

The insiders' magazine
for fire services

IGNITE

TE HIRINGA O TE TANGATA
ISSUE 7 – Autumn 2018 / Ngahuru 2018



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Ignite is the official quarterly magazine for Fire and Emergency New Zealand.

Te Hiringa o te Tangata – To have drive, zest, determination. To have heart and soul.

Ignite represents the voices of the men and women across the country who dedicate themselves to protecting life and property in their communities.

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Contributions to Ignite

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Photos need to be at least 1MB.

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KIA ORA KOUTOU

Be sure to check out Rhys' latest CE Video at <https://vimeo.com/254953264>

Hi everyone,

Welcome to the first edition of Ignite for 2018. You'll see the stories in this quarter are focused around leadership development along with the introduction of new Water Safety kits and innovative ways to get to remote incidents quicker on four wheels or in the air.

It's also great to see so many of our people making a difference in their communities, whether it's working with other emergency service agencies in helping young people develop life skills or helping those who have suffered burn injuries regain their confidence.

Turangi Brigade's work with the New Zealand Burn Survivors' national camp near Taupō is particularly heartening and I'm also reliably informed there is video evidence of CFO Tong Kingi hurtling down a slip 'n slide (for a good cause, of course) so be sure to check out their Facebook page if you haven't already.

Of course these stories are just a fraction of all the good work going on out there so read on if you're looking for ideas and don't be shy about sharing your good news either.

Finally I just want to reiterate my thanks for all the hard work everyone has put in over the summer to keep our communities safe. It demonstrates the difference Fire and Emergency NZ is already making in terms of our ability to pull many different functions together into one cohesive team. So well done to everyone involved.

Please enjoy this edition of Ignite and keep up the good work out there.

- Rhys Jones

NATIONAL RECRUITMENT MANAGER – ROCHELLE MARTIN

If you were to throw Rochelle Martin into the thick of any situation, you can guarantee that not only would she have the aptitude to thrive and survive, she would also be keeping her eye on everyone making sure all is safe and no one is left behind.

Maybe it's instinctual for her, that being a part of a crew and looking after others runs through her blood. Maybe it comes from playing for the Black Ferns and going on to participate at three World Cups. Maybe it's the 17 years of service for Fire and Emergency NZ.

One thing's for sure, the born-and-bred East Coaster knows the job and she's ready for the next step as National Recruitment Manager. "Fire and Emergency NZ has provided me with opportunities and growth, and I'm 100% ready for the role."

Her first inkling to join Fire and Emergency came when she saw a segment on a breakfast show featuring a crew with a female firefighter. At

that stage she didn't know that was an option. "If you can't see it, you don't know it and it's difficult to connect with something if you can't see other people as role models in that position." So after some reinforcement from her then rugby coach, himself a firefighter, Rochelle quickly jumped on board.

After three months at the Auckland Regional Training Centre in Mt Wellington, she spent her career at Mt Wellington, Otahuhu – Counties Manukau and Papatoetoe Brigades. She was the first female to be made a Career Station Officer in Howick, then transferred back to Otahuhu, then Otara as Senior Station Officer. Before her latest appointment she also had the opportunity to act as an Assistant Area Manager.

One of her greatest strengths is being able to bring those years on the shop floor to the new role. She understands that recruitment is a long-game but emphasises the life-long

benefit of joining Fire and Emergency. "Getting out there, being visible and supporting our people; when you have an environment where you are happy and you can thrive – you'll never leave. Our organisation is more than just attending callouts – we work in teams, crew become family, there's community engagement and physical training every day."

Being able to identify these qualities in the organisation and remaining open to hearing new ideas, along with being well supported by her peers and leaders, helps Rochelle to get stuck in. "It's about who we are and what matters, so come and find out what we're about."

New National Recruitment Manager - Rochelle Martin





BROTHERS IN ARMS

Often, when you hit your teenage years, you aim for causing a bit of strife for your parents, either mucking about on the computer or hanging at the local mall. But for Kieran (27) and Nathan (24) Sullivan, it seems they were almost destined to take a very different path from your average teen.

Firefighting has been a part of their lives from a young age. Growing up in a small South Wairarapa community, their father Mike Sullivan was part of the fire force in which he'd let the brothers play on the trucks and, when fires were completely out and there was no chance of danger, Mike would take the pair out and show them which

way the fire burnt and how to look for hot spots. Mike also shared many stories of different fires with them, so following in his footsteps just seemed to fit with the brothers. Kieran joined the Forest Protection Services (FPS) at 17 before going full time at 18. Nathan, not far behind, joined at 18 in 2011.

When they first started, the crew were about seven years older than them and with an average of five years firefighting experience locally and internationally. Kieran experienced his first fire at Kaimaumu, Northland in 2010; a deep-seated peat fire which resulted in FPS crews spending 49 days on it. Nathan's first fire was at Horeke,

in the Hokianga, in 2011 followed by the Karikari Peninsula fire, in Northland, a few days after that. "It was daunting going to our first fires, but our crew passed on their knowledge and experiences making it easy to fit in. In saying that, it wasn't always easy, as they definitely put us through our paces to see what we were capable of."

