations Manager	1	1
Vehicle Development Engineer	2	2
Vehicle Development Manager	1	1
Volunteer Support Officer	67	66.5
Web Specialist	1	1
Wellington Fire Engineering Team Leader	1	1
Wildfire Scientist	1	1
Wildfire Specialist	5	5
Total	1198	1176.109