

THE QUEENSLAND AUXILIARY FIREFIGHTER

- ON CALL 24/7

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Official Journal of the Queensland Auxiliary Firefighters Association Inc (QAFA)



FIRE FIGHTER

QUEENSLAND
ON CALL 24/7



Auxiliary Firefighters and QAFA

Auxiliary Firefighters are paid part-time employees of Queensland Fire & Emergency Services who respond to emergency urban and rural incidents across Queensland. They undertake professional emergency response training and are required to meet turnout response times. They leave jobs, businesses and family to respond in minutes to threats in their local communities.

There are approximately the same numbers of Auxiliary Fighters as there are Permanent Firefighters. i.e. approximately 2000 Auxiliary Firefighters and approx 2200 permanent firefighters across the State. Auxiliaries operate out of 196 stations across Queensland

Queensland Auxiliary Firefighter Association Inc (QAFA) is an Incorporated Association managed by a committee of Auxiliary Firefighters.

QAFA was formed at the recommendation of the then newly created Qld Fire Service, who recognized the need, after the restructure of shire Boards into one service. in 1991, for to representation of the interests and welfare of Auxiliary Firefighters in the workplace across Queensland. QAFA is an employee association whose only aim is representing Auxiliary Firefighters and providing workplace and welfare support.

QAFA support 'Auxiliaries' as follows:

- Provide workplace advice and support across the workplace.
- Intervening in various conflict situations (including bullying, intimidation etc)
- Provide/arrange financial support to members during hardship (funerals, medical)
- Provide/arrange legal support where appropriate
- Provide News & Information by Newsletter, Website www.qafa.asn.au, Facebook, and Twitter.

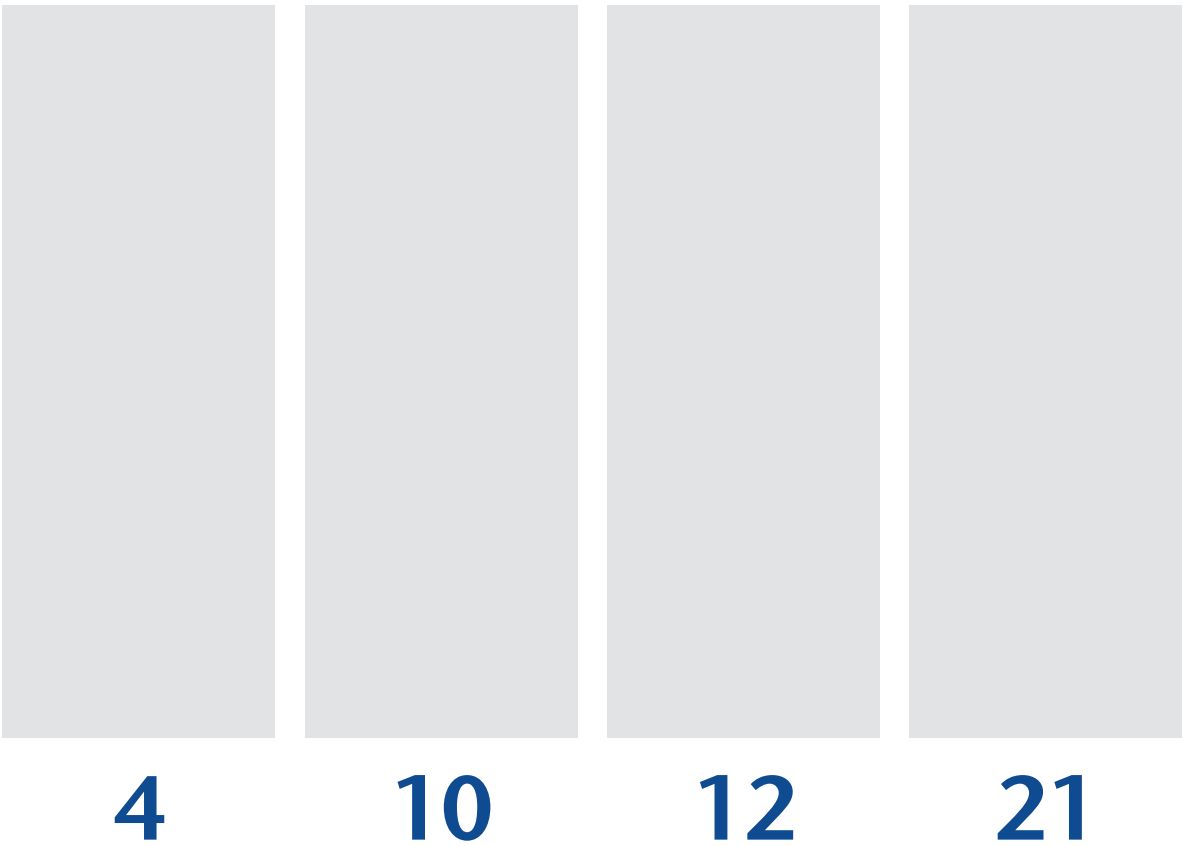
QAFA was a participant and major stakeholder in the creation and implementation of the Auxiliary Employment Policy which is the foundation for current employment conditions standing order.

QAFA has worked through the Standing Order SO-Q-BM-3.7 Auxiliary Employment Conditions with QFES to achieve a reviewed outcome to which QAFA will continue to seek improvements.

QAFA has achieved a Charter document and Workplace Memorandum of Understanding by negotiation with Queensland Government, through the Minister of Police and Emergency Services, as well as the Queensland Fire and Emergency Services. These documents set out the basis of the relationship between QFES, Public Safety Business Agency (PSBA) and QAFA. QAFA meets regularly with QFES to discuss and resolve various issues including employment conditions.

QAFA relies on membership fees to fund the administrative function of the Association. Management is by a committee structure of regional (matching QFES regions) representatives with a President, Vice President, Secretary and Treasurer elected from the committee.

**QAFA IS AVAILABLE
TO SUPPORT MEMBERS 24/7.**



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Presidents Foreword

From President Rodger Sambrooks

Welcome to the Autumn 2019 edition of our Auxiliary Firefighter magazine. This magazine is for all Auxiliary Firefighters and I encourage you to support future editions with stories and articles.

As we leave summer in Queensland, we look back on a busy season with large scale fires across Central Queensland during a prolonged heatwave, and then heavy rain and extensive flooding in the north. Throughout various parts of mainly regional Queensland, Auxiliary Fighters have served their communities proudly and we continue the work we’ve always done – supporting Auxiliary Firefighters. Thank you for your service and commitment.

