

THE QUEENSLAND AUXILIARY

FIREFIGHTER

- ON CALL 24/7

www.qafa.asn.au

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



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.**



3



5



11



13



Contact us:

QAFA President: Rodger Sambrooks 0438 185 208

State Secretary: Renier Van Raders
21 Watchmans Road, Malanda Qld 4885
Email: secretary@qafa.asn.au

Magazine: Adrian Williams
U4 Arrons Villa 263 Gympie Tce Noosaville 4566

www.qafa.asn.au



Views and opinions expressed in this journal are not necessarily those of the Queensland Auxiliary Firefighters Association Inc, the editor, the publisher or printer. It is not for Queensland Auxiliary Firefighters Association Inc or the publisher to ensure that advertisements published in the journal comply with all aspects of The Trade Practices Act 1974.

Published by **///emergencymedia**
1st Floor, 607 Bourke Street, Melbourne Vic 3000.
Direct all advertising enquiries to 1300 855 444.
Print Post approved: 352524/00308

STATE MANAGEMENT COMMITTEE

Executive Management

State President:	Roger Sambrooks	07 5478 9926
State Secretary:	Renier Van Raders	0427 965 136
State Treasurer:	Jon Karas	0499 787 050

State Regional Reps

Far Northern:	Renier (Rene) van Raders (Malanda Station)	0427 965 136
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
South West Region (Area 1,2,3):	Chris Aynsley (Dalby Station)	0488 866 466
South West Region (Area 4,5,6):	Michael O'Brien (Roma Station)	0427 015 774

President's Message

Rodger Sambrooks, President – Queensland Auxiliary Firefighter Association (QAFA)



Welcome to the 2017 Spring edition of our Auxiliary Firefighter magazine. This magazine is for all Auxiliary Firefighters. I hope that you find it interesting and encourage you to support future editions with stories and articles.

Already this year we have seen some large fires as we move towards summer. Climate Changes seem to be increasing the intensity of wildfires worldwide.

In August 2017, the United Firefighters Union Qld (UFUQ) lodged an application for Orders against Qld Auxiliary Firefighters Assoc. Inc. (QAFA) in the Qld Industrial Relations Commission (QIRC). Their aim is to prevent QAFA from supporting Auxiliary Firefighters. They have said they want us closed down and out of the 'game'.

This year, our Charter and Memorandum of Understanding are being tested but remains supported by QFES and the

Government. If you have any issues, or need support in this area, contact us.

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.

2017 QAFA AGM is being held at Buderim Fire Station at 0900 on 02 December. All welcome.

I 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.

Stay Safe.

Commissioner's Comment

Katarina Carroll APM, Commissioner – Queensland Fire and Emergency Services



With Spring upon us, we are heading into a traditionally busy time of year for QFES. After a warm winter, another long bushfire season is anticipated. Over the past few months, Operation Cool Burn has seen us working hard with our partners and the community to reduce the bushfire risk and educate people about bushfire safety.

In May, QFES celebrated a milestone with the graduation of the 100th Recruit Course. This was the first graduation which included recruits selected through the inaugural auxiliary firefighter closed merit process. The initiative, launched last year, gives auxiliary firefighters the opportunity to transition to full-time permanent employment as a QFES firefighter.

Elliott Green, the dux of Recruit Course 100, was selected through the closed merit recruitment process. Congratulations to Elliott and all our recruits.

QFES recently commissioned Colmar Brunton, a professional independent market research company, to conduct comprehensive research relating to attraction, recruitment and retention issues associated with Auxiliary Firefighter employment.

The objective was to provide QFES with a better understanding of how it can improve its recruitment processes and services, including attraction and retention.

A wide range of stakeholders in regional communities were involved including auxiliary firefighters, the United Firefighters Union Queensland, the Queensland Auxiliary Firefighters Association, QFES Human Resources staff, regional head office staff, mayors and community members who participated in interviews and focus groups.

This approach enabled Colmar Brunton to gain an insight into the personal drivers and barriers to attracting and retaining auxiliary firefighters, as well as understand the wider community and regional dynamics that relate to service delivery.

