

Thank you and welcome to our support crew!

Ngā mihi nui! Nau mai ki tō
tātou rōpū tautoko



**PROUD
EMPLOYER**
FIRE AND EMERGENCY
VOLUNTEERS

HE RŌPŪ KŌTAHI TĀTOU



When we call, New Zealand businesses answer

Every working day, hundreds of businesses and organisations like yours across New Zealand support our brigades.

Emergencies can happen at any time, often with no warning and because they don't always happen outside working hours. Communities across the country rely on thousands of employers like yourself making it possible for volunteers to respond as fast as possible.

As a self-employed volunteer, or an employer of volunteers we would like to thank you for supporting the work of your local brigade.



Benefits of employing Fire and Emergency volunteers

There are many benefits to supporting volunteers beyond protecting your community. The training your employee receives as a volunteer mean they'll develop skills that can be invaluable to your business.

Skills our volunteers bring to your workplace include:

- their ability to problem-solve and work as a tight team
- they'll be trained to be adaptable, cope under pressure and develop leadership skills that will stay with them for life
- their first aid training will be exceptional, and you'll be able to count on them in a crisis

Your support doesn't go unnoticed, as a business you will get:

- a sense of pride knowing that your business plays a vital role in keeping our communities safe
- recognition as a socially responsible employer, which may mean more engaged and loyal employees

We're committed to recognising the support of our self-employed volunteers and volunteers' employers

People who've been helped by volunteers often call them the backbone of the community. We feel the same way about the employers who enable them to volunteer.

To recognise and raise awareness of your valuable contribution we:

- offer our 'Proud Employer of Fire and Emergency Volunteers' mark for you to display to the public
- promote employers of volunteers in our annual nationwide campaign, which recognises the vital contribution businesses play in our communities
- display our Proud Employer Mark on our trucks, display your business names on signs outside local stations, and on our web directory
- publish a 'Thank you to our employers' that lists business names on our brigades' social channels
- host our employers at annual recognition events at their local brigade
- send you our quarterly Proud Employer newsletter, with information about other employers and news from the organisation



Releasing your employee to attend an incident

We recognise that it may not be possible to release your employee every time there's a call-out.

There are other ways to support your local brigade by:

- enabling flexible working that allows your employee to make up the time
- releasing your employee only during certain times of the day, such as quieter periods
- allowing your employee to use personal leave or unpaid leave or introducing paid emergency services leave.

To find out more ways you can help, visit:

fireandemergency.nz/employers-of-volunteers



Training and support

Training

Occasionally we require our volunteers to attend Fire and Emergency training courses, so they are well prepared to respond to emergencies. Some of these courses may be during their work time. When they attend Fire and Emergency training, they can claim for loss of income from us.

Injury while volunteering

You are not expected as an employer of a volunteer to cover the cost of lost wages if your employee is injured while volunteering for Fire and Emergency.

Under the UFBA (United Fire Brigades' Association) Accident Assurance Scheme If one of your employees is injured while volunteering, they can receive:

- payment for loss of wages in the first week of injury
- an allowance of 20% of wages for any more time off to top up the 80% paid by ACC.

For more information, head to: ufba.org.nz



Wellness

Responding to Fire and Emergency incidents can be mentally and physically stressful.

You can support your employee when they've returned to work from an incident by being aware of any signs they're not coping mentally or physically.

Signs of anxiety after attending a difficult incident are part of a normal stress response – but if they continue for some time, they could be a sign that your employee needs support.

Fire and Emergency will support your employees with free health checks, vaccinations and wellbeing support if they've attended a callout that was stressful, either physically or mentally.

If you're concerned that your employee has been affected by an incident, please contact their Brigade Leader to voice your concern. They can step in and ensure your employee receives the support they need.

Our 'Proud Employer' mark

Most New Zealanders don't understand how much our country relies on Fire and Emergency volunteers, let alone the impact this reliance has on local businesses. We want to change that.

Our Proud Employer Mark helps New Zealanders recognise businesses that employ Fire and Emergency volunteers as part of our support crew. The mark and annual campaign represent the collaboration between our volunteers, their employers, and Fire and Emergency, and the vital contribution businesses and organisations make to allow for emergency response during work hours.

The meaning behind our mark

Our mark is a stylised flame in the shape of a matau.

It represents the collaboration between our volunteers, their employers and Fire and Emergency. We've also incorporated our Fire and Emergency values:

 **Whanaungatanga** – we are better together

 **Manaakitanga** – we serve and support.



**PROUD
EMPLOYER**
FIRE AND EMERGENCY
VOLUNTEERS

HE RŌPŪ KŌTAHI TĀTOU

Displaying your mark

By displaying this mark, you'll show New Zealanders the vital role you play in keeping our communities safe.

We encourage you to display it on shop and vehicle windows, business cards and email signatures, websites, social media pages, and stationery.

Decal

In your physical pack, you will find a decal which you can proudly place on your business or vehicle or in any customer facing locations.

To order additional decals, email: employers@fireandemergency.nz

Digital

Scan the QR code or enter the web address to download digital copies of the mark to be used on you digital and social channels. You will also find our brand guidelines and useful information about using the mark. We recommend you read these guidelines before displaying your decal or using



the logo. These guidelines can also be in the second part of this document.

fireandemergency.nz/work-or-volunteer-for-us/employers-of-volunteers/our-proud-employer-mark

If you have any questions or feedback it would great to hear from you, please drop us a line:

employers@fireandemergency.nz