It didn't take long before they were deployed for their first stint overseas; Nathan in 2013 to Bright, Victoria and Kieran in 2014 to Orbost, Victoria. As with all first-timers being deployed, they had nerves going through them. "We were both very nervous, yet excited to be given the opportunities and knew we were in capable hands. By the end of our deployments we were

hooked and couldn't wait to get the chance to do it again." Since then, the brothers have been deployed again to Victoria, Tasmania, Chatham Islands and all over New Zealand.

Last year, Kieran and Nathan were sent to Canada to take part in an exchange programme. The Canadian exchange, which was set up by Forest Protection Services Managing Director, Kevin Ihaka and Operations Manager, Mike (Sully) Sullivan, aims to give FPS firefighters the chance to learn about fire in a completely different environment. Whilst there, the brothers worked with the Ministry



of Natural Resources and Forest Fire and Emergency Services of Ontario as helitac firefighters. "We learnt a lot in our four-month exchange particularly around initial attack methods and working around helicopters."

Back home, they still continue to upskill in fire as they both see it as a life-long career; one that provides many doors to be opened along with the opportunity to travel. And while they're out there fighting fires they know that family is still important to them. "Mum puts on a brave face when she knows fire season is coming up. We thought she would have been used to it with Dad being a part of fire for so long, but we suppose with all three of her boys out fighting fires it must be nerve wracking."

The brothers admit that to this day, working with FPS is still very much the same from when they started, with everyone pushing and encouraging each other. "With our qualifications and experiences both nationally and internationally, it's now our turn to pass our knowledge on to crew members, new and old."

Kieran and Nathan realise that every fire and every season has its moments, some good, some not so good, but as an Alaskan hotshot once told them, "Misery makes memories. We use that to get us and our crew through some of the more difficult times. It's a surreal feeling being able to help not only your community but others as well."

"Nathan and Kieran have had a lot of experience at 'doing the hard yards' and they understand what is required on the fire line so it has been great for them to experience different techniques and procedures to build on this knowledge.

Often it is fire managers at the other end of their career that get international opportunities. We saw the need to get young up-and-coming firefighters overseas so that they could bring back hands-on skills and techniques to improve our operations on the fire line.

We are very proud of their achievements."

Kevin Ihaka – Managing Director, Forest Protection Services



TURANGI DIVES IN TO HELP OUT

Members of the Turangi Volunteer Fire Brigade were invited to spend two afternoons with some amazing people in January.

The Burn Support Group Charitable Trust Inc. held its national camp for New Zealand Burn Survivors at Mi Camp near Taupō. The camp, which is for children ages 7 to 17, is an opportunity for those who have suffered a burn injury to develop self-worth and confidence through physical and social activities.

It was the first time the brigade, led by Chief Fire Officer, Tangonui Kingi, could help out and they were more than keen to lend a hand. Not only were they able to help set-up and supply water and the bubble bath for the camp, they were also available to listen to several life stories of the kids.

"You were able to take a minute and think about their journey," says Kingi.

"It affected our wairua (soul/spirit) hearing them and it was a sobering experience. But 5 to 10 minutes later, the kids are out playing again; they're just wanting to be kids."

It was important for the brigade to make this occasion a positive and fun experience for everyone and crew members got more than their fair share, some even diving down the water slide. (Big kids were obviously welcome). "At the end of the day," Kingi says, "the kids were the stars – not us."

"You were able to take a minute and think about their journey."

Tangonui Kingi - Chief Fire Officer



Members from Turangi Volunteer Fire Brigade along with some of the kids from the New Zealand Burn Survivors National Camp

AKAROA TAKES IT BACK TO SCHOOL

An initiative aimed at inspiring teenagers to become volunteer firefighters is proving successful for one South Island brigade.

The Akaroa Volunteer Fire Brigade has been working with the local high school to get students to join and help respond to callouts.

It's the brainchild of the brigade's chief fire officer, Mark Thomson.

Mark came up with the idea four years ago, at a time when the brigade had only 14 members.

"We were desperate for new members and we had no idea where to go to find them," he says. "That's when the idea came to look at the local school, which is only 300 metres down the road."

So far, nine high-school students have got involved with the brigade.

The students undertake training and are able to get NCEA credits for first aid and other courses they do as part of their training.

"The credits are big incentives; every credit they've earned, they've earned at the fire brigade and that makes them proud."

Five students have gone on to join other volunteer brigades when they left for University.

Mark Thomson says watching the students grow was one of the highlights of the initiative.

"The best thing about it is seeing the difference in them. They learn a lot, they get life skills and they really love it. They actually become almost obsessed and get right in to it."

Last year, three 17-year-old students got involved in the initiative, while this year there are two who have put their hat in the ring.

"They're very keen, very fit, well trained and just around the corner from our brigade, so our ability to get a crew on the road really fast has essentially doubled."