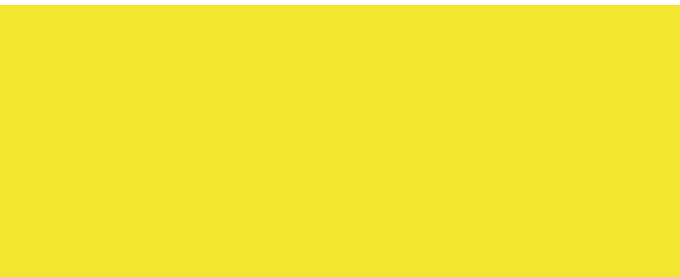
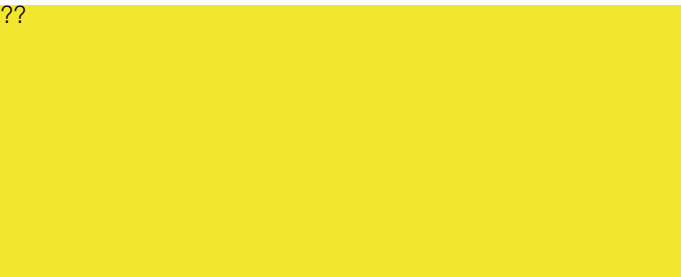
The research component of the project has now been finalised and a draft report provided to QFES. Following the completion of internal governance procedures, key stakeholders will be invited to attend information sessions hosted by Colmar Brunton for the delivery of the report and to enable discussion on the findings.

On a separate note, our department has been on the front foot in managing the issue of Aqueous Film Forming Foams (AFFF). Since concerns about the historic use of AFFF arose in 2016, we have acted to identify where legacy stocks of foam were stored, collect these stocks, and dispose of them appropriately.

The QFES Research and Scientific Branch has tested water pits at 26 Fire and Rescue stations across the state, and at Whyte

Minister's Comment

Honourable Mark Ryan MP
Minister for Police, Fire and Emergency Services and Minister for Corrective Service



Firefighter Elliott Green was awarded dux of Recruit Course 100

Island. Although those tests indicated PFOS concentrations at seven locations exceeded recreational water use guidelines, water in the tanks has not been used for drinking or recreational purposes. We have started filling pits with gravel and capping them with concrete as part of a statewide program to decommission all Fire and Rescue station water pits.

While it is uncertain if there are any health impacts from exposure to AFFF, a free, voluntary health program is available to current and former members of the QFES workforce – both paid and volunteer – including auxiliaries, who may have come into contact with AFFF during their service with QFES.

The program includes consultation with a health practitioner and, if desired, blood screening. While this screening will not provide definitive guidance about a person's health, it will give a baseline that may be useful for future reference.

I am extremely proud of our auxiliary firefighters who have been recognised in recent months for their exceptional courage. Four firefighters who assisted in a rescue at a truck explosion near Charleville in September 2014 received national bravery awards at a ceremony in April. The Governor of Queensland, His Excellency the Honourable Paul de Jersey AC, presented Stars of Courage to firefighters Peter Hackwood, Clinton McCarthy, Jake Sullivan and Nathan Thompson from Charleville Station. The Star of Courage is awarded for conspicuous courage in circumstances of great peril.

Auxiliary firefighters and other QFES members who responded to the Ravenshoe café explosion two years ago have been acknowledged for their bravery and selflessness. At an awards ceremony in June, I presented Ravenshoe auxiliary firefighter Nathaniel Stasse with the Commissioner's Commendation for Bravery Award and Auxiliary Captain Robert Doyle with the Commissioner's Commendation of Notable Action. Auxiliary firefighters from Ravenshoe, Atherton and Millaa Millaa Fire and Rescue Stations received Commissioner's Unit Citations for their outstanding professionalism.

To all of our auxiliary firefighters who received awards, thank you for your exceptional dedication to protecting your communities.

It gave me great pleasure to officially open the revitalised Cherbourg Fire and Rescue Station in July. The station

previously operated with only two auxiliary firefighters. Now it is fully operational, with 11 auxiliary firefighters responding to emergencies in the community.

