

A full-page background image with a strong orange-yellow tint. It depicts a firefighter on the left, wearing a bucket hat with a 'FIRE' logo, and a young child on the right, wearing a helmet labeled 'FIRE CHIEF 1' and holding a fire hose nozzle. The child is looking directly at the camera.

IGNITE

TE HIRINGA O TE TANGATA

ISSUE 15 / AUTUMN 2020 / NGAHURU 2020

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Celebrating success
in the regions



Ignite is the official 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, the environment and property in their communities.

It is produced by the Fire and Emergency Communications Team, National Headquarters, Level 12, 80 The Terrace, Wellington, 6140.

Contributions to Ignite

Contributions to be considered for publication are welcome and may be submitted to: communications@fireandemergency.nz.

Photos need to be at least 1MB.

Read Ignite online

fireandemergency.nz/news-and-media

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KIA ORA KOUTOU

A highlight for me in February, and for Fire and Emergency New Zealand, was spending time at the Waitangi commemorations. We are proud to play a part at Waitangi each year, and to recognise the status of Māori as tangata whenua and key stakeholders in the work we do.

Fire and Emergency had the privilege of delivering a karakia at the dawn ceremony for the second year. This year the honour was Kerry Gregory's, as our first Māori National Commander, of Ngāti Maru descent. He stood amongst New Zealand leaders and dignitaries to share our commitment to embracing diversity and protecting life, property and the environment – not only for Māori but for all our communities.

A key event for Fire and Emergency at Waitangi is the family festival. The children's combat challenge and demonstration stands provide great platforms for our people to speak with families about how they can reduce the risk of unwanted fires and stay safe – alongside our emergency service partners Police and St John. You can read more about our people's involvement at Waitangi on page 4.

Helping families to stay safe was also the focus of Fire and Emergency's first ever Escape Week, from 9 to 15 February. There's a house fire roughly every three hours somewhere in New Zealand so it is vital people know what to do and practise how to get out alive. Read all about what we did during the week to encourage

New Zealanders to make a life-saving escape plan on page 3.

Although the official summer period has now ended, we know our busy fire season will go on for some time to come. Our eye-catching summer wildfire prevention campaign (back cover) will continue to raise awareness of the dangers of wildfires. I want to acknowledge all of you who responded to the many and varied incidents over summer (see page 19). At a time when Christmas and New Year means family time for many, you were responding to the needs of others – thank you.

My thanks also to all those who have been deployed to Australia, or supported these deployments within our organisation and by working closely with our partner agencies (pages 6-7). I am pleased that we've been able to continue our long history of positive trans-Tasman relations by providing assistance to the people of Australia in their time of great need.

Noho ora mai rā koutou i roto i ngā manaakitanga o te wāhi ngaro. Stay safe in the protection of your ancestors.

Rhys Jones, Chief Executive

RESULTS FOR THE PERIOD 30 JAN - 16 FEB

5,720

NEW ESCAPE PLANS
WERE CREATED

62%

OF USERS VISITED THE SITE ON A
MOBILE PHONE

33%

OF THOSE WHO VISITED THE WEBSITE
WENT ON TO COMPLETE AN ESCAPE
PLAN

4,628

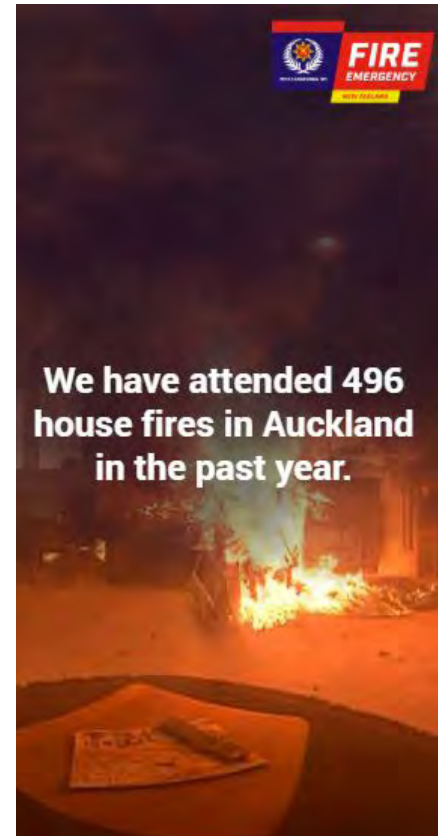
PLANS (OVER 80%) WERE CREATED
ON THE NIGHTS THE 3-MIN TV ADS
WERE AIRED

5,147%

INCREASE IN THE NUMBER OF
COMPLETED PLANS (COMPARED TO
THE PERIOD PRIOR TO
THE CAMPAIGN)



ESCAPE MY HOUSE



Digital banners showing house fire data targeted to where you live.