QAFA continues to meet regularly with QFES Kedron as a stakeholder re regular discussions about various Auxiliary related issues. These are on-going. We also meet with various regional managers when necessary to discuss regional issues. QAFA also meets up with stations/auxiliaries who are having problems,

AC John Bolger from Far Northern is our QFES go-to person and heads the Auxiliary portfolio. John has been honoured with the AFSM Congratulations! See article in this edition.

Change continues to be rolled out across the department following reviews and workshops last year. We have extracts from harassment and bullying report as well work on going as part of ‘Continuous Improvement’ programs. Lots happening behind the scenes!

Harassment and bullying issues have been reviewed and recommendations have been adopted by government. A QFES Bullying & Harassment complaint service has been upgraded to include an “outside” contact and assessment option. Check out QFES website. If you are having issues, follow complaints protocols and, if the issue is not satisfactorily resolved, contact QAFA. We understand the fear of payback but bullying and intimidation must be eradicated.

I again encourage all Auxiliary Firefighters to support your Association by becoming a member. Simply visit the website www.qafa.asn.au and follow the prompts to either renew your

membership or to join. Any problems, contact QFA. QAFA is pleased with the response so far with the uptake in Station Group Membership. For details, see the membership area in this magazine

As you are well aware, Auxiliary Firefighters across Queensland provide a professional response to urban fire, rescue and emergency incidents as well as performing a wide range of other duties, on an ‘as needed’ basis by being on-call 24/7. Leaving family and work to respond to need in the community on very short notice requires a high level of commitment and dedication. Comprising approx 50% of the QFES urban workforce, together with full time personnel and working extensively with QRFS rural volunteers, Auxiliary Firefighters have a strong commitment to community.

Send us an email to update your email address to better receive Newsletters and visit QAFA on Facebook.

QAFA remains ready and able to support our Auxiliary Firefighter members in many ways and continues to seek better outcomes across all areas of auxiliary firefighter employment.

Don’t forget, if you have a story about your job, your station or your mates, please consider sending it to us to share in our QAFA magazine. Need more stories and photos.

As we move towards the cooler part of the year, stay safe and enjoy family time.


Rodger Sambrooks
President



Commissioner’s Comment

Welcome to the Autumn 2019 edition of the Queensland Auxiliary Firefighter magazine.

The past few months have been testing times for Queensland. We have seen raging bushfires in the central and southern regions, extreme flooding in the north and cyclones impacting large parts of the state.

Auxiliary firefighters have played a significant role in supporting their communities during these extreme weather events and I want to thank you for your commitment and tireless work during these incredibly trying times.

Some of your own homes were under threat during these events, but when times were tough we saw countless stories of mateship, generosity, bravery and community spirit. I want to acknowledge the resilience and selflessness of the auxiliaries who worked to keep their communities safe and the sacrifices they made by taking time away from their families, work and businesses.

Recently, Closed Merit Firefighter Recruit Course 103/18 saw a graduating cohort of 30 firefighters, comprising 27 QFES auxiliary firefighters and three interstate firefighters, who will take up permanent full-time positions within the Fire and Rescue Service.

Full-time permanent firefighting roles in QFES are highly competitive, so those who have graduated showed incredible dedication and great mental and physical resilience to progress through the process. QFES is committed to providing opportunities to auxiliary firefighters to acknowledge your contributions to the safety of Queensland communities and I am pleased to see auxiliary firefighters taking these opportunities to develop their careers within QFES.

I sincerely thank you for all that you have done in building resilience within our state as well as your continued support to your communities. I look forward to continuing to work together with QAFA throughout 2019.

Katarina Carroll APM
Commissioner
Queensland Fire and Emergency Services



Minister's Foreword

Craig Crawford Minster for Fire & Emergency Services

Full-time, part-time, casual, auxiliary or volunteers - each person makes a difference, to prevent, prepare for, respond to and help communities recover from fire and emergency events.

Since becoming Minister, I've travelled to almost 60 electorates around the state - visiting QFES people: meeting with them, listening to them, and thanking them on behalf of this government for their excellent work.

Queensland is often at the mercy of extreme weather events, and time-after-time our highly-skilled fire and emergency services staff and volunteers have responded swiftly and effectively when disaster strikes.

I realise how crucial it is to build on this momentum as we continue moving forward.

QFES will be deploying 180 new urban and rural fire appliances (119 for the Rural Fire Service, and 61 for Fire and Rescue) across the state under a \$44.3 million investment from our record \$702 million 2018-19 QFES Budget commitment.

This means we will have delivered more than 280 new QFES appliances over two financial years.

More than 100 new fire appliances were rolled out in the 2017-18 financial year under our commitment to renew QFES' fleet.

Forty-four appliances were delivered to Fire and Rescue Crews under the 2017-18 fleet renewal program – a total of 24 in the South Western (12), South Eastern (6) and Brisbane Regions (6); nine in the Central Queensland Region; a total of eight in the Northern (6) and Far Northern Regions (2), and three in the North Coast Region.

Sixty-two new appliances valued at almost \$15 million were also delivered to the Rural Fire Service last financial year.

A total of 27 were deployed in the South Western (11) and South Eastern Regions (16); 19 in the North Coast Region, nine in the Northern (2) and Far Northern Regions, and seven in the Central Region.

We recognise communities across Queensland are growing and thriving, and it is imperative we continue to look forward to meet their needs.

QFES has seen a consistent rise in the demand for our services and with the state's population growth, we need to be prepared for the future.

The new vehicles will be positioned strategically across the state and will increase not only community safety, but also the safety of our QFES staff and volunteers.



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Queensland Fire and Emergency Services

Guide to the Workplace Conduct Branch

Promoting high standards of professional conduct

 Introducing a new capability in QFES

I am pleased to introduce an important part of our Queensland Fire and Emergency Services (QFES) team – The Workplace Conduct Branch (WCB).

The WCB is dedicated to transforming the way we manage professional standards and performance requiring improvement within QFES. It will play a key role in shaping positive workplaces that represent contemporary workforce standards, ensuring QFES keeps pace with changing community expectations into the future.

Why do we need a WCB?

Several independent reviews of workforce management and conduct have been conducted in QFES highlighting areas where the department had not kept pace with change in the way we create a safe and respectful workplace.

Formation of the WCB brings QFES into alignment with other Queensland Government Agencies. It mirrors functions in similar government agencies such as Fire and Rescue New South Wales’ Workforce Standards Unit, which has had a significant impact on reducing instances of poor workplace conduct.