A strong partnership between QFES, Cherbourg Aboriginal Shire Council and the community enabled the new firefighters to complete their training and education. The transformation of the station is a testament to the support of the community. It was fitting that we celebrated the station's opening during NAIDOC Week – a time to recognise the significant contributions that Aboriginal and Torres Strait Islander people make in our communities.

QFES will play a significant role in ensuring community safety during the XXI Commonwealth Games to be held on the Gold Coast from 4-15 April 2018. Auxiliary firefighters will be part of a QFES deployment, under Operation Paratus, and will fill roles such as crew and delivery transport drivers.

As you may already be aware, there is new criteria for eligibility for the retention allowance for scheduled weekly training. Eligibility for the 'attend at least 75 per cent scheduled weekly training' payment is measured by attendance at the weekly drill nights conducted at each Fire and Rescue Station, regardless of what activities may be performed on that night.

To ensure that QFES can capture the information required to check eligibility and authorise the payments, OMS has been updated to include an activity called 'auxiliary roll call'. This activity should be scheduled and performed for one minute at the start of each drill night and have all attending crew assigned to the activity.

Once drill night starts, crews can do a number of activities which can be entered into OMS as per normal. By assigning all crew names to the auxiliary roll call activity, QFES can use the data to update the CORE report to show progress towards the 75 per cent attendance target.

As we prepare for a busy few months ahead, I would like to acknowledge the essential work that you do as auxiliary firefighters and the difference that you make in your communities. Thank you for your commitment to our organisation, and to keeping Queenslanders safe.

News from QFES

A windy August weekend saw an abrupt start to the bushfire season with dry and hot conditions mixed with gusty winds producing Very High Fire Danger Ratings throughout large parts of Queensland.

Around 500 firefighters and support personnel responded to the blaze on the Sunshine Coast that burnt 700 hectares of land. An emergency alert and eight community warnings were issued, and residents in a number of locations were ordered to evacuate.



Photo courtesy of Maroochy River Rural Fire Brigade

In addition to bushfires, QFES crews attended two major structure fires on the Sunshine Coast and Kilcoy which caused significant loss of property.



A Sunshine Coast suburb glows red during the Caloundra fires. Photo courtesy of the Sunshine Coast Daily.

Independent complaints management system open

A new independent complaints management system is now available for QFES members to confidentially report inappropriate workplace behaviour and misconduct.

The independent system operates through a transparent process that is external to QFES and administered by corporate advisory firm McGrathNicol. Those who wish to report inappropriate workplace behaviour can choose to do so anonymously and can either request formal QFES action to assess their complaint, or that no formal action be taken.

The independent system is available to all QFES staff and volunteers, in addition to the existing QFES Complaints Management System, and will be reviewed on 31 December 2017.

For more information visit the QFES Gateway and the RFS and SES volunteer portals.

Phase 2 Uniform Rollout

In February Commissioner Carroll emailed staff about the supply and distribution of uniforms to operational staff. Since that time the Capability Resource Unit (CRU) has processed email requests submitted by those who still have the old uniform.

The CRU has a team dedicated to finalising the remainder of the Phase 2 uniform rollout, which will begin in the near future and is expected to be completed by mid-year.

Once this is initiated, all uniform items that have been on hold will be distributed, as well as any backorders such as workwear jackets. The focus will be on operational staff uniforms. Epaulettes for caches and items for administration staff, such as polo shirts and name badges, will not be distributed during this time, but later in the year.

The assistance of Fire and Rescue Service staff is required to successfully deliver the remainder of Phase 2, so please keep an eye out for further instructions from your Assistant Commissioner.

Operation Paratus Update

Queensland will welcome more than 6500 athletes and officials from 71 Commonwealth nations to the Commonwealth Games in April 2018. There are many opportunities available for operational staff and volunteers to get involved and be part of QFES' *Operation Paratus* — Latin for 'to be prepared and ready'.

The QFES Commonwealth Games Office have almost 3000 shifts to fill and will be recruiting for communications officers, event coordination centre personnel, volunteer roles, firefighters and Urban Search and Rescue crews. Crew transport positions will also be advertised for auxiliary firefighters.