ESCAPE WEEK

With a house fire happening about every three hours in New Zealand, it's vital people know what to do and practise how to get out alive.

In June 2019 we launched the new escape planner tool to make it easy for New Zealanders to create a plan. To date, more than 14,200 escape plans have been created using our tool - 5,720 of those were created through Escape Week. By June 2021, we hope to see 1 in 20 (90,000) households having completed a plan — so we have a way to go!

To help make New Zealanders safer we launched a nationwide 'Escape Week' on 9 February to encourage more families to take five minutes to make a potentially life-saving escape plan, using our www.escapemyhouse.co.nz tool.

The campaign was designed to make a serious impact over the whole week, letting New Zealanders know how important it is and how easy it can be to create a plan.

Targeted media coverage over Escape Week included:

- Three minute ad on TVNZ (ours was the only ad in the whole ad break) prompting New Zealanders to use that time to create an escape plan.

- Coverage on Seven Sharp with Hilary Barry helping a family create and practise their escape plan.
- Social Influencers creating escape plans with their families.
- Plus, social media digital banners to get people engaged and into it.

In the two weeks leading up to Escape Week, we also ran digital banners with house fire data relevant and targeted to where you live — the hard facts on house fires to drive home the reality of the risks.

It's great so many of you got involved, bringing your teams together to talk about escape plans. Special thanks to all those who put something up on social media as well.

People survive not because they are braver or more heroic than other people, but because they are better prepared.

By sharing this, you also encouraged those around you to take five minutes to create a household plan to save lives.

If you have any questions about this recent campaign, please contact the External Communications team at National Headquarters at Communications@fireandemergency.nz



Wayne Martin, Deputy Principal Rural Fire Officer, Te Hiku Region

A LIFETIME AT WAITANGI AND OUR GROWING CONNECTION

In 1990, New Zealand celebrated the 150th anniversary of the signing of the Treaty of Waitangi.

Hundreds wanted the honour to be one of the 150 kaihoe (paddlers) on the waka that day, so a gruelling haka was held for 10 straight hours to find the chosen few. The last 150 standing were deemed to have the stamina and determination to deserve the honour. Wayne Martin, Deputy Principal Rural Fire Officer, then aged 10, was one of them. His involvement as a kaihoe continued for many years.

Wayne was born and bred in Northland and from an early age remembers the journey to Waitangi every year.

“It was a great family day out. We’d charge around the beach and take part in all the festivities,” he said.

There were many personal highlights over the years for Wayne – bringing Prince Charles to shore on the waka, meeting the Queen and leaders from Iwi and government, but Wayne says one of the most important experiences has been Fire and Emergency’s growing role in the day.

“I got involved back in the day when our local brigade had a small stall there, but these days we have a major role to play.”

Fire and Emergency works closely with the marae and the Waitangi National Trust ensuring visitors and stall holders will be fire safe and well looked after. A large volunteer contingent helps with fire prevention and recruitment

promotions. Last year was a particularly important year with Chief Executive, Rhys Jones being invited to present the karakia at the dawn ceremony.

“It was humbling for me, after 14 years of organising our attendance at Waitangi, to see Fire and Emergency acknowledged like that at such an important ceremony,” says Wayne.

While the day isn’t without its tensions, Wayne believes the media’s focus on protests isn’t a true reflection of the event itself.

“Waitangi is three days of coming together as one country, debating things of importance and hearing the other side. We’ve got so many volunteers who have been coming back for 10 years because they love the interaction and the difference they make. We’ve seen a noticeable reduction in fire deaths in Northland thanks to our great schools’ education programme and the partnerships we make at Waitangi.

“For me it’s all about meeting great people and acknowledging the birth of our nation. It’s truly unforgettable and I invite all our people to make the journey and join in. You’ll be well looked after and experience first-hand what Waitangi’s really all about.”



AUSTRALIAN BUSHFIRES

Fire and Emergency deployed more than 250 personnel in fireground positions and 40 personnel in overhead positions to Australia over approximately 165 days. During that time they helped our Australian colleagues fight devastating wildfires in Queensland, Victoria and New South Wales, alongside firefighters from Canada and the USA. We have received significant feedback from members of the public and Councils/Shires on the fantastic work that was achieved in both fire suppression and community reassurance.