While reviews are important drivers, QFES is committed to the Workplace Conduct Branch and its role in our transformation because it is the right thing to do for our people and the communities we serve.

WCB’s role in our cultural transformation

The WCB is a critical development in capability during the exciting period of transformation underway in QFES. The branch combines several new and existing functions to deliver an integrated and holistic approach to conduct and complaints management.

Resourcing has increased significantly to reflect the priority QFES places on the importance of appropriate conduct to our cultural transformation.

WCB will support cultural transformation in 4 key ways:

- **promoting awareness of behaviours** consistent with QFES values - Respect, Integrity, Courage, Loyalty and Trust
 - **proactive identification and advice to management** on situations that might impact on the wellbeing of the workforce
 - **efficient management of our complaint and discipline processes** through new and existing pathways
 - **continuous improvement** in the advice to management on workplace conduct to ensure we keep pace with government and community expectations
- These will be facilitated through:
- **dedicated regional resources** who are the day to day frontline of this transformational effort
 - **specialists** with a strong focus on creating new efficiencies and building leadership capability across the organisation
 - **new systems to support efficiencies** and provide access to data that helps regional monitoring and response

- **an integrated team approach** across regional and specialist resources to provide the highest level of intelligence and advice across QFES.

In its first twelve months, the WCB has completed the groundwork to define the core branch services and build the team. We are now in an exciting new phase with the launch of two important new services – the regional Workplace Conduct Consultants and the Complaints Management System module in Nexus. There are many more initiatives in the pipeline.

QFES commitment to success

The WCB is a high priority strategic function that has the full support of our Board of Management and Executive Leadership Team. Queensland Integrity Commissioner, Dr Nikola Stepanov, is also mentoring our leadership team and monitoring our progress.

As the WCB continues to develop partnerships through QFES, I am confident we will see positive results in the management of conduct related issues, and a significant positive increase in levels of satisfaction with QFES as a place to work or volunteer.

The positive influence of the WCB on our workplace is contingent on your engagement with the Branch team. I urge you to speak with the WCB team and see the value they can add to your team or individual efforts. The network of regional Workplace Conduct Consultants is an excellent resource and point of contact, and the specialists based at the Emergency Services Complex are also accessible and welcoming of your visit, call or email.



Andrew Short AFSM
Assistant Commissioner of Human Capital



Congratulations to our AFSM and ESM recipients



Congratulations to our recipients of the two Australian Fire Service Medals (AFSM) and two Emergency Services Medals (ESM). These are some of the highest honours that can be bestowed upon QFES personnel.

AFSM recipients

Assistant Commissioner of the Far Northern Region John Bolger was awarded an AFSM for consistently displaying exemplary leadership, commitment and contribution to operational excellence, cultural reform and diversity and inclusion within Queensland Fire and Emergency Services.

For the past 28 years, John has served the community of Queensland. He has been instrumental in delivering significant operational outcomes for far north Queensland communities by leading his team through cultural reform, organisational change, and enabling a focused and motivated workforce who strive to succeed and live our organisation’s values. His efforts to make QFES a workplace of choice is made evident as a key member of the QFES Transforms Group and in his role as the QFES Champion for the LGBTIQ community.

Deputy Commissioner for Emergency Management, Volunteerism and Community Resilience Michael Wassing received his award for consistently demonstrating exceptional leadership to enhance volunteerism in emergency services and driving organisational change.

Serving in emergency services in both Queensland and Victoria for more than 25 years, Mike is highly regarded and respected by his peers across the public and private sector for his outstanding achievements and dedication towards enhancing volunteerism in emergency services. He has been instrumental in driving the QFES Volunteerism Strategy and champions many initiatives in the workplace to positively change organisational culture. His most notable achievement has been increasing women’s equality within the workplace by providing support, coaching and mentoring to many officers to guide their progression.

ESM recipients

Longreach SES Group Leader Karen Peters received her award for exceptional leadership and devotion to the Longreach State Emergency Service (SES) and wider rural community.

Karen has been recognised for her ongoing dedication to the Longreach community and exemplary commitment to her fellow SES members. Her resourcefulness and knowledge of the local community during training exercises and disaster events has made her an asset to the organisation and critical to timely recovery for the wider community. The operational expertise she possesses in the field of local disaster management planning and contingencies is actively sought after by the Longreach Community. She is a role model for SES volunteers, consistently setting the standard for operational excellence and QFES values.

Warwick SES Local Controller John Newley was awarded for selfless and

prolonged outstanding service as a volunteer to the SES and the communities of the Warwick region over a period of 40 years.

As the Local Controller, John has provided exemplary drive by encouraging the participation of all members and ensuring his unit is well trained and equipped to respond to incidents across the Southern Downs region. He is relied upon to extend his diligence to many other SES units across South West Queensland and has worked tirelessly with other agencies to ensure communities can prevent, prepare for, respond to and recover from disaster events. He is highly respected for his ongoing commitment, knowledge and support to enable the community to respond to disaster events.

Congratulations to the all the recipients of these prestigious awards.

ABOUT THE AWARDS

The AFSM was introduced in 1988 and is awarded to Australian Fire Service members for distinguished service. The ESM was introduced in 1999 and is awarded for outstanding management, training or education.

<<



Workplace Conduct Branch team (July 2018)

COMING SOON

Male volunteers **URGENTLY NEEDED** to help Kids living with cancer.

Boys living with cancer need male role models to help with their development and confidence at camps which involve everything from rolling in mud to laser tag.

"You'll change lives by making a kid living with cancer smile and laugh. You'll make life-long friends with other volunteers who are selfless, funny and inspiring."
a Camp Quality volunteer



CAN YOU HELP?
or know someone who can?

campquality.org.au/volunteer or 1300 662 267





Assistant Commissioner Dawson worked his way up through the ranks and began his journey into the Senior Officer ranks in 1994. In 1997 he was appointed the Area Director of the Brisbane South Region's Oxley Area and in 1999 he started his acting Assistant Commissioner roles in Brisbane South Region, Brisbane Region, South Eastern Region and South Western Region, which led to his permanent appointment in 2006. He was appointed to his current role as Assistant Commissioner Rural Fire Service Queensland in 2015. During his career he has worked to continually develop his skills and obtained a Master of Public Management from Flinders University in 2004.