Operational staff are encouraged to visit the Gold Coast 2018 Commonwealth Games Gateway page regularly as this will be updated with new opportunities as they become available. Volunteers in the South East Region have been provided information on submitting a nomination by their Regional Office and Local Controllers, and via their Office 365 email.

I encourage you to consider applying for a role that is suitable for you.



Extracts from recent Commissioners Updates

Tuesday 10 October is a significant day for QFES and for the rest of Queensland

Firefighters' Remembrance Day, the tenth day of the tenth month, is the day when we stop to recognise and remember our fallen colleagues who have lost their lives in the line of duty. We honour their memory, acknowledge their supreme sacrifice and remember them and their contributions to the community.

Since 1877, 51 Queensland firefighters have lost their lives in the line of duty. On Tuesday we will remember them and the firefighters around Queensland who put their lives on the line each and every day to keep us safe. Firefighters face daily uncertainty in their line of duty – often sacrificing their own safety to protect lives and properties in our communities and displaying a unique courage in doing so. They also demonstrate an ongoing and unwavering commitment to others and to their colleagues that requires courage, integrity, trust, strength and selflessness.

On Tuesday 10 October, flags at fire stations around Queensland fly at half-mast to honour those firefighters who lost their lives in the line of duty and to acknowledge all firefighters in our department – we appreciate the risks you face and thank you all.

Commemorative services were also held around the state in recognition of *Firefighters' Remembrance Day*. I encourage you to attend a service if there is one in your area – see the attached list for details.

I am proud of the work our workforce, both paid and volunteer, takes on to support and protect Queensland communities. Across the state, firefighters respond to incidents without hesitation, putting themselves in uncertain situations to protect us, our families and our communities.

Commissioner Katarina Carroll APM

Yellow Ribbon Day Also on the 10th October this year, was our chance to show our support for the 36,000 QFES Rural Fire Service (RFS) volunteers who sacrifice countless hours to make Queensland a safer place. Working across more than 1440 RFS brigades, these volunteers protect 93 per cent of the land in our vast state.

RFS volunteers play a fundamental role in protecting Queensland against the threat of bushfires. Along with responding to bushfires and other emergencies, RFS volunteers conduct important mitigation activities and educate communities about fire prevention and preparation.

Our RFS volunteers come from diverse backgrounds but they share a common sense of responsibility towards the safety of their communities. They generously give their time, energy and skills, and in doing so put themselves at risk, to help protect Queenslanders' safety and livelihoods.

I would like us all to consider how many homes, properties, neighbourhoods, and most importantly lives, have been saved thanks to the dedication, commitment and community spirit of our RFS volunteers.

On Tuesday 10 October, our wearing of a yellow ribbon proudly says thank you to our RFS volunteers and to acknowledge the enormous contribution they have made and continue to make, to building a stronger, safer Queensland.

Commissioner Katarina Carroll APM

Retired Firefighters Association Queensland

The Retired Firefighters Association of Queensland (RFAQ) was formed early in 1999 as a non-profit organisation run by Retired Firefighters for Retired Firefighters.

Members of the RFAQ provide support and comradeship to each other, particularly in times of sickness or bereavement and the Association helps to ensure that retired firefighters do not lose contact with each other or with the QFRS.

As many retired firefighters have built their life on service to the community, the RFAQ also gives them an opportunity to continue this community service by assisting the QFRS to spread the word on fire safety.

Association members have assisted the QFRS at numerous community events and were instrumental in the development of Seniors Fire Ed, a fire awareness and home safety program specifically for the over 50's age group.

We hope that you find our site interesting and informative. If you are a Retired Firefighter, this is YOUR site! If you are a serving Firefighter, then **one day you will be a retired Firefighter**.

Full Member (per year) – Any ex-firefighter (urban, rural or auxiliary) or equivalent, who has retired with honorable discharge.

Associate Member (per year) – Wives or partners, serving members, or ex-employees of the Fire Service.



The Fire Brigades Historical Society Qld Inc begun in the early 1980's by a small dedicated group of fire fighters, after an enormous amount of time and effort the museum started, originally know as North Pine Country Markets now the museum operates in the renamed YMCA Old Petrie Town.

