

THE QUEENSLAND AUXILIARY FIREFIGHTER

- ON CALL 24/7

www.qafa.asn.au

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.

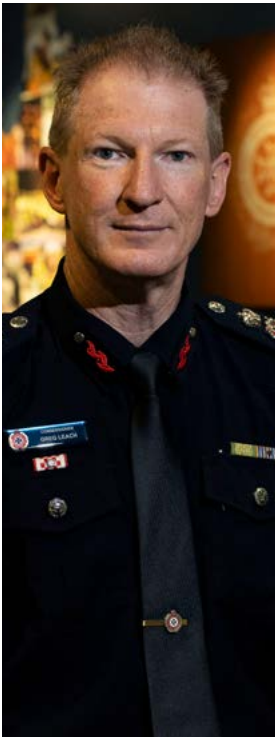
QAFA was a participant and major stakeholder in the creation and implementation of the Auxiliary Employment Policy which is the foundation for current employment conditions standing order.

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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13



18



STATE MANAGEMENT COMMITTEE

Executive Management

State President:	Rodger Sambrooks	07 5478 9926
State Secretary:	Jon Karas	0499 787 050
State Treasurer & Asst State Secretary:	Adrian Williams	0418 477 089

State Regional Reps

Northern Region:	Steve Brennan (Home Hill Station)	0407 635 914
Central Region:	Darryl Cullen (Biloela Station)	0427 922 934
North Coast Region:	Adrian Williams	0418 477 089
North Coast Region:	Jon Karas (Buderim Station)	0499 787 050

Contact us:

QAFA President: Rodger Sambrooks 0438 185 208

Assistant Secretary & Magazine: Adrian Williams
U4 Arrons Villa 263 Gympie Tce Noosaville 4566
Email: secretary.qafa@gmail.com

www.qafa.asn.au



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Presidents Foreword

From President Rodger Sambrooks

Welcome to the Autumn 2020 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.

Summer of 2019/20 was, for many across Australia, a time of tragedy and grief as we remember the families and friends of our Firefighters who lost their lives while protecting their community. We remember also the many Australians who lost their homes, possessions, businesses and – for some – their lives.

Fires in Queensland continued to burn across southern and central regions through spring and summer causing heartbreak, loss and fear. Southern and Central Queensland communities came under attack during a period of extreme weather conditions. Auxiliary crews – along with volunteer and full time crews -worked long hours in sometimes extreme conditions and many communities said thanks.

Now that the fires are out, the rains have come and brought flooding across much of northern, central and southern Queensland.

Changes at the top. Greg Leach has been appointed as Commissioner of QFES, and I look forward to working with him into the future/ We thank Mike Wassing for his service as Commissioner and he joins Mark Roach in the role of Deputy Commissioner.

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, QFES ‘Workplace Conduct’ officers now provide local support.as needed, including to Auxiliary Officers.

Changes continue to be implemented to recruit and retain Auxiliary Firefighters. Local recruitment is a major factor in recruitment and retention (the importance of maintaining quality). With management support, and ongoing consultation with stakeholders it becomes easier to find local and regional

solutions. Various programs and marketing solutions can support the word of mouth strategy which is the best method to attract ‘team’ crew members.

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.

We have been advised our Charter and Memorandum of Understanding have been updated and remain current. An updated version will be published soon

We have reviewed our banking and membership dues payment options to Direct Deposit into the Qld Police Credit Union (now QBANK) account for merchandise, individual membership and station group membership.

Our website is currently having issues and is being rejuvenated. More on that soon.. In the meantime, send us an email to update your email address to better receive Newsletters and visit QAFA on Facebook.email address is: secretary.qafa@gmail.com. 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.

This last spring and summer was a tough time for many, with long hours and hot days, both with fires and floods. As we move into the cooler months, stay safe

Rodger Sambrooks AFSM
President



Commissioner’s Foreword

Welcome to the first edition of the Queensland Auxiliary Firefighter Magazine for 2020. I am pleased to have the opportunity to introduce myself to you.

I have been the Commissioner of Queensland Fire and Emergency Services (QFES) for three months now and have seen the dedication and passion you bring to your role as I have travelled across the state.

We have all been shocked by the extreme weather across Australia in the past few months. It has required emergency responders to stand up, time and time again, and I would like to recognise your tireless work in doing that.

From responding to Queensland’s bushfire season, to supporting your southern colleagues, and then returning home to deal with severe weather, your commitment to serving those in need is to be commended.

I would like to personally thank those of you that supported the 12-hour crewing of fire and rescue stations across the bushfire season. This extra support was crucial to ensuring operations could continue and allowed us to respond effectively to all incidents.