Assistant Commissioner Dawson's integrity, dedication, courage and perseverance saw him awarded the Australian Fire Service Medal in June 1999 for his outstanding service to the State Fire Investigation Unit and the advancement of fire safety programs with non-English speaking communities. In November 2010 he was awarded a Diligent and Ethical Service Medal (DESM) First Clasp.

Throughout his 37 years of service, Assistant Commissioner Dawson has had a keen focus on safety through effective and professional service delivery for all communities across Queensland. He takes with him a wealth of experience and knowledge, and will be sorely missed by all of us at QFES. I know you will join me in wishing him all the very best for his future.

Regards

Katarina Carroll APM
Commissioner
Queensland Fire and Emergency Services

AC Tom Dawson AFSM has retired after a long and valued career. He was a supporter of Auxiliary Firefighters and our Association during his time as Assistant Commissioner for South West Region. One of his roles was Liaison Officer between QFES and QAFA when most of the stations in his region were Auxiliary. He was a staunch advocate for improved training and better facilities for Auxiliaries and will be greatly missed. I join with Commissioner Carroll in wishing Tom all the very best for his future.

Rodger Sambrooks
President QAFA



North Pine Country Park, Dayboro Road at Kurwongbah

Help!
Its not about money!

The museum operates with a small but dedicated band of volunteers that help do every thing from clean to maintain vehicles.

We seriously need help to maintain the vehicles and the premises, most of the time this does NOT happen on a Sunday , in fact the museum is very active during the weekdays also.

We current seek expressions of interest from people willing to come out on week days or Sundays to assist at the museum.

The benefits and rewards of volunteering include:

- Developing and acquiring skills
- Maintaining self-esteem and confidence
- Maintaining a sense of belonging to the community
 - Developing communication skills
 - Finding satisfaction in helping others
 - Meeting people and making friends
 - Being active
 - Learning about other cultures
- Giving something back to the community
 - Putting a hobby to use

ACTIVITIES THAT OUR VOLUNTEERS UNDERTAKE INCLUDE:

Public meet & great, Conduct small informal tours,
Cleaning of the premises & displays including the vehicles, Mechanical work,
Building Maintenance, Children's activities (blue card required),
Ideally once a month is all we ask, of course the more the better.

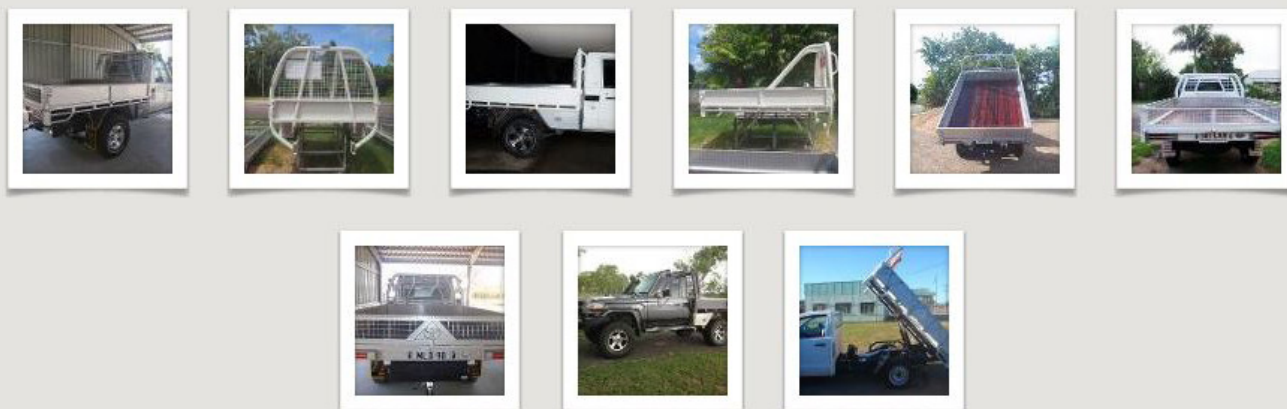


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Memorandum of Understanding

Queensland Fire and Emergency Services and Queensland Auxiliary Firefighters Association

1. Purpose
2. Background and Objectives
3. Wage Increases
4. All Other Employment Conditions
5. Status of the Agreement
6. Ongoing Negotiations

Purpose

The purpose of this Memorandum Of Understanding (MOU) is for Queensland Fire and Emergency Services (QFES) and Queensland Auxiliary Firefighter Association Inc (QAFA) to develop mutual understanding as described in the Auxiliary Charter Document, and to reflect agreement between QFES and QAFA on revised conditions of employment (Auxiliary Employment Conditions – Standing Order S)-Q-BM-3.7).

Background and Objectives

Since 1990, QAFA has had a relationship with QFES (and its predecessors) whereby QAFA has represented auxiliary firefighters' concerns in the workplace. QAFA was, in fact, formed by QFS in recognition of the need for such representation. In 2014, after long efforts to gain appropriate recognition, the Queensland Government, through Hon Jack Dempsey, Minister for Police and Emergency Services, and QFES Commissioner Lee Johnson, signed a historic Auxiliary Charter Agreement with QAFA.

QAFA's objective is for a signed understanding with QFES to result in improved working conditions for Auxiliary Firefighters and to be able to continue to engage with QFES on matters of importance to auxiliary firefighters within the scope of this understanding.

Wage Increases

The parties agree that wage increases for Auxiliary Firefighters will continue to be linked to headline percentage increases to base wages, granted to full time staff for the life of QFES Standing Order SO-Q-BM-3.7.

All other Employment Conditions

Any amendments to existing conditions of employment contained within Standing Order SO-Q-BM-3.7 which are agreed between the parties as described in this memorandum of understanding, shall be incorporated into formal amendments to the Standing Order.

Status of the Agreement

Both parties agree that this MOU is not a substitute for any legislative or industrial instrument and does not purport to prevail over such instruments to the extent of any inconsistency.

This MOU is subject to the principles expressed within the Auxiliary Charter.

Ongoing Negotiations

Any conditions being negotiated, but not yet finally agreed between the parties at the time of signing, shall be the subject of ongoing discussions at regular scheduled meetings.

Once approved by the QFES Commissioner, Standing Order SO-Q-BM-3.7 will be amended to reflect the changes to any conditions.

When changes and amendments to SO-Q-BM-3.7 are proposed by QFES, QFES will consult with QAFA prior to the implementation of any changes.

Auxiliary Employment Conditions contained within SO-Q-BM-3.7 shall be reviewed on a regular basis, with the ideal review period not exceeding 3-year intervals.



Auxiliary Firefighter Charter



The Auxiliary Firefighter Charter was established on 6th May 2014.