OPERATIONAL UPDATES

Our National Operations team includes our Communication Centres, medical response, Urban Search and Rescue (USAR), hazardous materials, specialist response, emergency planning, PPE, and fleet and equipment. There is a lot on in the team but here is a snapshot of some current projects.



ALTERNATIVE FUEL VEHICLES

Over the last 18 months, National Operations has been looking at the issues when responding to alternative fuel vehicles incidents (EV, Hybrid, and Hydrogen).

We're looking at how we can easily identify the vehicle, isolate it safely, suppress the fire and hand it over to a third party. We have also assessed lithium ion battery technology used in other applications including energy storage systems in homes and industry, e-bikes, and powered toys, and what we may need to consider when responding to incidents involving this technology.

We are working with the Ministry of Transport, Energy Efficiency and Conservation Authority, New Zealand Transport Authority, Motor Importers Association, Tesla, Under Writer Laboratories, National Fire Protection Association, and motor vehicle retailers.



URBAN SEARCH AND RESCUE FIRST RESPONDER

The USAR first responder initiative is designed to give communities that can be easily isolated the skills to assess damage and carry out surface rescues of people trapped by fallen debris following an earthquake. In such an event there is likely to be a great need for the highly technical rescue skills that the USAR teams provide. The skills learned will enable our personnel to carry out basic USAR rescues until more resources arrive. This autonomy is recognised as helping communities recover from major disasters.

Our USAR personnel are currently piloting the course. There will be a review of the results of the pilots, before presenting to the organisation for approval for roll-out.



MEDICAL RESPONSE

Late last year a Medical Response Focus Group was established with representation from Fire and Emergency, St John, Wellington Free Ambulance, and unions and associations. Being part of this group helps us ensure we are following best practice, identify trends or issues of concern, and make changes where needed.

We have a new feedback form for Medical Response so we can learn what is working well, and what needs improvement (internally within Fire and Emergency, or in collaboration with our ambulance partners). If you want to give feedback, complete this form on the Portal:
<https://portal.fireandemergency.nz/documents/medical-response-incident-feedback-form/>



OVERHAUL OF AVIATION PROCEDURES AND SYSTEMS

We are reviewing and refining our aviation procedures and systems used when aircraft are required at all emergency responses including wildfires, motor vehicle incidents and transport of personnel. The project is reviewing the current standard for use at vegetation fires, and will include an aircraft standard to cover all of Fire and Emergency New Zealand's aviation services – rotary and fixed wing aircrafts, remotely piloted air systems (RPAS) or drones and the personnel who operate or manage these aircrafts.

As part of this work we are:

- Investigating inter-agency collaboration and interoperability, particularly with DoC, and other agencies such as Civil Defence and Emergency Management, Police, Ministry of Primary Industries, Maritime New Zealand, and Ministry of Business, Innovation and Employment.
- Establishing centralised contractual arrangements.
- Reviewing quality and safety verification (audit) processes.



- Proposing the introduction of aircraft tracking and databased management technology for Fire and Emergency.
- Developing RPAS strategy development and operational use guidelines.
- Providing advice to the chemical suppressants storage and process review.
- Reviewing and updating the National Aviation Training and Competency framework.



NEW LEVEL 2 PPE

National Operations will be trialling new Level 2 personal protective equipment (PPE) – new bunkercoat and trousers – in April of this year.

Modifications/improvements to the new kit include:

- a lighter, stronger, more breathable outer shell
- a more ergonomic design for freer movement
- perforated trim for improved breathability
- women's cut on the trouser and unisex coat
- the option of a vapour skirt system which is new technology, and which offers further protection against carcinogens
- the option of two different moisture barriers, both of which use an air lock system to assist with breathability.

Trialists will be selected from a cross section of male and female operational firefighters across the organisation including career, volunteer, and trainers in a range of sizes and shapes. A Portal page for progress on the new PPE is coming soon.

SUPPORTING THE WHAKAARI WHITE ISLAND RESPONSE

On 9 December at 2:11pm, Whakaari White Island erupted with 47 people on the island. A devastating event with tragic loss of life, Fire and Emergency responded immediately, supporting the Police, St John, Civil Defence and other partner agencies.

As the boats came in the Whakatane brigade was ready to help, quickly supported by the Command Unit from Greerton. They provided urgent medical assistance helping to triage and transfer patients to waiting ambulances. Ngā Tai ki te Puku Region and regional management personnel provided crucial liaison between Police and Civil Defence Emergency Management operation centres and the Incident Control Point.

Following the initial response, Fire and Emergency provided ongoing support, supplying decontamination facilities to the disaster victim identification team and assisting with victim recovery planning.