Mr Thomson encouraged other brigades short on members to consider a similar initiative.

"It really works, and it's a brilliant way to attract some younger volunteers to our brigades."



Akaroa High School students earning their cred with the Akaroa Volunteer Fire Brigade

VOLUNTEERING THROUGH THE AGES

Second generation volunteer firefighter Yonni Kepes is an active member of his local Canterbury community. "It is really important to volunteer for your community," says 17-year-old Yonni.

"Dad's been in the service my entire life so I grew up around it. I joined as a cadet at 15, became a recruit at 16 and completed my recruit course at 17."

Not only does he volunteer for Fire and Emergency NZ, the year 13 student is also Deputy Chairperson of the Hurunui Youth Council. This role has him involved in the local Youth in Emergency Services (YES) programme, attending as a participant in 2016 and returning as a youth leader in 2017.

"The programme was a great chance to learn more about the other organisations involved and how the emergency services work together. After attending the YES programme, it gave me a greater appreciation and motivation to be a part of Fire and Emergency NZ."

"My 'Passing Out' parade was a special opportunity to continue our family's ties with Fire and Emergency NZ and to continue with the service after finishing the YES Programme."

Yonni's father Ben Kepes says he's delighted to have his son volunteer for his community. "The Passing Out parade was the proudest day in my 20 years as a firefighter. Not only do we have a father-son relationship but now we also work together as fellow firefighters," says Ben.

Yonni Kepes with Deputy Chief Fire Officer - Region 4, Ben Kepes.



Yonni is a volunteer firefighter, a keen runner and the youngest person in NZ to finish a 100km running race.



Share your story

Do you have a story to share? We're looking to profile our people who have shown innovation or achieved something that will inspire others. Send your story to ignite@fireandemergency.nz



WEST COAST YOUTH SAY YES

The West Coast is gearing up to run its third Youth in Emergency Services (YES) programme this year. The national programme encourages young people to contribute to their community's emergency preparedness and response and will be run in Buller after great success in Greymouth and Hokitika.

The two-phase YES programme provides 16 to 20-year-olds with a practical overview of their local emergency services. It builds up their knowledge and skills, benefiting both the individuals involved and their communities.

This year, Fire and Emergency NZ's West Coast team is leading the Buller programme with Civil Defence, St John, Red Cross, LandSAR and Police taking part. "We will be running the first phase a little differently. Instead of each agency running an induction and practical session, the sessions will be skills-based. It will allow each agency to explain how they use the skill," says Alexa Mills, West Coast Business

Support Coordinator Rural. "We are hoping to give the participants unit standards and work-ready skills such as a first aid certificate."

Participants then attend a two-day camp where they apply the skills they have learnt in practical scenarios. Last year's West Coast Leadership Award winner, Paul Burrell, says, "The camp was great fun. It was good to use skills we had learnt in a practical way and it also made us think on our feet."

The second phase sees programme participants spend three months as a volunteer with one of their local emergency service agencies. Paul chose his local brigade, Brunner Volunteer Fire Brigade. "Fire and Emergency NZ is one of the more active emergency services," he says. "They are always busy in the community. I also liked that it was quite physical and fun." One year later and Paul is a proud recruit firefighter in the Brunner Fire Brigade.

The course doesn't just help with recruitment. Katie Shaw, who has organised the West Coast's YES programme for the past two years explains, "It gives exposure to what we do and provides opportunities to pass on key fire safety messages such as smoke alarms in the house, knowing your exits and how to use a fire extinguisher."

"It also builds relationships with the other agencies by working together and understanding how agencies can work together."

The annual programme is currently running in other regions across the country. Check out www.myd.govt.nz for more info about YES.



Participants from previous West Coast YES courses.

YOUTH DEVELOPMENT IN WAIKATO



Senior Firefighter, Steve Johns & Fire Risk Management Officer, Jess Johnson with MP, Anne Tolly

Fire Risk Management Officer, Jess Johnson, is incredibly passionate about helping at-risk youth in the Waikato. Supported by Senior Firefighter, Steve Johns, they run an annual Youth Development Programme for lower-achieving high school students from Hamilton Boys High School.

Jess and Steve developed the programme four years ago when given the opportunity by Waikato Area Manager, Roy Breeze. The brief was 'What can we give back to our community in a mentoring role?'

The programme is a week-long course held once a year where students get to experience a range of tasks and activities aimed at building their self-esteem and confidence. It's an opportunity for them to learn new skills

and be part of a team. "We're all about building them up," says Jess. "They often don't have anyone who believes in them. We guide them through the week and they come out the other end motivated and inspired." The students finish the course with a graduation day where friends and family are invited to watch the students showcase some of their new-found skills.

A lot of hard work and many hours have gone into making the course a success and this was recently recognised at the *Region 2 Celebrating Success Awards* where Jess and Steve received an award in the Community Enrichment category.



Hamilton Boys High School students taking part in learning new skills.