The President of the Queensland Auxiliary Firefighters Association (QAFA); Commissioner of the Queensland Fire and Emergency Services (QFES); and the Honourable Minister for Police and Fire and Emergency Services, all signed the Charter "Agreeing to commit themselves to use and to apply this Charter in a spirit of mutual respect and goodwill, and to work together in that spirit to resolve any disputes that may arise in accordance with those key principles set down herein."

The Charter, as signed on 6th May 2014, is reproduced below.

Preamble

Auxiliary Firefighters provide a professional response to fire and other emergencies. There are currently 188 Auxiliary Fire stations, protecting communities throughout Queensland, with over 2000 active Auxiliary Firefighters. Auxiliary Firefighters are dedicated men and women who are paid, part-time firefighters located in communities across Queensland. In partnership with the community and QFES, they work to create a safer Queensland by providing a world class, professional Fire and Emergency Service, that is efficient and effective, servicing Queensland communities in the preservation of life, property and the environment.

The Auxiliary Firefighters provide their time, skills and training to protect lives and properties. They also actively promote fire prevention strategies and provide fire management and emergency response.

Auxiliary Firefighters attend structural and environmental fires, road crashes, chemical spills, and many other rescue scenarios. They also conduct building compliance inspections and community education activities and are active in disaster planning and community resilience.

Auxiliary Firefighters are on-call 24 hours a day, 7 days a week. Many have jobs within the community such as farmers, trades people, teachers, stay-at-home parents, truck drivers, nurses and factory or office workers. Auxiliary Firefighters receive accredited training, and make a real and worthwhile contribution to their local community. They carry a pager and respond when needed.

Auxiliary Firefighters are supported by their families, their primary employers and the communities they serve. They are motivated to serve by the results of their contribution, personal achievements and development, and the camaraderie of service.

This Auxiliary Firefighter charter is to be read in conjunction with the *Fire and Rescue Service Act 1990*, related legislation, relevant QFES policies and procedures, and the Queensland Public Service Code of Conduct. It is an agreement between QFES and the Auxiliary Firefighters and their representatives. Auxiliaries are fundamental to effective fire management and emergency response in Queensland, providing crucial services in Regional and Urban areas. The safety of Auxiliary Firefighters is, and will always be, paramount to the QFES. Their contribution and value in this role is acknowledged.

Auxiliary Firefighters' commitment to the protection of the Queensland community remains an integral part of the Government's response to our communities safety needs. Meeting the individual and collective interests and needs of Auxiliary Firefighters supports the safe and effective delivery of their services to the Queensland community. Consultation and engagement with them on issues that affect them as Auxiliary Firefighters, is an integral element of the relationship between the QFES, and the Auxiliary Firefighters.

The QFES Auxiliary Firefighter Charter

The Charter provides the framework for the relationship between the parties.

The relationship is informed by the following principles:

- Decision making is to be in the best interest of the safety of Queensland communities;
- Procedures are to be both practical and sustainable with a focus on efficiency and outcomes for Queensland;
- Decision making is to be founded on a fair, just and reasonable process and will include consultation and engagement between QFES management, Auxiliary Firefighters and their representatives; and
- Decision making will not inappropriately discriminate against Auxiliary Firefighters.

This is an enduring agreement to which all parties are committed. The Charter shall be reviewed by agreement of the parties or at the end of three years from its date of commencement.

The Auxiliary Firefighter's Commitment to its Partners

Auxiliary Firefighters will provide their services while maintaining a respectful and active partnership with QFES staff, other Agencies and the community. They will operate safely and undertake QFES accredited training and planning to ensure their personal safety and enhance the delivery of services in creating a safer community.

They will exercise the powers vested in them by the *Fire and Rescue Service Act 1990* and associated regulations in the best interests of the community.

They will engage with QFES both individually and through their representatives from QAFA, as appropriate, and will support the consultative mechanisms as agreed between QAFA and QFES.

They are committed to working respectfully with their partners and will seek to resolve differences of opinion through internal departmental channels wherever reasonable and practicable to do so.

The QFES Commitment to its Auxiliary Firefighters

The QFES will recognise, respect, value, promote and affirm Auxiliary Firefighters as core partners in the delivery of effective fire management and emergency response to Queensland. The QFES will take into consideration in its processes the diverse people who comprise its Auxiliary Firefighters and the widely divergent characteristics, needs and communities from which they come.

The QFES acknowledges and affirms its:

- Commitment to provide administrative, operational and infrastructure support to enable Auxiliary Firefighters to perform their roles safely and effectively within available resources;
- QFES will provide ongoing opportunities for Auxiliaries to participate in and complete accredited QFES training, enabling Auxiliaries to continue to support fire and emergency services across Queensland;
- Commitment, in partnership with the community and with the Queensland Government, to provide the necessary resources to enable Auxiliary Firefighters to deliver agreed services;
- Commitment to securing optimal advantage from the valued time provided to the QFES by its Auxiliary Firefighters;
- Commitment to the development of policy and implementation of change that supports and facilitates the Auxiliary Firefighters contribution, within their communities;
- Commitment to work in a timely way and in a collaborative manner with QAFA on matters which affect Auxiliary Firefighters;
- Commitment to consider fairly the views of Auxiliary Firefighters before adopting any new or changed policies procedures or approaches which adversely impact on its Auxiliary Firefighters;
- Commitment, in partnership with the community, to provide the resources necessary to enable new or changed policies, procedures or approaches which impact on Auxiliary Firefighters to be implemented efficiently and effectively; and
- Commitment to provide fair and appropriate compensation in recognition of the on-call and hazardous nature of the work undertaken by Auxiliary Firefighters.

Non Operational Support Services for Auxiliary Firefighters

QFES recognises and respects the needs of Auxiliary Firefighters which derive from their service. Support services include but are not limited to:

- Legal assistance including protection against the financial consequences of extended litigation and legal representation following the delivery of services in good faith on behalf of the department;
- Procedures to address issues of discrimination in a fair, just and timely manner;
- Counselling and welfare support;
- QFES Accredited Training;
- Support and assistance for Auxiliary Firefighters who wish to pursue employment as QFES fulltime employees;
- Compensation for accidents, injuries and losses; and
- Insurance coverage for damage or loss to private equipment used in registered response and recovery activities.