USAR's drones played a key role in mapping the island and locating victims, giving the rescue teams precise GPS coordinates so they knew exactly where to go on their dangerous mission.

The Scientific Coordination Centre, chaired by Fire and

Emergency, provided advice throughout on identifying and managing hazards to help with safe recovery.

In an unprecedented event, our teams stood up and gave their best, providing essential support to our partner agencies and care to those affected.

Kevin Cowper, Area Commander (Acting) of Bay of Plenty Coast Area 8 says the response was exceptional in difficult and tragic circumstances.

"Right from the first response by the Whakatane brigade for urgent care, through to the invaluable data from the USAR drones helping with the recovery mission, our teams gave it everything," says Kevin.

"We used our skills, knowledge and resources as we are trained to do, but everyone was deeply aware of the personal tragedies and loss of life. Our thoughts remain with the victims and their families."





Training and supporting the crew at Scott Base.

ANTARCTIC ADVENTURE

At this time of year in Antarctica the sun never sets, bringing a whole new meaning to the idea of a 'long day' for the Fire and Emergency team training and supporting the crew at Scott Base.

Rob Millener, Region Trainer Te Ihu, is part of that team and while the experience might be familiar, Rob says he is always in awe as he flies over the vast polar landscape, twice the size of Australia.

"The size of Antarctica is hard to get your head around," says Rob. "Ice as far as the eye can see, often hundreds of metres deep – it's awesome, in the true sense of the word."

Fire and Emergency works in partnership with Antarctica New Zealand preparing the Scott Base staff with site-specific training to respond to a variety of emergency situations. The training uses similar procedures and equipment to those used by Fire and Emergency New Zealand, but with some variations to deal with the extreme environment and associated risks.

"The Scott Base crew are essentially on their own down there. McMurdo Base has a full fire crew five kilometres away, but the response is dependent on weather conditions, so the Scott Base crew is the first response," explains Rob.

An initial one-week training course at Woolston Training Centre is followed by consolidation drills at Scott Base in summer and winter – and every day is jam-packed.

"As soon as we arrive, we're straight into an in-depth induction and familiarisation tour with the Base engineers."

In summer there are three watches with seven on each watch. Rob and the other trainers set up daily drills. They create the scenarios, set off the alarm and the watch on call responds. At the end of the training period there's a combined full drill including the McMurdo crew as well.

On his last trip in October, Rob and his fellow trainers, Kieran Eastwick and Dan Greene, were fortunate to visit Scott's Terra Nova Hut. With Antarctica being the driest place on earth (it hasn't rained for almost 2 million years) everything in the hut has been almost perfectly preserved.

"Scott and his men left for the South Pole from here, and never returned. It looks like they just stepped out. It's the most amazing time capsule."

Rob's grateful for this unique experience on the ice.

"It's a such a privilege to work with Antarctica New Zealand and use our skills as trainers to help them do their jobs, stay safe and assist them in their role supporting world leading science and environmental protection. It's beyond anything I imagined."

AN ADVENTURE OF YOUR OWN

Antarctica New Zealand is opening recruitment soon for fixed term roles at Scott Base. Find more information here: <http://www.antarcticanz.govt.nz/jobs>



DOES YOUR KIT FIT?

Properly fitted kit is not only more comfortable, but it also helps keep our firefighters safer from injuries such as compression burns and heat stress.

A new video and poster we have produced will help with what to look for when checking fit of personal-protective equipment (PPE).

Des Hosie, National Operations Advisor – Safety, Continuous Improvement and Lessons Management says he has seen too many injuries due to PPE not fitting correctly.

“Our body size can change but our kit size stays the same. The video is a fun and simple way to visually show firefighters and officers in charge how to check their kit is the correct size and what to do if it isn’t. The poster can be put

up at brigades as another quick and easy reference. Checks should be done every three months.”

Watch the video on the Learning Station. Log on to Learning Station via the Portal and click the Search icon at the top right. Search for ‘kit fit’. The video will appear in the results. Click start to launch the video.

If you would like a poster sent to you, please contact Des.Hosie@fireandemergency.nz



Shayne Kennedy
Chief Fire Officer, Manly

LEADING BY EXAMPLE

Shayne Kennedy has been a volunteer firefighter for 22 years. Now the Chief Fire Officer in Manly, he's seen how behaviour in the brigade can affect morale.

"To move forward you've got to look backwards," he said. "My behaviours in the past weren't always fantastic and it's important to evolve and change."

In January 2019, an independent report into Fire and Emergency's workplace policies, procedures and practices to address bullying and harassment was published. The report was confronting and highlighted a clear need for change to remove unwanted behaviour from our organisation. Its release was our line in the sand to reshape the way we act as a unified organisation.