WORKING WITH TAIRAWHITI'S AT RISK YOUTH



Area Commander, Charlie Te Tapore Turei congratulating Senior Firefighter, Tim Lister



Tim Lister taking some of Tairāwhiti's youth through the ATAWHAI course.

Gisborne Senior Firefighter, Tim Lister, is one of the founding members and Trustees of ATAWHAI, a Charitable Trust set up in 2013 to assist Tairāwhiti youth with realising potential and setting goals for their future. The Trust aims to grow and develop the skills and attitudes that young people, aged 11 to 13, require to take part in society, now and in the future.

ATAWHAI is run by a group of committed members of the community who each offer valuable skills to the programme. The group is made up of members from the Gisborne community including Police, Army, Fire and Emergency NZ and Māori Wardens.

The Trust runs the nine-week course in which over 270 youths have already graduated and 90 gone on to attend the week-long leadership programme also run by the Trust.

Tim volunteers many hours of his time each week already spending over 700 hours in total, since its beginning, providing mentoring, guidance and support to their early morning training sessions. He is now supported in ATAWHAI by a great team from Fire and Emergency NZ with two career firefighters, two volunteers and one operational support helping out.

Tim's dedication and commitment to the youth of Tairāwhiti doesn't end there though. He is a lead instructor in the Youth in Emergency Services (YES) programme and also a Fire Awareness and Intervention Programme (FAIP) practitioner, playing a big part in raising Tairāwhiti's FAIP numbers.

MEDIC BY DAY, TIRELESS VOLUNTEER AFTER HOURS

Rangitikei Volunteer Rural Fire Force crew leader, Nicole Harrison, is an outstanding example of the people who volunteer for Fire and Emergency NZ; highly committed, skilled and a real part of their community.

Until recently, Nicole's day job was an army medic based at Linton. She has been volunteering for Fire and Emergency NZ for three years along with volunteering as an ambulance driver and paramedic for St John.

She also bakes for Kind Hearts Baking, a community organisation that delivers cakes and biscuits to parents and caregivers supporting their children at Palmerston North Hospital.

That desire to give people a hand when they need it, right across the community, earned her the title of 2017 New Zealand Defence Force Volunteer of the Year.

While proud, Nicole is still a bit stunned and embarrassed about the award.

"I wasn't expecting to get nominated let alone win an award and it was a bit of a shock. I enjoy what I do for the sake of it, not for the recognition. I feel like plenty of people do more than I do, including my husband John, who is in the Air Force and is also a volunteer firefighter."

As well as active firefighting, Nicole also helps out the Principal Rural Fire Officers and Deputy Principal Rural Fire Officers organise training in the region.

"Volunteering is both something to do and something I get a lot out of. I really enjoy helping people if I can. Especially if they are sick or hurt or worried."

"It's good to help so that people don't feel so alone."

"I also love that our people volunteer for the sake of it, not for anything else."

Kirsty Chaffe, Rangitikei Volunteer Rural Fire Force Controller, is pretty chuffed for Nicole too.

"Nicole's experience with the Army and St John NZ brings different experiences to our team. Her army



medic experience is a real strength for the Rangitikei team. Seeing Nicole recognised like this by the Defence Force gave our whole fire force a big lift."

Nicole is now training to be a nurse, commuting from home to Christchurch and will keep up her work with Fire and Emergency NZ.

"It's good to help so that people don't feel so alone."

Nicole Harrison - Rangitikei Volunteer Rural Fire Force crew leader

STRIDING WITH PRIDE

A massive group of around 40 Fire and Emergency NZ personnel and families were out amongst the colour, sparkle and glamour on Saturday 17 February attending the 2018 Pride Parade in Auckland.

Walking for the first time as Fire and Emergency, the personnel stocked themselves with water guns ready to spray the crowd while the appliance was kitted out with PRIDE flags and balloons. Needless to say, we felt part of the joy and proud to represent the organisation as we marched down Ponsonby Road.

Our biggest message this year was making our actions louder than words; we can talk the talk but standing up and stepping out to show our commitment to diversity and our support for our communities and colleagues was instrumental for our organisation. Plus, seeing the crowds enjoying themselves was a great thrill that kept many a smile on our faces.

A big thanks to Tobi Noble and Rochelle Martin for organising a terrific experience. The challenge is now laid down to make PRIDE 2019 an even bigger event for us all. So come, step-up and show your support by contacting National Recruitment Manager, Rochelle Martin.



Fire and Emergency personnel and families stepping out at the Auckland Pride Parade.

CELEBRATING OUR DIVERSITY

Firefighters are often portrayed as huge, muscly men, sliding down poles and fighting fires. However, this outdated image is going through a major overhaul with the help of some of our women firefighters like Senior Firefighter, Rachael Utumapu. Rachael is a representative for Women in Fire and Emergency New Zealand (WFENZ) who add and celebrate diversity within our amazing crews.