QFES Commitment to Auxiliary Firefighters

The Queensland Government through QFES will:

- Recognise, respect, value, promote and affirm Auxiliary Firefighters, their families and their primary employers as core partners in the delivery of effective fire and emergency services to Queensland;

- Ensure that QFES legislation recognises the needs and interests of Auxiliary Firefighters in the delivery of services and protects Auxiliary Firefighters, who provide their services in good faith, and their dependants from consequential financial losses and other liabilities;
- Consult with representatives of QAFA on matters that may impact upon Auxiliary Firefighters, including proposed legislation and the adequacy of resources and support, to enable Auxiliary Firefighters in QFES to deliver the agreed services;
- Reduce unnecessary administration where possible whilst maintaining legislative requirements and without diminishing the health, wellbeing and safety of Auxiliary Firefighters.

QFES and QAFA, on behalf of all Auxiliary Firefighters, will work collaboratively to give effect to the commitment to provide fair and appropriate compensation, training and support. This will include QFES and QAFA undertaking regular reviews of these conditions and ensuring that they are given the necessary legal status.

'Old man' of Gayndah Fire Brigade wins Australia Day OAM

by ALEX TREACY

LONG SERVICE: CJ 'John' Mellor, whose family name adorns the heritage-listed Mellor's Drapery in Gayndah, was awarded a Medal of the Order of Australia for his service to the people of Gayndah, especially 46 years in the fire auxiliary. Alex Treacy

THE walls of Cedric John Mellor's home in Gayndah are adorned with memorabilia from 46 years of service to his local fire brigade.

On the bookshelf, a collection of dented brass nozzles which were once attached to fire hoses.

Above them, a grand peaked helmet which looks as though it belonged to a Roman charioteer, emblazoned with the letters G.F.B on the front (Gayndah Fire Brigade).

In the corner, two spent Simplex fire extinguishers, made of copper and brass, valuable antiques now and almost unrecognisable from the vivid red extinguishers we know today.



CJ Mellor with one of his old Simplex copper and brass fire extinguishers.

in 1954 by his father Cedric Mellor and which John managed

At his dining table, sat amongst all the keepsakes from his service, the man known to all as 'John' Mellor recalls his service with satisfaction.

"It was a big part of my life, the fire brigade," he said.

While he is proud of the heritage-listed shop on Capper St which bears his family name, Mellor's Drapery, founded

for decades, as far as he is concerned, being a firey was "much more important" than the shop. Mr Mellor originally joined the fire auxiliary aged 18 or 19 when he lived just across the road from the Gayndah station.

"In my opinion it was a good community service and I realised I would do a pretty good job," he said.

During his 46 years of service, Mr Mellor attended 595 fire calls, 92 vehicle accidents, 1440 fire drills and 163 voluntary burn-offs at residents' properties.

His four-man crew also competed regularly in the (now defunct) fire auxiliary state championships, most successfully in 1993 when they won the perpetual encouragement award shield and also individual trophies.



CJ Mellor's fire auxiliary squad in 1994.

"We had quite a good crew, the camaraderie is different to what it is today," Mr Mellor said.

On October 14, 2005, age 65, Mr Mellor was

compulsorily retired, although he wrote several letters at the time to the commissioner expressing his displeasure, but "that's the rules," he said.

"I would have loved to do 50 years, it would have only been four more years which I could have done," he said.

Mr Mellor's longevity and authority earned him the nickname 'the Old Man', a reference to Sergeant Morgan Sylvester O'Rourke from 1960s US sitcom F Troop, who calls his captain, Wilton Parmenter, the 'Old Man.'

This is also commemorated on Mr Mellor's wall, where some cheeky wag from his old squad has Photoshopped his head over Captain Parmenter's.

Right next to it is a display case containing his four service medals: the Long Service and Good Conduct Medal (no longer awarded in Australia), Australian Fire Services Medal, National Medal and Queensland Fire and Rescue Services Diligent and Ethical Service Medal.

To these, he has this year added another, the Medal of the Order of Australia (OAM), awarded for "service to the people of Gayndah."

Mr Mellor said he was "tickled pink" to receive the letter informing him of his new title.

His service goes far beyond just the fireys, though.

He was a councillor in Gayndah Shire Council pre-amalgamation (from 1999-2008), a captain and president of Gayndah Golf Club, committee member of the Gayndah Orange Festival, secretary of Gayndah Jockey Club, secretary of Gayndah Cricket Club, volunteers at the Gayndah Historical Society museum and has raised more than \$40,000 for children's cancer and burns recovery by participating in QFRS bike rides.

Of all his memorabilia from 46 years in the Gayndah Fire Brigade,

there is one Mr Mellor clearly treasures above all.

It hangs right next to his medals and Captain Parmenter plaque.

He said it was a gift from his three daughters.

It's a picture of two children drawing in the sand.

The quote above them reads, "Don't cry because it's over, smile because it happened."

He says this is exactly how he feels about 46 years as a firey.



Mossman State High School Seniors Class got to experience a road crash accident up close and personnel this morning in the school grounds.

The multi-agency event was organised by Lieutenant Andrew Petrack from Mossman Fire Station. The annual event showcased the response of Mossman and Port Douglas Firefighters, Ambulance, Police and Cairns based QGAir rescue 510 personnel to a two vehicle crash with entrapments. The scenario was built around a driver texting and crashing into another car that then hit a tree. The result was the death of a young person and multiple severe injuries to the remaining drivers and passengers.

The casualties were expertly played by local students from the class complete with makeup and fake injuries. The scene was confronting and displayed the great work emergency services personnel do as a team to help people in these situations. QGAir Rescue 510 complete with Doctor attended the scene and worked with our wonderful paramedics to stabilise the casualties while they were being freed by Fire and Rescue personnel. Also, in attendance were the local undertakers who briefed the students on their role at the scene before taking away the deceased person.

The Police spoke about the long-term damage these type of incidents do to those involved in the crash,

families, emergency services personnel and the local community.

Lt. Petracks final message to the students was this “We all have a responsibility to ourselves and each other to drive carefully. Stay alert, drive to the conditions and never drive or be a passenger in a vehicle operated by someone under the influence of drugs and alcohol. Remember most of all that every life is precious and we as an emergency service value your lives, so we want you to do the same”. Think about your actions and the consequences that follow based on the decisions you make as a road user.





Western Challenge

TRAINING EVENT - 22nd June 2019

Expression of Interest are invited from QLD Fire & Emergency Services Personnel, permanent, auxiliary and volunteer firefighters to compete in the Western Challenge Training Event to be held Saturday 22nd June 2019 at Gayndah.