Many of you are now responding to flooding, severe weather and now cyclones, which demonstrates the dynamic capabilities of auxiliary staff. Being able to quickly change your focus provides assurance to your communities and helps them to feel safe, knowing they are in good hands.

Your tireless work is well regarded in the community. Beaudesert recently received 40 applications from their recruitment drive and I have no doubt this significant response is a result of people being inspired by your efforts.

I would also like to congratulate the Ravenshoe Auxiliary Station who assisted Level 2 Crews and the Queensland Police to recover a person who had fallen at Millaa Millaa Falls. The Police dive unit praised your efforts with assisting in a challenging response. These opportunities to work with our emergency services partners are vital to demonstrating the value we bring to an overall response.

Finally, I would like to recognise the family, friends and employers who support you to do this work. Life as a firefighter is not easy and often requires you to leave your home or employment with a moment’s notice. Auxiliary firefighters would not be able to fulfil the requirements of their broad role without the support of their community and I believe they are an integral part of the QFES family.

We will no doubt face other challenges as 2020 continues, and I look forward to working with you to overcome them in the professional, passionate and driven way you do.



Mr Greg Leach
Commissioner
Queensland Fire and Emergency Services

Commissioner Greg Leach joined the Queensland Fire and Emergency Services in December 2019. With 33 years’ experience in the emergency services, Greg Leach is a highly-regarded emergency services executive with both country and metropolitan fire and ambulance services.

He began his career with the Country Fire Authority, where he held a number of senior operational roles. Greg spent eight years with Rural Ambulance Victoria and then Ambulance Victoria, following the merger of the state’s three ambulance services into a single service in 2008.

In 2014, Greg joined the Metropolitan Fire and Emergency Services Board as a Deputy Chief Officer and Executive Director, Organisational Learning & Development. He has led the implementation of significant reform to the fire services in Victoria.

He was appointed to the role of Commissioner of the Queensland Fire and Emergency Services in 2019, where he will lead the department into the next decade. As Commissioner, he is the Chair of the QFES Board of Management and a Director on the Board of the Public Safety Business Agency (PSBA), the service agency for the Public Safety portfolio.

As an experienced Level 3 Incident Controller, Greg has managed responses to some of our nation’s worst fires, including responses to large wildfires, major structure fires and other emergencies.

Greg has an MBA and a Masters in Emergency Management, and is also a graduate of the Australian Institute of Company Directors and a member of the Institute of Fire Engineers.



Changes Coming For A Number Of Auxiliary Stations

The Queensland Government made a commitment to the UFUQ before the last election to deliver 100 new Fire and Rescue Services officers by June 2020.

Some of this number have been deployed to permanent stations. The remainder will change a number of Auxiliary stations service delivery models as follows:

- Coolum Fire and Rescue station will transition from an Auxiliary station to a five-day permanent day shift station plus Auxiliary firefighters, which will see five permanent firefighter positions allocated.
- Yeppoon Fire and Rescue station will upgrade from its current five-day permanent day shift model plus Auxiliary personnel to a seven-day permanent day shift model plus Auxiliary firefighters, with five extra permanent roles.
- Port Douglas Fire and Rescue station will transition from its current Station Officer plus Auxiliary firefighter model to a five-day permanent day shift model plus Auxiliaries, with an extra four permanent firefighter positions to be allocated.

- Airlie Beach Fire and Rescue station will upgrade from its current five-day permanent day shift model plus Auxiliary personnel to a seven-day permanent day shift model plus Auxiliary firefighters, with five extra permanent roles.
- Emerald Fire and Rescue station will transition from its current Station Officer plus Auxiliary firefighter model to a five-day permanent day shift model plus Auxiliaries, with an extra four permanent firefighter positions allocated.
- Kingaroy Fire and Rescue station will upgrade from its current Station Officer plus Auxiliary firefighter model to a five-day permanent day shift model plus Auxiliaries, with an extra four permanent firefighter positions allocated.
- Highfields Fire and Rescue station will transition from an Auxiliary station to a Station Officer plus Auxiliary firefighter model, with the addition of one permanent position.
- Dalby Fire and Rescue station will upgrade from an Auxiliary station to a Station Officer plus Auxiliary firefighter model, with the addition of one permanent position.



After over two years of research and testing, we are proud to present “HAZIBAG”. The Ultimate FIBC.

Hazibag is a new Flexible Intermediate Bulk Container tested and approved under UN recommendations for the transport and containment of “Packing Group III” Solid Dangerous Goods. Hazibag is certified and approved by a NATA accredited testing facility, carries the CE conformity marking, and it is being built by an ISO 9001 accredited manufacturer.