Rachael joined Fire and Emergency NZ after teaching at a Polytech for around 10 years. She felt that she could do more for her community and after experiencing a ride along, she was hooked. When she started, it was a little difficult for Rachael as she was the first female firefighter to ever work at the station. But she tackled the situation head-on by helping shift the views about what women can do on the job and for the service. It wasn't long before Rachael felt like part of the crew.

WFENZ was established to give female firefighters a place to connect and support each other by sharing personal experiences. With only 3% career and 14% volunteer firefighters being women, there can be a feeling of isolation which Rachael and WFENZ want to change.

Rachael's own experiences and her knowledge gained from a trip to the United States where, along with her husband, learned more about diversity and inclusion, which has been very relevant to other groups like WFENZ.

Rachael is also part of Afi Pasifika. Afi Pasifika is another example of our diverse people in Fire and Emergency NZ and was created to celebrate and support our Pacific Islander firefighters and to support personnel and encourage more to join.

Senior Firefighter, Rachael Utumapu using her skills and talents to bring diversity to the organisation.

In December last year, Rachael was invited along to Region 3's first Afi Pasifika gathering to share her knowledge and offer ideas. These gatherings are important, as Rachael says, "Every member of Fire and Emergency NZ has a story to tell. Celebrate who you are I say, and bring your true self to this organisation."

With Safety, Health and Wellbeing's motto 'He waka eke noa – everyone in the same canoe with no exception,' it takes amazing work from people like Rachael to help Fire and Emergency NZ with its development and growth within itself and the community.

"Every member of Fire and Emergency NZ has a story to tell. Celebrate who you are I say, and bring your true self to this organisation."

Rachael Utumapu - Senior Firefighter





HOUSE BURN IN PALMY

One of our youngest trainers in Fire and Emergency NZ is Dan Nesbit (28), who is based in Palmerston North and has been a Region Trainer since mid-2017 after being a firefighter for four years. Dan had always wanted to join the Fire Service. "I used to be a firefighter in the Air Force, then I went to Australia to do mine rescue work. People started losing their jobs in the mines so I applied for a job at NZFS and got it. It was all the right timing," says Dan.

When starting out as a trainer, you attend two courses learning how to lead the course before you start leading your own courses throughout the regions and at the National Training Centre. In 2017, Dan participated in three live training house burns. "The last house burn we did in Palmerston North was fun because it was with the Defence firefighters, it was a bit of a throwback for me".

The teaching environment is pretty unique for Dan and the other trainers, "My job is great because the classrooms I get to teach in are rooms on fire!" Dan really enjoys helping out in the community, sharing knowledge and teaching people the skills to help others in need. "If they can go away from a course with one useful piece of information that sticks with them, then it's all worth it."

Dan's advice for anyone considering being a trainer, "If you have a passion for teaching people and helping them improve their skills in helping others be safer, then have a go and apply."

Dan was also part of a series of small house burns which were set at a rural property in Palmerston North and conducted over a number of days to get footage needed for a whole new set of social media videos and radio ads.

This work would normally be left in the hands of an advertising agency, but in a Fire and Emergency first, it was a great opportunity to make the most of the broad talents we have in the organisation. A joint project between Region 3 Trainers, National Communications, Rural and Learning Development resulted in 14 new Fast Fire Facts which are now available for use on Facebook and local radio.

On the final day the property was burnt to the ground in a training exercise for New Zealand Defence Force firefighters.

To see the latest Fast Fire Fact videos, check out the Fire and Emergency NZ YouTube page.



"My job is great because the classrooms I get to teach in are rooms on fire."

Dan Nesbit - Region Trainer

HELICOPTER USE LIFTS QUICKER RESPONSE RATE



Hanmer Springs Volunteer Fire Brigade members take part in live practise entry/exit technique on hill side in Amuri basin

Helicopters are being used increasingly around the country to enable fire crews to respond quicker to incidents, especially in isolated areas.

Our Chief Executive, Rhys Jones, recently visited Rotorua to meet with Fire and Emergency NZ personnel and Philips Search and Rescue Trust staff.

Fire and Emergency NZ crews in the Central Lakes Area have a long standing relationship with the Trust which developed into the current partnership four years ago. The team has five fire crew members that are able to deploy with the helicopter.

"The fire crew member acts as the eyes for the pilot to quickly assess what is needed at an incident. This works especially well with incidents like road traffic accidents in isolated areas. This is a shining example of Fire and Emergency NZ working in partnership with the local rescue helicopter staff," says Rhys.

"We know there are other areas of the country where there are strong partnerships like this. The next step is to look at what is working best and how that can be applied to other parts of the country."

In Hanmer Springs, the local Volunteer Fire Brigade recently became the first volunteer brigade in New Zealand to use a helicopter to respond to crashes on remote stretches of road in their area.

The move was made possible in December after a memorandum of understanding was signed between Fire and Emergency NZ, Amuri Helicopters and Alpine Springs Helicopters.

The initiative follows a review of the brigade which found they were unable to respond to crashes in parts of their area within the 30-minute target.