Nominate early to secure your team

- 4 Competitors to a team
- 5 Events
- All costs to be worn by the individual for travel and accommodation
- Accommodation available at the Show Grounds (Camping) or Motels
- Pig on the spit Saturday night - free for competitors, lunch also supplied on Saturday - free for competitors

Please email your Expression of Interest to:

ronald.mitchell@qfes.qld.gov.au

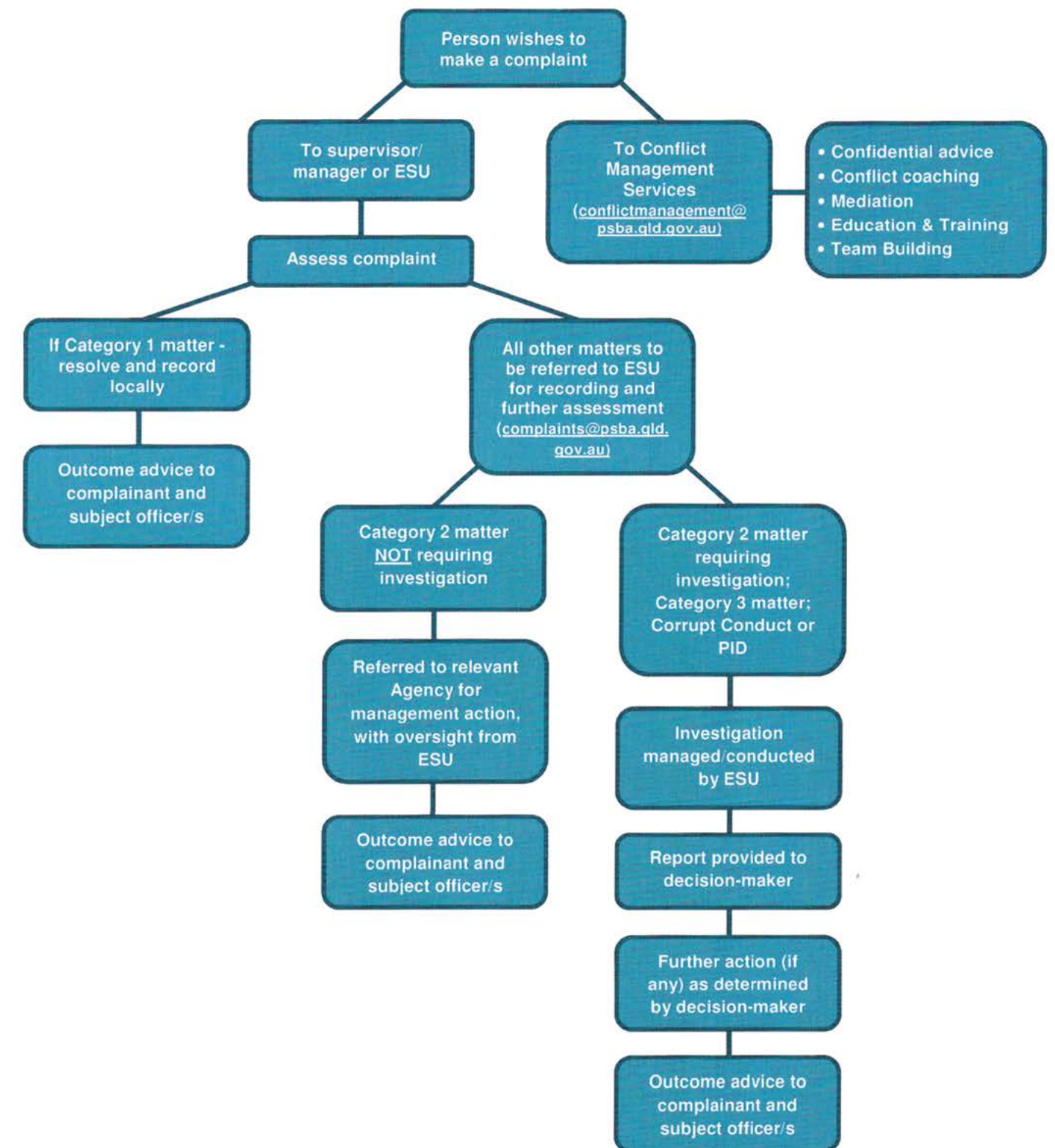
OR

lori.crofts@qfes.qld.gov.au

by close of business **Friday 26th April 2019**

For additional information please

Dealing with Complaints



If complainant dissatisfied with action taken



Serving firefighters Australia wide

As an auxiliary firefighter you serve a vital role in the community. When called upon you jump into action without hesitation.

There were more than 16,982 incidents in QLD last year handled by auxiliary firefighters like you. You put the safety and well-being of others before your own, during those situations. Without your assistance, the human and financial cost of emergency situations would be much greater.

For the benefit of members

Firefighters Mutual Bank is a bank dedicated to firefighters and emergency services workers and their families. We exist solely for the mutual benefit of our members. All members have an equal say in how the Bank is run, giving you more control over your financial future. Over 4.5 million Australians are members of mutual banks, credit unions and building societies.

We've been around for 50 years

In the 1960's a small group of like-minded individuals from the NSW Fire Brigade, including paymaster Bob Hall, had a vision of creating a financial institution that would understand the needs of firefighters.

What began as one man's vision has grown into a thriving community of members focused on reaching their financial

goals. 2018 marked the 50 year anniversary of Firefighters Mutual Bank. We now have thousands of members Australia wide, a great testament to the pioneers of the organisation.

We support your community

We reinvest a portion of our profit back into the firefighting community through sponsored events and charitable causes.

Your financial future – whatever you need

Our products and services are designed to make day-to-day banking a little easier. You can check us out at fmbank.com.au

Join Firefighters Mutual Bank and you'll find a bank that wants to serve you, just as you serve the community. Find out more at fmbank.com.au or call **1800 800 225** 8am to 7pm, weekdays or 9am to 3pm, Saturdays.



¹ Stats provided by Queensland Fire and Emergency Services

² Before you decide on any of our products or services, we strongly recommend that you read both the Conditions of use Accounts and access and Fees and charges booklets. You can find these online at our website or ask at any of our offices. We have not considered your objectives, financial situation or needs. For further information call 1800 0800 225 or go to fmbank.com.au

Firefighters Mutual Bank is a division of Teachers Mutual Bank Limited ABN 30 087 650 459 AFSL/Australian Credit Licence 238981.

YOU CAN BANK ON US

You put yourself on the frontline, helping ordinary people in extraordinary circumstances. The last thing you need to worry about is your financial future.