Operating out of 2 (soon to be 3) buildings on several levels, with a replica fire station including a dormitory and garage to house an appliance.

Embracing all services the museum has amassed an impressive collection over the years, displays include rural, industrial and military with the main aim being the Queensland fire services history.

The museum complex is open every Sunday to the public from 8am to 12 noon and by appointment at other times, we can cater for birthday parties and provide vehicles for your wedding photos on the grounds surrounded in lovely bush setting with historic buildings.

Entry to the museum is by gold coin donation which will help us achieve ours goals with restoring and maintaining a historically significant collection of fire appliances and related equipment.

The museum is also seeking new members to assist with various tasks, no experience is necessary we accept new members from all walks of life, all we ask is that you have a passion for retaining and maintaining historically significant items.



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.

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.

OUT&ABOUT

WITH AUXILIARIES

Opening of Cherbourg Fire Station

QFES Honours Cherbourg Firefighter



Lieutenant Jack Combo Jnr with the plaque honouring his late father who was a foundation member of the Cherbourg Fire Brigade ... the training room at the new station is named after Jack Combo Snr

July 5, 2017

The opening may have been a bit delayed – the \$1.2m station was actually built in 2012 – but that took nothing away from the official opening ceremony for the “new” Cherbourg Fire Station on Wednesday.

The junior Wakka Wakka dancers performed to an appreciative crowd of onlookers, which included Cherbourg Elders, local residents, senior officers from the Queensland Fire and Emergency Services and police representatives.

Member for Bundaberg Leanne Donaldson, Cherbourg Mayor Arnold Murray and QFES Commissioner Katarina Carroll did the honours, unveiling the plaque to officially open the station.

Commissioner Carroll said it was especially fitting that the opening ceremony was occurring during NAIDOC Week.

She praised the Cherbourg community for supporting the station ... in 2012, there were just two auxiliary firefighters at Cherbourg; now there were 11.

Commissioner Carroll said a strong partnership had also grown between Cherbourg Council and the QFES.

A highlight of the opening ceremony was the announcement that the Training Room in the building would be named after the late Jack Combo Snr.

Jack was a foundation member of the original fire brigade and served with it from 1976 to 1984.

His son, Jack Combo Jnr, is a current firefighter at the station and many members of the Combo family were present for the ceremony.



Cherbourg Mayor Arnold Murray with Member for Bundaberg Leanne Donaldson and QFES Commissioner Katarina Carroll.



When was the last time you saw a firefighter playing a didj? Bert Button Jnr, Shamus Cobbo and Tyrone Murray were part of the Wakka Wakka dancing performance.



Firefighter Charlie Bond led the junior Wakka Wakka dancers in an eagle dance.



QFES Assistant Commissioner (North Coast) John Cawcutt presented Mayor Arnold Murray with a certificate acknowledging



the help of Cherbourg Council with the project. Cherbourg's fire station was open for inspection after the official ceremony.

Story & photos courtesy South Burnett News



Leanne Donaldson and visiting QFES senior staff with the Cherbourg firefighting team



ARTEP residential two week course in Far North Queensland number 51 only had 6 students from Port Douglas, Mission Beach, Tully, Mossman and Mareeba. A special highlight for courses 51 and 52 was the use of the Cairns Airport live fire facility.





Auxiliaries have been helping the Department of Natural Resources and Mines and Mareeba Council to do hazard reduction burns in Mareeba, Dimbulah, Chillagoe and Herberton as part of Operation Cool Burn.

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)