The new way to pack, transport and dispose of asbestos, Hazibag is the SAFE alternative to the current procedure of wrapping and transporting asbestos after its removal.

Once the Asbestos has been placed inside the Hazibag it is fully contained. No chance for accidental exposure for anyone around. One other key feature of Hazibag is that it eliminates the need to use a steel container bin for transport. Hazibag can be placed directly on the collection vehicle to be transported to the landfill.

But, even though Hazibag was created with Asbestos in mind, its final certification makes Hazibag suitable for a variety of Dangerous Goods and Hazardous Wastes.

Bags are available in different sizes up to 3 cubic meters.

Available from Allen’s Industrial QLD. Ph: 07 3255 6455

www.hazibagaustralia.com.au

Can a bank be responsible?



You've swapped your disposable plastic water bottles for a refillable bottle and have ditched the dingy grey single-use grocery bags for more durable, reusable options.

But, have you thought about swapping your bank accounts? Just as it's becoming less socially acceptable to bring your groceries home in single use plastic bags, it's no longer enough for banks to simply be a place where you keep your money.

If you wouldn't directly invest in a tobacco company, or an organisation that pollutes the oceans or exploits its workers, you wouldn't want your bank to invest in them either.

How do I find a responsible bank?

This is a big question, and the answer isn't always straight forward. Generally speaking in Australia, a bank can be considered ethical or responsible if they do not invest in activities such as these:

- Fossil fuels and coal mining
- Weapons and armaments
- Tobacco
- Deforestation
- Human exploitation or human rights abuses
- Gambling
- Animal cruelty

A socially responsible bank would also have to show independent verification of any claims.

All Firefighters Mutual Bank¹ mortgages and deposits are certified as responsible investments by the Responsible Investment Association Australasia (RIAA)². RIAA is the peak body representing responsible and ethical investors across Australia and New Zealand.

Build your wealth with a bank that does good

Firefighters Mutual Bank has been operating responsibility and sustainably for over five decades, channelling its profits into doing good. It is built into our foundations and affects who we are, what we do and why we do it.

Dedicated to serving firefighters Australia wide

As a member of Firefighters Mutual Bank, not only will your day to day banking be easy³, you can also be confident that your investments will be managed ethically and responsibly.

Learn more about the dedicated bank for all fire and emergency service workers and their families, at fmbank.com.au/about or call **1800 800 225** 8am to 7pm, weekdays and 9am to 3pm, Saturdays.



CERTIFIED RESPONSIBLE INVESTMENT HOME LOANS AND SAVINGS ACCOUNTS

Build your wealth with a bank that does good



At Firefighters Mutual Bank, all our new home loan and savings account products have been certified responsible by the Responsible Investment Association Australasia (RIAA)¹. It's all part of our commitment to being a socially responsible bank.



Retail mortgages and deposits have been certified by RIAA according to the strict operational and disclosure practices required under the Responsible Investment Certification Program. See responsibleinvestment.org for details¹.

Learn more
fmbank.com.au/responsible-investment



¹ 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.

² Retail mortgages and deposits have been certified by RIAA according to the strict operational and disclosure practices required under the Responsible Investment Certification Program. See www.responsibleinvestment.org for details. The Responsible Investment Certification Program does not constitute financial product advice. Neither the Certification Symbol nor RIAA recommends to any person that any financial product is a suitable investment or that returns are guaranteed. Appropriate professional advice should be sought prior to making an investment decision. RIAA does not hold an Australian Financial Services Licence.

³ 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 800 225 or go to fmbank.com.au

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. ¹ The Responsible Investment Certification Program does not constitute financial product advice. Neither the Certification Symbol nor RIAA recommends to any person that any financial product is a suitable investment or that returns are guaranteed. Appropriate professional advice should be sought prior to making an investment decision. RIAA does not hold an Australian Financial Services Licence. Firefighters Mutual Bank is a division of Teachers Mutual Bank Limited ABN 30 087 650 459 AFSL/Australian Credit Licence 238981 | 01579-BRA-FMB-1019-RIAA-VFAA-Mag-A4

Fire & Flood & Now – A Virus!

The long Fire Season has ended in Quensland with the coming of the rains followed by Covid-19 Virus.

Fire

Bushfires ravaged the state from September 2019 and during the end of last year, and now- at the end of January 2020, the rain arrived in the north and Queensland Fire and Emergency Services (QFES) has changed focus from a long and extreme bushfire season to focus on the wet season.

QFES Commissioner Greg Leach recently announced the end of the fire season.

“More than 35,000 QFES personnel worked tirelessly to defend life, property and land, which was the second consecutive year we had faced a significant bushfire season,” Commissioner Leach said.