Now when there is a serious crash, as well as a road-based response, four firefighters will be helicoptered to the site.

Fire and Emergency NZ Area Manager, Dave Berry, says, "This is a fairly major undertaking and may just make a critical difference. If we can save one life through this service then it will be worth it."

A helicopter response has also been set up in Tekapo to deliver crew and equipment to incidents where access by road would be difficult or slow.

The helicopter can carry two to three crew members and all the equipment required for Motor Vehicle Accident (MVA) rescues. These are contained in custom-built cases, and can respond from Tekapo to locations all over the Mackenzie Country, including Mt Cook and Lindis Pass.

Fire and Emergency NZ is a high user of helicopter contractors, especially in rural areas. With the merger of urban and rural we are likely to see an increased use of helicopters, particularly as a way of quickly deploying crews to an emergency.

BEING THE BEST WE CAN BE

Did you know that Fire and Emergency NZ has many opportunities for all of us to develop so we can be the best to be successful in our career?

Whether you want to step into a leadership role, but not sure where to start, or you're stuck for ideas on how to build an even stronger team or solve a problem, our learning and development programmes are filled with tips, tricks and tools to grow your own leadership and management skills to be more effective in your role.

At Fire and Emergency NZ, we all have a leadership role to play, regardless of our job title. We already demonstrate great examples of leadership every day – when the public sees us in action at an incident; when we lead a team or project; or when we share our knowledge in our respective areas of expertise. Taking responsibility for your own growth and knowing yourself – who you are, what you bring to your role and community, and where you want to go in your career – are key to being a good leader. It helps us be more effective individually and as part of a team.

To help bring out the best in all of us, Fire and Emergency NZ provides many opportunities for our leaders to develop, grow and play a key supporting role in our communities. For example, urban career firefighters (from senior fire fighter level onwards) learn more about leadership and management as part of the Training and Progression System (TAPS) programmes.

A new Volunteer Leadership Development programme is being rolled out after a successful pilot in Region 2. We recently introduced Mind Tools, an online learning platform where you can find more than 2,400 resources on leadership, management and personal effectiveness.

Everyone at Fire and Emergency NZ can access Mind Tools any time, day or night. It has a wide range of topics including managing teams, stress, projects, problem solving and many more. Most content is designed to take 5-10 minutes to listen to or read and there is a new resource added every day.

Have a look at the Career Skills section if you're thinking about your career direction, understanding your strengths, enhancing your current job or getting a new role.

In February, we kicked off the first of our new leadership development programmes with a focus on Strategic Leaders. We're in the process of developing similar programmes for Senior Leaders, Team Leaders and Emerging Leaders and will be open to all leaders from across the organisation. We'll also put programmes in place to support leaders when they move into new roles and enhance our career boards, tactical command and TAPS programmes.



MindTools
CONNECT

You can access Mind Tools from the front page of Learning Station on the Portal, for resources on a wide range of topics including managing teams, stress, projects, and problem solving.

At Fire and Emergency NZ, we all have a leadership role to play, regardless of our job title.



Share your story

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Alan Benson, Controller of Koitiata Voluntary Rural Fire Force stealing the spotlight



LIGHTS, CAMERA, ACTION IN TAWA

Tawa Fire Station in Wellington, was recently turned into a film set for a day when the Leadership Development team took over to shoot footage for a series of videos to support volunteer leadership development workshops. These were piloted in Region 2 and will be rolled out in Regions 4 and 5 and then progressively to the rest of the country.

Many of our volunteer brigades and fire forces have strong leadership skills. We are looking to provide further leadership development support for our new and up-and-coming leaders and for those current leaders who don't come from leadership roles in their day-to-day life.

Fire and Emergency NZ has developed five workshops to support volunteer leadership capability. These workshops along with common themes about important leadership skills were developed as a result of conversations with volunteer leaders around the country and feedback from the Vision 2020 sessions.

The programme is designed so people can 'opt in' for the workshop topics that they are most interested in. The module topics are:

- Positive Leading
- Watching for Warning Signs
- Sharing What Works
- Community Leadership
- The Next Generation

The video shoot at Tawa was an opportunity to film a number of rural controllers from around the country to add a range of insight from across our fire forces to the original videos.

For more information about dates, times and locations for the training, keep an eye on the Portal.



It was a busy start to the year for fire crews in Wanaka, as they worked tirelessly to put out a blaze that ripped through 200 hectares of tinder-dry land.

The fire broke out on 3 January and it took a team of 40 firefighters and eight helicopters with monsoon buckets nearly two days to bring it under control.

The director of Alpine Helicopters, Nick Wallis, was one of those called in to help.

“It started in the middle of the afternoon, near some houses on Mount Roy. The call came in from Fire and Emergency NZ for some helicopters to assist immediately and we responded as quickly as we could,” he says.

“As far as intensity goes, the conditions have been extremely dry and most of the fire was in thick bracken fern, so there were flames about 12 feet, maybe even 25 feet high in places...It was quite a big fire.”