Since then, the organisation has launched the Positive Workplace Programme, committing to change for the better. Shayne's brigade took it on themselves to review the report and reflect on how they work together.

"Our issues weren't systemic bullying so much as lots of little things that not everyone notices – small biases that can lead you to places you shouldn't be going," Shayne said. "Since the launch of the programme we've taken a chance to self-reflect. Nobody's going to get everything right 100% of the time, but it's important to get people talking about it and thinking about their behaviours and how it comes across.

Even in cases where someone is working with their best intentions, their conduct can go against brigade policies and standards – it's up to me as a leader to have those face-to-face conversations and explain that their behaviour isn't within the expectations of the brigade. Having conversations

and reinforcing expectations is paramount to keeping a healthy and happy brigade."

Shayne recently spoke to this during a panel discussion at November's UFBA conference in Christchurch. Facilitated by Aaron Waterreus, also present were Brent Mikaera, Interim Director of the Behaviour and Conduct Office, Helen Bull, Chief Fire Officer of the Riverton and Colac Bay brigades, and Debs Stilgoe-Brooker, the Deputy Controller and Safety, Health and Wellbeing Coordinator of the Willowby and Ashburton brigades.

Everyone on the panel had their own story about witnessing or experiencing unwanted behaviour. Whether it was making sexist or racist remarks on the truck or speaking inappropriately to colleagues during training, a common theme was the need to speak up and call out below-the-line behaviour.

"In my position as a leader, I need to be the one who stands up to call things out and says 'hey – that's unacceptable.' You can't just sit back and not say anything – negative behaviour needs to be addressed to be changed."

We are building an organisation where everybody feels safe, welcome and included. Find out more at positiveworkplace.fireandemergency.nz

Have you got a story about a colleague or brigade member creating a positive workplace? We want to hear from you! Email PositiveWorkplace@fireandemergency.nz



He waka eke noa – everyone in one canoe with no exception.

CELEBRATING SUCCESS IN THE REGIONS

In December, both Te Hiku and Ngā Tai ki te Puku held their Celebrating Success Awards. The Awards recognise excellence, outstanding achievements and contributions to Fire and Emergency and the wider community. Congratulations to all the award winners!

NGĀ TAI KI TE PUKU CELEBRATING SUCCESS AWARD WINNERS 2019			
SAFETY, HEALTH & WELLBEING	Mark Tinworth, Eastern Waikato	LEADERSHIP	Richie Peters, Matt Leonard and Niki Elkington, Waikato
RISK REDUCTION	Ruatahuna Risk Reduction Group, Central Lakes and Pumicelands	SPECIAL RECOGNITION RECIPIENTS: REDUCING RISK WITHIN THE COMMUNITY	Leanne Cryer and Shane Bromley, Eastern Waikato
OPERATIONAL EFFICIENCY	Coromandel Volunteer Fire Brigade, Eastern Waikato	SPECIAL RECOGNITION RECIPIENT: SAFETY, HEALTH & WELLBEING	Sandy Barnes, Te Aroha, Eastern Waikato
COMMUNITY ENRICHMENT	Jillene Moore, Central Lakes and Pumicelands		

TE HIKU CELEBRATING SUCCESS AWARD WINNERS 2019			
SAFETY, HEALTH & WELLBEING	Elton Moncrieff, Albany	COMMUNITY ENRICHMENT	Graham Kerrigan, Mangawhai
RISK REDUCTION	Matt Evans, Titirangi	LEADERSHIP	Glen Teal and Ross Bay, Auckland Operational Support Unit
OPERATIONAL EFFICIENCY	Quin Webster, Takapuna		

We decided to interview some of the winners to find out more...

NGĀ TAI KI TE PUKU STARS

Jillene Moore, District Support Officer, Central Lakes and Pumicelands, won the Community Enrichment Award. She says the generosity and mana of the people in her community opened the way to share fire prevention and medical safety messages.

"My community covers a section of State Highway 38 sometimes forgotten. They're private people and you must earn their respect to be accepted and invited in.

"Along with others, I spent time carefully building up relationships and now they're taking our messages and educating their whanau. To teach and empower is a very cool thing – and it's working," says Jillene.

In Te Aroha, Sandy Barnes, Operational Support QFF and Brigade Secretary won a Special Recognition Award for promoting psychological wellbeing.

"Like all brigades, we've had a significant rise in medical emergency calls, and it's had an impact on psychological wellbeing. I suffer from depression myself so understand how that can feel. We can't continue to say 'harden up' when people are genuinely suffering, so more and more people are doing something about it.