“We saw the season really kick-off in September and within a matter of days three major blazes burnt throughout the state at Stanthorpe, Binna Burra and Peregian Springs.

“Heightened conditions continued until mid-December with little reprieve for firefighters and support personnel.”

Mr Leach said the bushfires scorched 6.6 million hectares of land, a total of 49 houses were destroyed as well as 68 sheds and five commercial buildings. “QFES used 72 aircraft from the start of the season until 31 December, which equated to more than 6557 hours flown, which doubled from last year,” Mr Leach said.



Floods

The wet season arrived mid January 2020 in the north and flooded parts of northern and western Queensland through January, February 2020, and into March 2020.

Cloncurry through to St George, which faced flooding from the Balonne River, with Swiftwater QFES and SES flood boat crews on standby as the water rose. Swiftwater crews were deployed and rescued the unwary. Western Queensland turned green as floodwaters made their welcome way south.

Cloncurry through to Dirrumbandi, Dalby St George all welcomed drought breaking rains. Very few complained as the long drought, in many areas, was broken.



Disease

The world is currently facing a huge threat from Corona Virus that has now reached Queensland.

Beginning in China and now worldwide and the situation develops and becomes more serious, all we can do is follow the medical advice and look after ourselves and each other.

Obviously, this has an impact on Auxiliary Firefighters and how you carry out your duties.

Apart from frequently washing hands properly, and practicing social distancing, please note the following:

Queensland Health have advised that the risk associated with COVID19 is continuing to rise and the World Health Organisation declared a Global Pandemic on 12 March 2020. Cases in Queensland, although largely associated with international travel, continue to rise and risk of local transmission is increasing. On 15 March 2020, The Australian National Cabinet has moved to targeted action in a pre-emptive response to slow transmission in Australia. As a result, the Commissioner has decided the **QFES Pandemic Preparedness Level is now being raised to level 3**, effective from 1800hrs 16 March 2020. This PPL is aimed to protect our people and maintain our critical services. In line with the QFES Pandemic Response Plan the specific actions to be taken by all regions are outlined below.

PPL 3 Initial Action Stage includes:

This stage will be scalable, based on Queensland Health or National Advice, and other actions may be added as the situation evolves;

• All community engagement activities to stop e.g. attending community events, charity or fundraising.

• All community education programs, unless related to COVID19, to stop – e.g. all education programs in schools.

• All QFES operational facilities to limit access to QFES staff and volunteers and auxiliaries. Where feasible only staff on shift and management teams to be on site at one time.

• All state and regional offices to limit access to QFES staff and volunteers only. If other visitors need to attend state and regional offices, where possible they should wash their hands and/or use alcohol-based hand rub before entering.

• Where feasible, meetings to be held by teleconference or videoconference to minimise senior management groups meeting face to face.
• When attending alarm calls at residential based facilities e.g. aged care, hospitals, prisons, detention centres - staff to be wearing P2 masks and gloves and to wash hands when leaving the facility, uniforms can be washed as per normal procedure.

• All international travel that is QFES sponsored or work related is suspended.

• All staff returning from overseas to self-isolate for 14 days – 13Health will provide advice and see attached guidance.

• In line with DFAT advice, all Australians are asked to reconsider the need for overseas travel at this time.

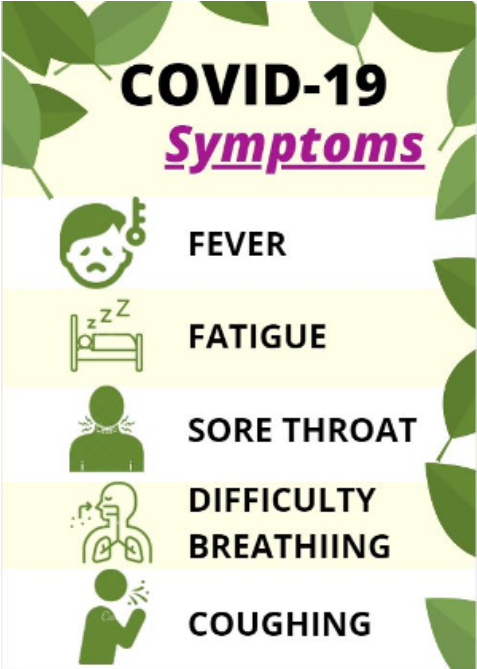
• All inter-state travel should be immediately reconsidered, with use of video conferencing facilities the preferred option, whenever possible.

• Inter-state travel which is business essential will require approval from your Deputy-Commissioner. Intra-state travel is a matter for regions to decide at this time based on operational needs.