Firefighters Mutual Bank is the dedicated bank for fire and emergency service employees Australia-wide. Our products and services are designed to make day-to-day banking easier and give you peace of mind.

Visit **fmbank.com.au** or call **1800 800 225**
201 Montague Rd, West End Brisbane



Membership is open to citizens or permanent residents of Australia who are current or retired employees and current volunteers of a fire and/or emergency service or family members of members of the Bank. Firefighters Mutual Bank is a division of Teachers Mutual Bank Limited ABN 30 087 650 459 AFSL/Australian Credit Licence 238981 01228-BRA-FMB-019-ResponseMag-A4

Auxiliary Firefighter Development Unit - Training Calendar
School of Fire and Emergency Services Training

2019

Training Course	Supress Urban Fire Stage 2 Course (FFGC040)	Drive Vehicles Under Operational Conditions (PUAVEH001B)	Auxiliary Recruit Instructor Course (TRNC007)	Operations Supervision (OPRC055)
Who Can Nominate	Aux FF Grade 2 & above (12 candidates)	Aux FF Grade 2 & above (15 candidates)	Aux FF Grade 2 & above (2 per region)	OTAF Candidates (8 candidates)
JAN				
FEB	8 - 10 Feb	16 - 17 Feb		
MAR		30 - 31 Mar	25 - 29 Mar	
APR				
MAY	24 - 26 May	18 - 19 May		
JUN	Courses yet to be confirmed	Courses yet to be confirmed	Courses yet to be confirmed	
JUL				20 - 21 Jul Operations Supervision Roadshow
AUG				19 - 30 Aug Operations Supervision Course
SEP				
OCT				
NOV				
DEC				

Note - All Course nominations must be sent through your Area Commander to your Regional Manager of Professional Development. On endorsement, nominations will then be forwarded to the Auxiliary Firefighter Development Unit; qfes.auxdevelopmentunit@qfes.qld.gov.au
Candidates are not to send nominations directly to Auxiliary Firefighter Development Unit



Membership Application

By completing this application, I agree to abide by the rules of the Queensland Auxiliary Firefi ghters Association Inc., and remain a financial member of the Association by payment of the subscription as set by the Management Committee of the Association from time to time unless my written resignation is received by the Secretary of the said Association.

Your details	☐ Individual	☐ Station Group Membership
Name in Full:	Shirt Size:	
Street Address:	Town:	Post code:
Email:	Phone:	
Station:	Position:	Employee No:
Crew Number (for Station membership): (For station group membership, a list of names, addresses, emails and payroll numbers of all crew are required)		

Date: / /

Membership Fees: Direct Bank Deposit - \$120 for 12 months membership.
Bank: QBank (formerly Qld Police Credit Union): Qld Auxiliary Firefighters Association
BSB: 704052 **Account Name:** 431485

By completing this application, I agree to abide by the rules of the Queensland Auxiliary Firefighters Association Inc., and remain a financial member of the Association by payment of the subscription as set by the Management Committee of the Association from time to time unless my written resignation is received by the Secretary of the said Association.

QAFA MEMBERSHIP – Membership of Queensland Auxiliary Firefighter Association Inc is available to Auxiliary Firefighters across Queensland. Sole method of payment is by Direct Deposit to QBank (formerly Qld Police Credit Union): Qld Auxiliary Firefighters Association. BSB: 704052 Account No.: 431485

Payment by credit card is being discontinued because of high costs of processing.

Station Group Membership:
Now available: a reduced rate for Station Group Membership. This is based on the premise that, if just over half the station crew (50% +1) agree and wish to become QAFA members, then Station Group Membership for that group is available at \$60 per year per relevant crew member (50%+1) and the rest of the station crew are deemed to be members also. Each and every member at the station will be supported. Send a list of names, address email & payroll no.

Here is a calculation guide.

Total Number at Station	Station Membership
8 or 9 crew	\$300 (50% + 1 = 5 crewx ½ rate \$60 = \$300)
10 or 11	\$360
12 or 13	\$420
14 or 15	\$480
15+	Ask us

You can still make automatic monthly deductions for individual membership via the website www.qafa.asn.au, using direct Debit or Credit Card. (Don't forget to complete the Direct Debit form if relevant).

Social Club
Does your Station have a Social Club? You can arrange to have deductions from Payroll paid to your social club and pay your QAFA Station Group Membership from there. QFES Form is included with latest Newsletter.
As an alternative, please complete the form, scan & email or mail to Secretary. After making payment, please email reference details to QAFA.

Membership applications can be completed online at www.qafa.asn.au

QAFA SHOP

www.qafa.asn.au

Order online or contact Secretary

Items and price list of products available online from the QAFA Shop at your website. All prices include postage and handling. Simply go to www.qafa.asn.au and click on red 'Online Shop' tab top of page and follow prompts. Any queries or problems, email to 'admin@qafa.asn.au'



ON CALL 24/7 T-SHIRT

Cotton – Dark.
S, M, L, XL, 2XL & 3XL

\$12.50



BAG

\$30.00



KID'S T-SHIRT

100% Cotton – Young Spirit – Logo – Blue.
Sizes 4 to 14

\$12.50



JB'S POLO T-SHIRT

Polyester Cotton – Black with Red Stripe.
S, M, L, XL, 2XL & 3XL

\$35.00 Now \$28



JB'S POLO T-SHIRT

Polyester Cotton – Black with Gold Stripe.
S, M, L, XL, 2XL & 3XL

\$35.00 Now \$28



STUBBIE COOLER

Navy

\$5.00



CAP

Black with Red Peak.
One Size Fits All.

\$15.00

SALE

Polo T-Shirts from the QAFA online shop have been reduced to **\$28** from \$35 for direct purchases only. Simply send an email order direct to admin@qafa.asn.au and state size and colour (as not all are available), and direct deposit \$35.50 (incl \$7.50 postage)

QAFA Firefighter BEANIES available for \$17.50 (plus \$7.50 postage)

DIRECT DEPOSIT ONLY. Qld Auxiliary Firefighters – Qld Police Credit Union
BSB 704052 Acct 431485.



BEANIE

\$17.50

The McGrath Foundation makes life that little bit easier for families experiencing breast cancer, by placing specialist McGrath Breast Care Nurses wherever they're needed in Australia.



Donate today at www.mcgrathfoundation.com.au



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affect anyone at any time.**

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call the infoline **1300 22 4636** or email
infoline@beyondblue.org.au



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