Nick says tackling the blaze sometimes proved challenging.

“It was windy at times, so dealing with turbulence and changeable fire conditions was something we had to work through.”

The incident controller on the day, Graeme Still, says saving the nearby homes was the priority.

“The conditions were volatile because of the terrain, so it was difficult in that respect but it was easy enough to steer the fire away from the structures because of the slope and the way the wind was blowing.”

He says the fire was found to have started by ashes that had been put in a steel bucket for two days to cool and then discarded on a property.

“The fire escaped from an area, which in previous years would have been perfectly safe, but in these conditions it was surrounded by dry vegetation and grassland, with very low moisture content, so once the fire was established, it moved very quickly.”

“As far as intensity goes, the conditions have been extremely dry and most of the fire was in thick bracken fern, so there were flames about 12 feet, maybe even 25 feet high in places...it was quite a big fire.”

Nick Wallis - Alpine Helicopters

"THE WORST SUMMER CONDITIONS IN YEARS"

By the end of December 2017, it looked like New Zealand was facing the worst fire season in years. Weeks without rain, particularly in Taranaki, Southland, Otago and Canterbury, meant fire conditions were heading to extreme levels across the board.

Inevitably, the calls came. After an already busy November, the number of vegetation fires in December topped the 1,000 mark – more than 32 a day. In comparison, the number of wild fires last December was 574.

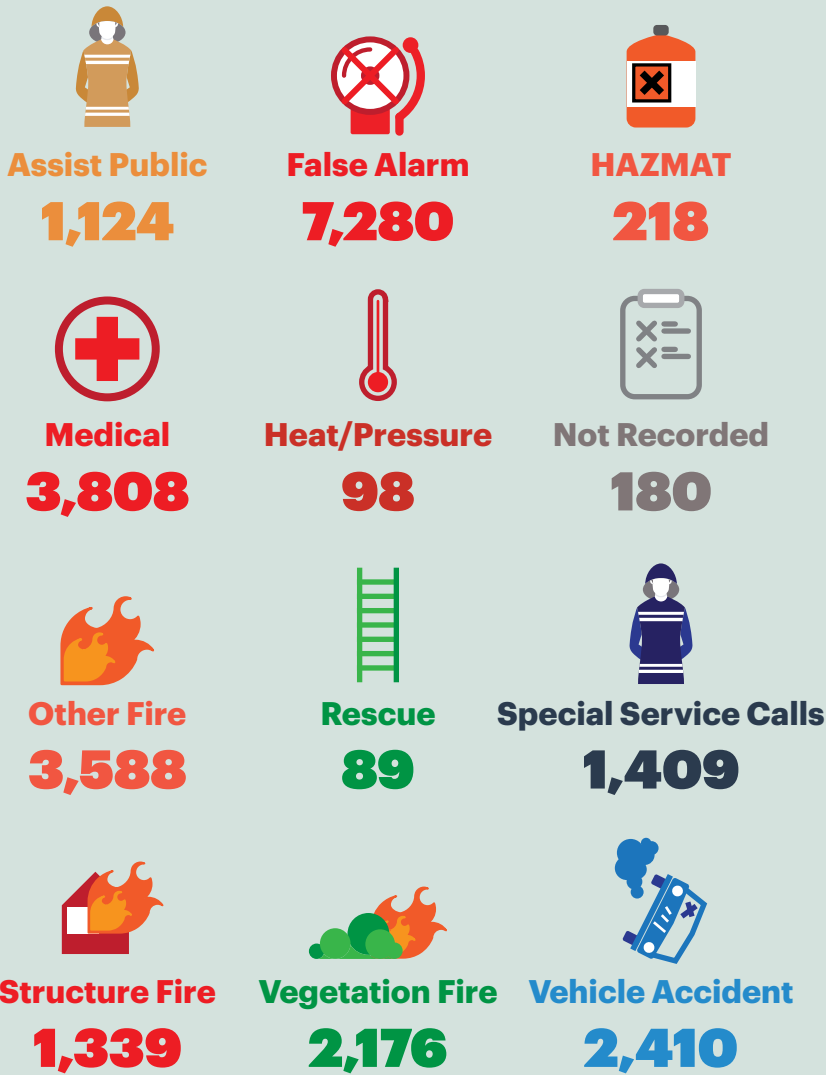
The rain that arrived for most of the country at New Year's came just in time, cutting back the risk and halving the number of fires in January.

Unfortunately, the rain didn't arrive in Southland and Otago. As well as putting the region into drought, the dry conditions contributed to a continuing run of wild fires, including big incidents in Wanaka, Tiwai Point and then Dunedin.

In total, by end January 2018, we've attended 2,230 wild fires this summer – a 25% increase on last year. And with conditions now drying out again, we are looking at another big month.