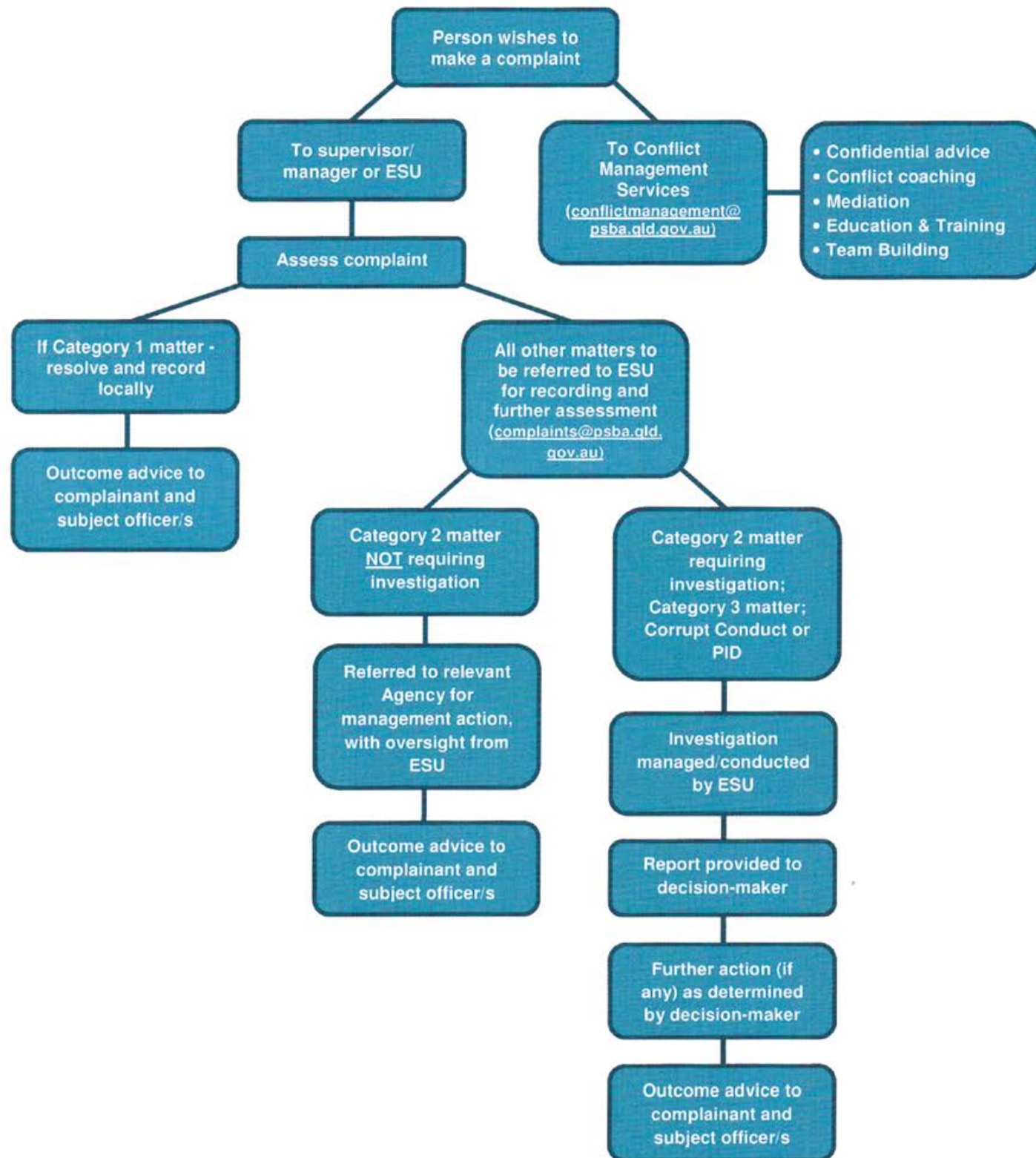
QAFA Firefighter BEANIES available for \$17.50 (plus \$7.50 postage)

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



BEANIE
\$17.50

Dealing with Complaints



If complainant dissatisfied with action taken



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

2017

Training Course	Supress Urban Fire (SUF-A) Stage 2 Course (FFGC040 / FUNIT137)	PUAVEH001B Drive Vehicles Under Operational Conditions	Tactical Incident Management Course (TIMC) (FATEP14)	Instructor Development Course	Operations Supervision (OPRC055)
Who Can Nominate	Aux FF Grade 2, LT's, CAPT's (max x16 candidates)	ANY (x15 participants per course)	Captains / Lieutenants (x12 participants)		OTAF Candidates (8 candidates, x1 per Region)
JAN					
FEB	SUF Course 10th to 12th	Driving 4th & 5th			
MAR	SUF Course 31st to 2nd	Driving 4th & 5th			
APR					
MAY		Driving 20th & 21st			
JUN	SUF Course 9th to 11th		TIM Course 12th to 16th		
JUL		Driving 15th & 16th			Operations Supervision Roadshow 15th & 16th
AUG	SUF Course 4th to 6th				Operations Supervision 21st to 1st
SEP		Driving 9th & 10th			
OCT	SUF Course 13th to 15th				
NOV		Driving 11th & 12th			
DEC	SUF Course 1st to 3rd				