• In line with Commonwealth Department of Health advice QFES staff, volunteers and auxiliaries to avoid all mass gatherings.

• Non – essential training to cease – further guidance to be provided. Note this does not include EMC DM training for local Government.

Stay Safe!





the spread
of
GERMS

1



2

COVER
your
COUGH



3

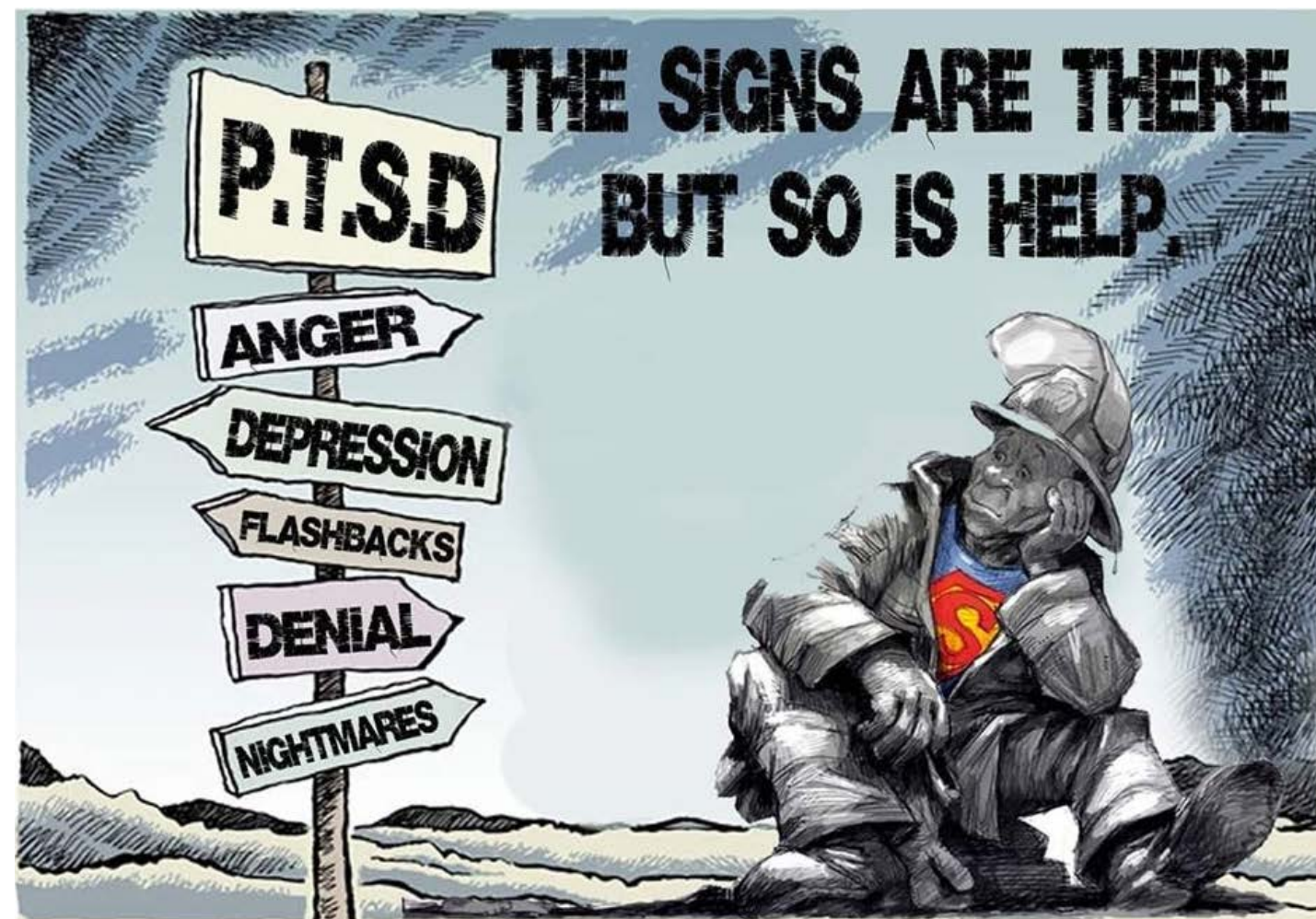
STAY HOME
if you're sick



If you're concerned, visit your GP
or call **13HEALTH (13 43 25 84)**.



Queensland
Government



Are you an emergency service worker? Or have you ever worked as a first responder?

"The Relationship Between Self-Care Behaviours and Mental Health and Rates of PTSD due to Past or Present Trauma in Australian First Responders."