- November: 745 vegetation fires, 7,193 call outs
- December: 1,001 vegetation fires, 8,354 call outs
- January: 484 vegetation fires, 8,360 call outs

All incidents attended by FENZ between 1 Nov 17 and 31 Jan 18



Total 23,719

PINES KAIRAKI GETS ROLLING



The Pines/Kairaki VRFF embracing their new All Terrain Vehicle



On 18 December 2017, the North Canterbury Fire and Emergency team had the honour of presenting Pines/ Kairaki Volunteer Rural Fire Force (VRFF) with an early Christmas present.

Pines/Kairaki, who were hard hit in the Christchurch earthquakes with several properties red-zoned, remain a strong part of their small beach-side community and are regularly called out to assist other agencies during emergencies on the coastal area.

Access to these areas can be difficult and, in the past, the team has relied on a very old quad bike to carry gear in and out of the area.

Given that the quad bike was a key asset for the team and needed replacing, the fire force approached Canterbury Honda, in Woodend, who lent an All Terrain Vehicle (ATV) to trial. These trials proved how effective

an ATV can be in the coastal area as it offers a high level of safety to the operator and passenger with seat-belts and full roll-over protection. It is also more suitable for carting equipment around a fire ground given the larger carrying capacity.

Principal Rural Fire Officer, Bruce Janes and Rural Management Advisor, Brian Keown, worked with the VRFF to develop the capital expenditure plan for the ATV. An order was then placed and once the fit-out was done it was delivered to the VRFF where Bruce gave a short speech before the team put it straight to work in their regular training.

Share your story

Do you have a story to share? We're looking to profile our people who have shown innovation or achieved something that will inspire others. Send your story to ignite@fireandemergency.nz



WATER, WATER KITS EVERYWHERE

After a busy January, the majority of the Water Safety kits have now been packed and delivered.

It started with two forty-foot containers of Personal Flotation Devices (PFDs) and endless pallets of helmets, knives, throw bags, kit bags and whistles.

Over two hot weekends at Kilbirnie Fire Station workshops and with massive support from the Wellington Lions Association, we opened, combined, packed and freighted 700 Water Safety kits to Area Headquarters all over New Zealand.

The area advocates have also been busy connecting with brigades around New Zealand to help ensure a smooth delivery of the Learning Station modules. These three modules include Water Awareness, Water Rescue and the Water Safety Kit. If your brigade has not yet been contacted, don't worry, your advocate will be in touch shortly to organise training.

These Water Safety kits contain 4x PFDs, 4x self-bailing helmets, 2x throw-bags and a knife and whistle with each PFD. This is all contained in a labeled kit bag with a station name tag attached to it.

As you can appreciate, it is a massive job with a massive payout, so a big thanks to all those involved and to those that have engaged in the training so far.



NEW AREA UNIFORM STORES BEING ROLLED OUT

New Area Uniform Stores will be rolled out this year for our volunteers, initially stocking Level 2 gear. The stores will be first piloted in March, with one in each region, before being launched throughout the country in the middle of the year.

The change comes as volunteers were potentially experiencing delays from handing over dirty gear to receiving clean gear making brigades inoperable to go to incidents. "Having the stocked stores means quicker access to gear which saves and minimises impact time for the volunteers," says Shane Bromley, Volunteer Support Officer, Eastern Waikato.

Volunteers will now be issued permanent gear rather than loans and when gear is swapped over, the Volunteer Support Officer updates the TotalCare system allowing up-to-date reporting. This will improve the allocation of gear and tracking the number of clean suits in each store.

Initially, there aims to be approximately 30-40 suits in each store which will help keep individuals actively engaged with call-outs, training nights, helping our communities etc. "Importantly, It's a step forward in supporting our people in the organisation," says Shane.

Other benefits include freeing up laundry time and space; reducing costs, saving on wear and tear of gear and having contingency at the store in case there is a major event.

Check out the Portal for more information and to find out where the pilot stores are located.

CAUGHT ON CAMERA

Got a photo to share?
ignite@fireandemergency.nz



The amazing Nelson Brigade got together to help terminally ill, Pippa Eden, with her wish to feel the sea wash on her feet one last time. Pictured are Pippa and her family, Nelson Brigade's Brown Watch crew, and the event organiser, SO Dick Lyall.



It's awesome to see Dan McCarthy, Red Watch at the Taupō Station, sharing his skills with his family. What a great reminder that firefighters are part of the communities they help, and goes to show that you're never too young learn.

One way to reduce accidents is by showing people a consequence of dangerous driving. Lawrence and Waitahuna Emergency Services display a car that was involved in a non-fatal crash just two weeks before Christmas.



Te Rā o Waitangi.
Rarangatia te kōwhaiwhaitanga o te tika, te pono me te aroha hei oranga mō ngā tāngata katoa.
Weave together the enduring fibres of justice, truth and love for the wellbeing of all New Zealanders.
Many turned out to enjoy the Waitangi Day festivities this year along with some taking part in the Escape My House virtual reality experience.





ESCAPE MY HOUSE

Try the
virtual reality
experience
at

escapemyhouse.co.nz