"I was invited by the UFBA to represent them on Fire and Emergency's working party. I've also been part of the pilot course for psychological wellbeing. The more promotion we can give this topic, the more people will reach out and access the help available. We need to make it safe for people to open up and that's what I'll continue to do," says Sandy.



Jillene Moore



Glenn Teal



Sandy Barnes



Ross Bay

TOP LEADERSHIP TIPS FROM TE HIKU

OSU Chief Fire Officer, Glenn Teal and Deputy Chief Fire Officer, Ross Bay were jointly awarded the Leadership Award for Te Hiku Region. With 650 + incidents attended every year in Te Hiku, we asked them for a few leadership tips on how they make it happen.

HOW DO YOU BALANCE LIFE INSIDE AND OUTSIDE FIRE AND EMERGENCY?

Ross: There are three major things in my life – marriage and family, work life and volunteering. You try and plan ahead to fit everything in, but sometimes it's not possible. In the end you have to apply common sense and find the wisdom to choose the right priority for that moment in your life. Trust your experience and never let your volunteer commitment put your family and work life at risk, because without them you couldn't be a volunteer.

Glenn: It's a juggle for sure but there are three things I focus on. A team approach is everything – all roads don't lead to me as chief, you've got to delegate and share. Get your priorities right and don't let the big opportunities pass by. And a supportive family and wife – I couldn't do it without them.

WHAT'S THE MOST IMPORTANT ATTRIBUTE IN A VOLUNTEER?

Ross: Passion and genuine interest in what you're doing. It's also important to genuinely care about people and their wellbeing. Volunteering works best when you enjoy what you do to make a difference in people's lives.

Glenn: It's important to have a willingness to put yourself out for the benefit of those you're helping, and not make it about yourself. You've got to be able to get on with and work with people who are different to you. And finally, apply all that energy and interest but don't burn yourself out – maintain a balance in life.

WHAT'S THE KEY TO A GREAT OPERATIONAL SUPPORT UNIT?

Ross: It can sound hackneyed, but it's teamwork. Applying a shared wisdom with the people around you to do the best thing for the most people. It's also about having a crystal-clear understanding of your role and working to that. We're here to serve the frontline fire fighters and supporting agencies to make the operation as safe and efficient as possible.

Glenn: Do it, don't just say it – show that your operational support unit is well trained, organised and managed. Keep everyone active, boost the engagement of those around you and foster great working relationships between your volunteers. Don't forget to earn the respect of senior management at Fire and Emergency – their support is critical.



The Leeston brigade in action.



The devastating house fire of one of the Leeston brigade's own members.

LEESTON RALLIES ROUND

Leeston is a rural town on the Canterbury Plains, about 30 kilometres out of Christchurch. The Leeston brigade, with 23 crew, sits at the heart of a tight community and, like all small towns, when something goes wrong, everyone pitches in.

On Boxing Day, it was put to the test. Jessie Jones, one of the Leeston crew, his wife Jo and four children were outside on a hot day, having opened all the doors and windows to let the breeze through while they played in a paddock nearby. One of the children heard something beeping, it was the smoke alarm. By the time the family reached the house, the fire had taken hold and within minutes their home was on fire from end to end.

Leeston Brigade Chief Fire Officer, Lloyd Clausen remembers getting the call.

"Jessie and his family live a little way out of the district, so nearby brigades had attended the fire. The Communications Centre contacted me and I went there straight away – it was heartbreaking.

"We swung into gear immediately, organised accommodation, brought clothes for the whole family and did all we could to help in those first few hours. One brigade member had an empty house, so we moved them there in the following days and the support that followed was just unbelievable," says Lloyd.

The whole community rallied around, providing everything needed to kit out the house. In fact help came in from brigades and people all over New Zealand, with the Leeston brigade managing all the donations, delivering the furniture and responding to offers of help.

Jessie and his family are hugely grateful and overwhelmed at all the support they received, and Lloyd is proud of his team and the way the community came together.

"We have a keen, dedicated crew in Leeston with a good core of longstanding members. Like all small towns our biggest challenge is having enough staff available during working hours – only 25% of the crew work in town. But we're attracting more shift workers and young locals are increasingly putting their hands up.

"When events like this happen to one of our own, we all do whatever we can to help. After 50 years as a volunteer firefighter I can still say it's helping keep our community safe that's most important to me – and when they come together like they did with this event, well it just makes you want to help them even more."