Mental health issues such as stress and anxiety are an on-going concern felt by many Australians in their everyday lives. Emergency service workers and first responders deal with these daily life stressors as well as face confronting and possibly life-threatening incidents in their volunteer or employed work. This leads to a higher than average rate of probable post-traumatic stress disorder (PTSD) and psychological distress than the rest of the Australian population.

It is known that self-care behaviours are beneficial in increasing mental wellbeing and reducing stress however, this has not been explored in first responder workers.

Self-care behaviours have been consistently linked with many physical and mental health and wellbeing benefits. The practice of self-care is known as a basic first step in a more positive life and for preventing many kinds of health issues. There are studies investigating the effects of self-care on individuals suffering from trauma however this has not been explored in first responder

workers who are exposed to potentially traumatic incidents regularly. This study will investigate the relationships between use of self-care behaviours, mental health and possible PTSD symptoms in current and past first responders in Australia.

The outcomes of this study will show insight into the use of self-care in the emergency services and may be beneficial for creating prevention strategies for mental health issues and PTSD for these organisations.

If you would like to participate in this research, please go to the following link:

https://rmit.au1.qualtrics.com/jfe/form/SV_8kyTHMfCQdRsCm9

The online questionnaire will only take approximately 15 minutes to complete. Please share this link with other emergency workers that you feel would be interested in participating in this research.

If you would like further information regarding this research project, please contact the chief investigator, Dr. Mirella Di Benedetto (email: mirella.dibenedetto@rmit.edu.au, phone: 9925 3019).

Celebration of Desley Goldsworthy QFES service



Photo: Receiving 25 Year Medal Bar with Minster Crawford and Commissioner Carroll.

DESLEY GOLDSWORTHY retired on 03 January 2020 as Captain of Tin Can Bay QFES Station after 28 years of service to her community.

Mayor M Curran, Chief Supt Michele Young, reps from QFES, QPS QAS and SES as well as family and friends celebrated her coming retirement. Desley started serving the community in 1988 with her mother who was an SES volunteer in the same building as the fire station. During a big fire at Toolara Forestry, while monitoring SES phone and radio, Desley answered the unattended fire station phone and, encouraged by John Corbett and Capt Dino Anfuso, joined Queensland Fire & Rescue Service on 5 Nov 1991.

Desley said “Very few women were in the Fire Service at that time but it was slowly changing – Gail Bartholomew

Sandie Steele joined the crew at Tin Can Bay. When we turned up with me driving and Gail & Sandie jumping out of the truck, we certainly turned a few heads and dropped a few jaws.”

In 1997, Desley became Lieutenant and trainer and, in 2000, was promoted to Captain. In the following 19 years Desley committed herself to her crew and her community. Desley leaves with many memories. Many will be treasured, some will be hard to forget.

Desley also took on the role of regional First Aid Trainer covering annual first aid courses from Caloundra to Bundaberg. “I will miss that contact” Desley said.

Far Northern Region



North Coast Region



Noosa Car 1's a Willys 4WD Fire Truck in action back in the 1950/60's around Noosa.

This Willys Jeep Fire Appliance started life at Pomona, near Noosa, then made its way to Tewantin and then Cooran. At the end of its service life between 1986 and 1990 the vehicle served as a lube mobile for other appliances running oils and alike to various stations.

The Queensland Government supplied a number of these units to small rural towns in the late 1950's and early 60's. The trucks left the Willys Brisbane factory as cab/chassis and were converted in Brisbane prior to being put into service throughout the state.

The vehicle came into service around 1957 or 58, has an O'Hare Pump, and its motor is a 'Hurricane 6' side valve. The body was made by Enoggera Motor Body Works.

2020 Auxiliary employee's payroll calendar for Queensland Fire and Emergency Services

Cut-off times are subject to change – advice will be published on the QSS For Government Site and Self Service Centre.

Important dates: 1 July QSuper defined benefit annual review | 1 October State Super annual review

- Public holidays
- School holidays
- Show holiday (Brisbane only)
- Pay day
- Pay processing deadline (by 3rd business day monthly)*

* All documents must be received by Queensland Shared Services by close of business on these dates for processing in the next pay.

January

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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.

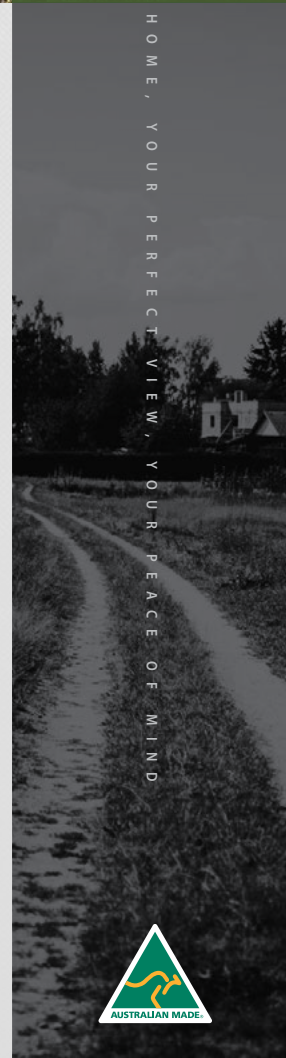
North Coast Region



Photos from NCR ARTEP course crew, Well Done



North Coast Region Road Crash Rescue Photos - March 2020





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For 10 years, 'Warrior Windows & Doors' has been embarking on a journey to develop and provide solutions in the residential sector to protect both life and property in the event of a bushfire.

Our team has over 75 years of combined experience in the fire protection industry, with 'Warrior Windows & Doors' providing a complete solution to give you confidence and add value to your project with fire rated windows, fire rated doors and fire rated shutters.

Since 2009, it's been our focus to continue researching and developing our range - bringing the most innovative technology to both regular and unique project challenges.

In 2019 the 'Warrior Windows & Doors' brand was also proudly and officially certified Australian Made. Our products are designed and manufactured in Western Sydney, and with a national reach along with unparalleled knowledge of fire protection in Australian conditions – who doesn't want that level of confidence and peace of mind?

We actively participate in testing including the 'Mogo Full-Scale Bushfire Test' (right) to ensure confidence in both BAL-FZ and BAL-40 applications. All our BAL-FZ systems are approved to provide at least 30 minutes of fire protection and comply with AS3959.

Our product innovation also considers aesthetics to help maintain the presentation of your home. For our windows and doors, we manufacture to suit not only compliance, but visual application – with the ability to match current window frame colours or facades using the Dulux Dullaroy Range. For our shutters this is also the case, with the addition of the most compact head box on the market today.

We believe people deserve to work & live in safe & beautiful buildings. Come and visit our showroom at 26 Ferndell St, South Granville (entry via Straits Ave), check out our website www.warriorwindows.com.au, or make free call on 1800 218 258 to speak with one of our Bushfire Control specialists.



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



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or know someone who can?

campquality.org.au/volunteer or 1300 662 267

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1300 727 827
starlight.org.au



Auxiliary Firefighter Development Unit - Training Calendar School of Fire and Emergency Services Training				
2019 / 2020 FINANCIAL YEAR				
Training Course	Supress Urban Fire Stage 2 Course (FFGC040/FUNIT137)	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)
JUL				Roadshow 20 - 21 Jul
AUG	2 - 4 Aug	24 - 25 Aug		Course 19 - 30 Aug
SEPT	Auxiliary Firefighter Development Unit engagement with regions: - succession planning with MPDs - capability and capacity - regional processes - regional requirements			
OCT	Auxiliary Firefighter Development Unit, Training and delivery review: - qualifications - course material - delivery methods - state processes			
NOV				
DEC				
JAN				
FEB	7 - 9 Feb Suppress Urban Fire	22 - 23 Feb Drive Vehicles		
MAR			16 - 20 Mar Aux Recruit Inst	
APR				
MAY	15 - 17 May Suppress Urban Fire			
JUN		6 - 7 Jun Drive Vehicles		13 - 14 Jun Op Supervision R'show Course will be 17 - 28 Aug
Note - All Course nominations must be sent through your Area Commander to your Regional Manager of Professional Development (MPD). <u>On endorsement</u> , nominations will then be forwarded to the Auxiliary Firefighter Development Unit by your MPD.				



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

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'



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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.