SELF-AWARENESS AND STRONG LEADERSHIP

The Incident and Leadership Development Course (ILDC) has been running for just over a year and has gained a reputation as a top development opportunity for career officers.

The ILDC is an evolution of the old Career Officer Tactical Command course and runs over two weeks, focusing on leadership development and tactical command training via simulation.

Ben Alton, Assistant Area Manager, Manager Officer Development at our National Training Centre (NTC) says the course is having a noticeable impact on those attending.

“We spend the first week offsite, out of uniform and without the hierarchy so participants can really get to understand what makes them tick and how their own personality traits affect how they interact with others.

“The second week we head back to NTC and the rank structure, slowly ramping up the simulations to test strengths

and weaknesses and apply what they learnt.”

David Utumapu, Area Manager for Taranaki, is an ILDC course facilitator and says course attendees often have a moment of real enlightenment.

“This course helps develop a strong sense of self-awareness and has a hugely positive impact on people. It opens up new perspectives that change how people connect and make better decisions. You can see the results in that second week when they apply what they learnt in command and control simulations. I’d urge all career Station Officers and Senior Station Officers to come and experience it,” says David.

Apply to go on the ILDC by emailing

Courses@fireandemergency.nz

HELP US FIND FORMER EMPLOYEES

We are seeking contact details for former employees who worked in a non-rostered position between 1 January 2010 and 1 August 2017 or a rostered position between 1 January 2010 and 16 January 2019. They may be owed an amount for annual holidays taken during this period.

In 2016, the Ministry of Business, Innovation and Employment discovered many organisations, including Fire and Emergency, had not been paying accurate holiday leave from 1 January 2010 due to a misinterpretation of the Holidays Act 2003.

We have identified over 1100 names of former employees who may be eligible but their contact details are out of date. If you know any former employees who may be eligible for payment, please ask them to email

HolidaysActProject@fireandemergency.nz to be added to the register.

STRONG COMMUNITY INTEREST IN LOCAL ADVISORY COMMITTEES

We're establishing Local Advisory Committees around the country to provide independent advice to our Board and help us stay connected to what matters to New Zealand communities. Here's how we're tracking to have the first seven up and running by July 2020.

We've been evaluating applications from more than 130 community-minded New Zealanders who've put their name forward for our first Local Advisory Committees to be established in Northland, Tairāwhiti, Hawke's Bay, Marlborough, West Coast, Otago and Chatham Islands.

Setting up Local Advisory Committees is a legislative requirement under the same Act that created our organisation back in 2017. Nominations closed on 31 January, and despite the challenges of running the two-month process over Christmas we had very strong interest from all seven areas.

Even more importantly the calibre of nominations was nothing short of exceptional, largely due to the huge effort put in by local teams on the ground who undertook significant community engagement in the lead up to nominations closing.

Tairāwhiti PRFO Ray Dever who co-led the engagement activity in his region said that Local Advisory Committees will be key to ensuring the local voice isn't lost, especially from our stakeholders in the rural sector.

"There are no two communities the same, they're all different and need different things."

Grant Haywood, Area Manager for the Marlborough region

agreed. "These committees will be a great sense checking mechanism for the Fire and Emergency Board, ensuring we've got our planning right ... because one size doesn't fit all, we've got to do things differently."


Once shortlisting is complete, nominees will be interviewed by the selection panel and then recommendations made to the Board who'll make the final decisions about who to appoint to each Local Advisory Committee.

One of the newly-formed Local Advisory Committee's first tasks will be to work with Fire and Emergency's local teams to plan how to engage with communities of interest across their area.

Northland's Area Manager Wipari Henwood said "I want people who will challenge us to make sure we've gone out to communities to find out what the skills are, what resources they've got, and then it's our job to fill in those gaps."

What we learn during the process of setting up the first seven Local Advisory Committees will then inform how we set up and support this model in the remaining areas of New Zealand.

To find out more about what Local Advisory Committees are about, check out the video on our website at www.fireandemergency.nz/LACs

A close-up portrait of Ray Dever, a man with grey hair and a mustache, wearing a dark shirt. He is looking slightly to the left of the camera with a serious expression.

"No two communities are the same."

**Ray Dever, Principal Rural Fire Officer,
Tairāwhiti**

HOLIDAY CALL OUTS

At a time of year where families and friends come first, many of you were responding to the needs of others. Here's a snapshot of some stats over the Christmas holiday period.