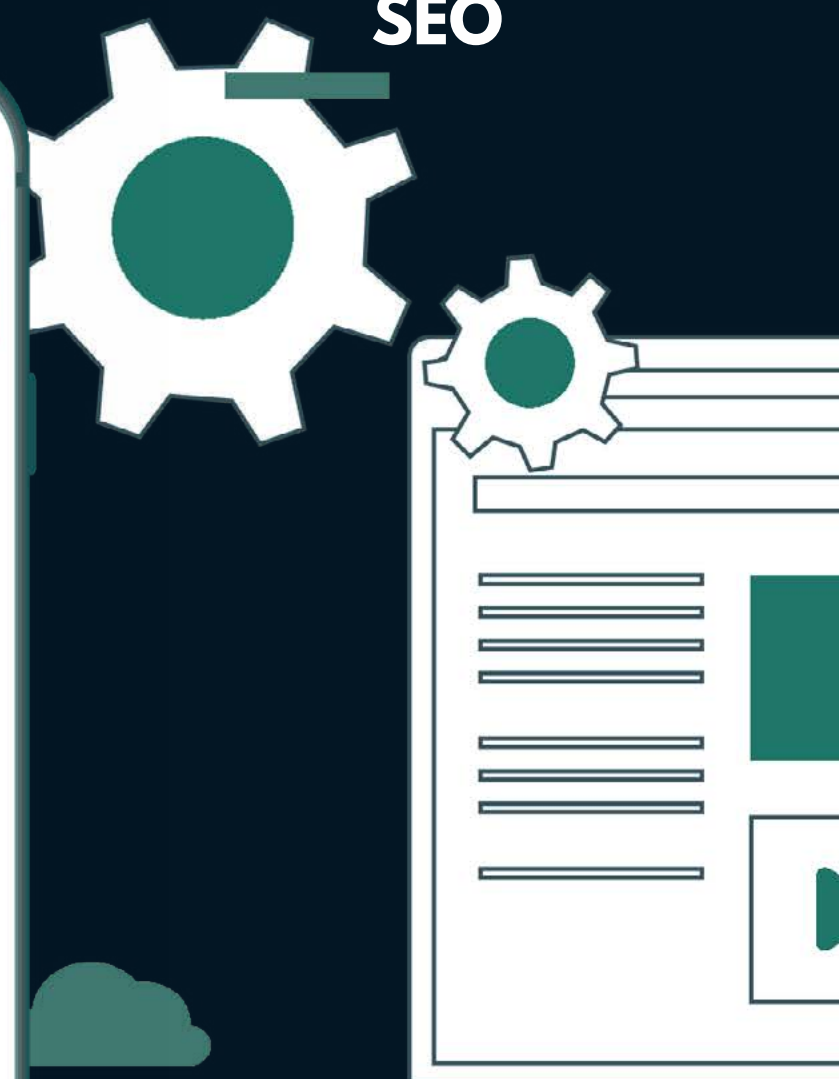
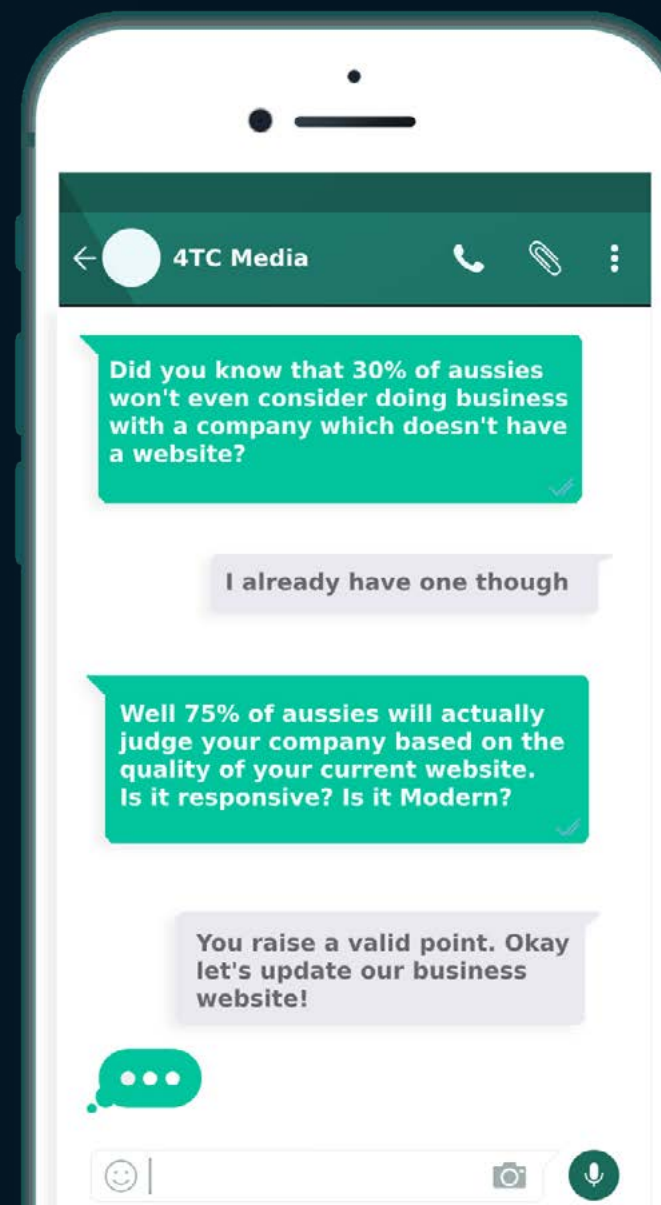
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