We responded to

2,255

incidents over the holiday period
(24 December PM – 3 January AM)

We responded to

243

incidents on
Christmas day

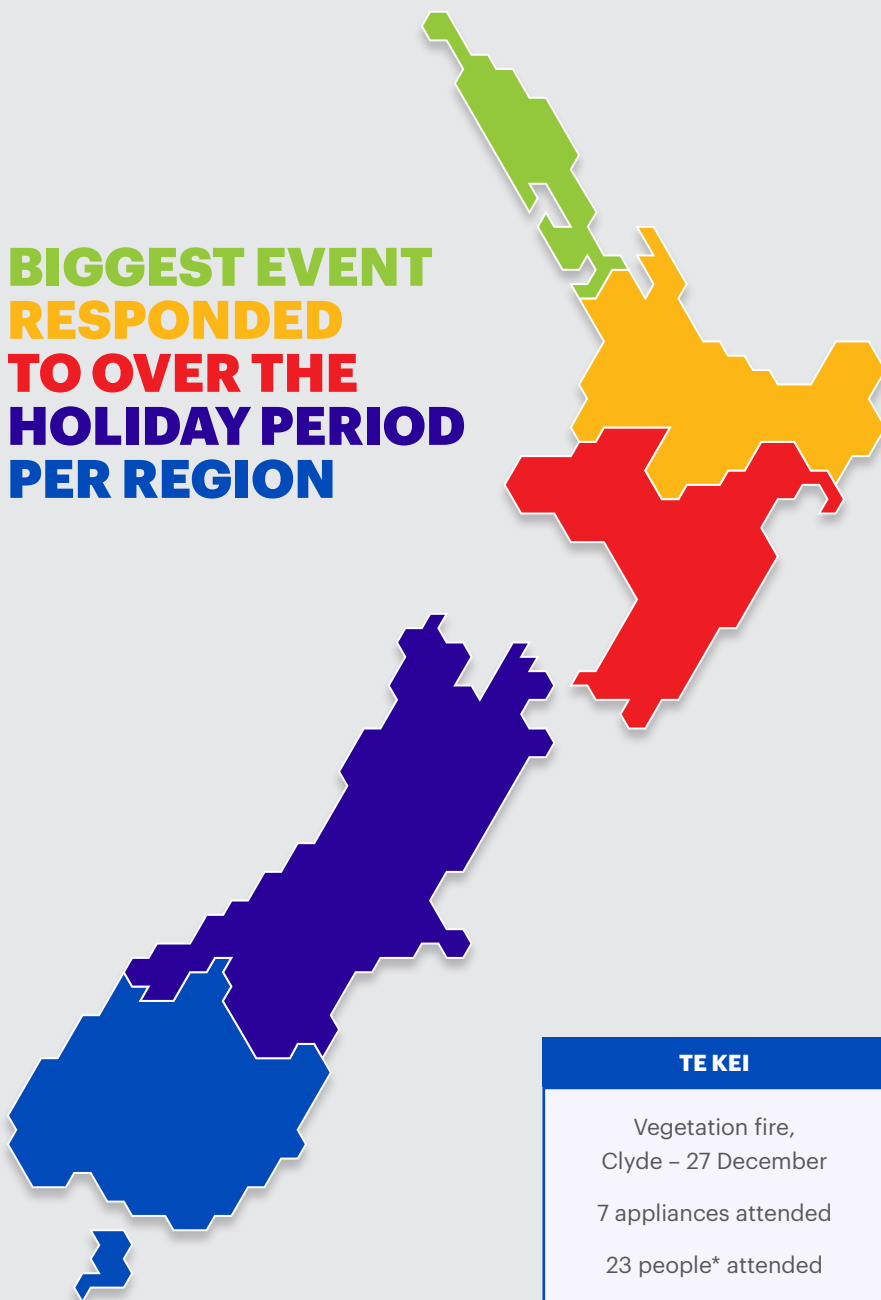
New Year's Eve was the busiest day.

We responded to

305

incidents

**BIGGEST EVENT
RESPONDED
TO OVER THE
HOLIDAY PERIOD
PER REGION**



TE HIKU

Large factory fire in Glendene,
West Auckland – 27 December

20 appliances attended

76 people* attended

NGĀ TAI KI TE PUKU

Vegetation fire in Colville,
Coromandel – 28 December

13 appliances attended

44 people* attended

TE UPOKO

House fire in Martinborough

6 appliances attended

23 people* attended

TE KEI

Vegetation fire,
Clyde – 27 December

7 appliances attended

23 people* attended

TE IHU

Kirwee Tavern fire, Selwyn
District – 24 December

17 appliances attended

70 people* attended

*This includes firefighters and operational support.

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THEIR HOMES.
AND OURS.

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FIRE
EMERGENCY

NEW ZEALAND