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. All courses planned for the 2016/2017 financial year are subject to finance approval. Course nominations close 4 weeks prior to course commencement date. All participants must be a minimum of AFF Grade 2 or above and enrolled in the relevant program (e.g. ATAF)



Complete Warehouse Solutions

Queensland's Pallet Racking Experts

- Professional, experienced and reliable pallet racking specialists
- For repairs, installs, pull downs, relocations, buy backs or purchases – all brands
- FREE walk-throughs with no obligation quote
- Servicing Queensland and northern NSW – no job is too big or too small



6-8 Bowen St, SLACKS CREEK QLD 4127 Ph: **1300 786 001**

Email: service@sunst8.com.au

www.sunst8.com.au



Go to QAFA Facebook page
and 'like' for updates and latest news

Firefighters' Remembrance Day

Every year, at the tenth hour of the tenth day of the tenth month, we paused for Firefighters' Remembrance Day to pay tribute to Queensland firefighters who have lost their lives in the line of duty.

Each year on this day we pause and remember the firefighters who have died protecting and serving their communities – there have been 51 in Queensland since 1877. We acknowledge their sacrifice and their families, friends and loved ones left behind. We also stop to recognise all serving firefighters around the state and the courage and commitment they display protecting the people of Queensland.

QFES services were held in each region and flags were flown at half-mast to commemorate this significant day for the department.



Membership Application

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.

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)	
Membership:	☐ Direct Debit Bank Account – \$10 per month (page 40) ☐ Direct Debit Credit Card (see below) ☐ Direct Bank Transfer – \$120 for 12 months membership Date: / /	
Credit Card	Cardholder Name: Card No.: _____	
	Please debit my ☐ Visa ☐ Mastercard ☐ Monthly \$10 ☐ Quarterly \$30 ☐ Semi-Annually \$60 ☐ Annually \$120 (Station Group membership can only be paid annually by direct deposit.)	
	Expiry Date: / 3 Digit CCV:	Signature:
Direct Bank Transfer	Bank: Bendigo Bank Name: Qld Auxiliary Firefighters Association BSB: 633-000 Account No.: 150285419 Direct Bank Transfer is only permitted for 12 Month Membership payments of \$120. Please use your Employee Number as the reference number.	

QAFA MEMBERSHIP – Membership of Queensland Auxiliary Firefighter Association Inc is available to Auxiliary Firefighters across Queensland. If yours is a new application, or if you are renewing your membership, our preferred process is via our website www.qafa.asn.au. Simply go to the website and click on the new member or renewing member tabs (yellow and green) at the top of the home page and follow the prompts. Payment can be made by secure credit card payment or by direct deposit into our bank account. Payment via direct deposit bank account and credit card will continue until you advise the State Secretary in writing that you are resigning your membership.

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 crew ...x ½ rate \$60 = \$300)
10 or 11	\$360
12 or 13	\$420
14 or 15	\$480
15+	Ask us

Annual fees are to be paid to Bendigo Bank BSB 633000 Acc 150285419 Qld Auxiliary Firefighters Assn. 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

DIRECT DEBIT REQUEST

Instructions:

When this form has been completed, please send this form to;

- a) via email to, payments@qafa.asn.au
b) via fax to, 07 5636 0945

Customer Name:	D.O.B.:	Employee No #
Customer Address:		
Email:	Phone:	

* If debit exceeds \$1,000 per month the full name, DOB, address & phone MUST be supplied along with a copy of the customer's drivers licence or passport.

I/We request Pay Advantage* ABN 38 749 739 150, User Id 378093 to debit funds from the nominated account according to the below schedule.

Ongoing	Start Date / /	Ongoing Amount \$ 1 0 0 0	Frequency ☒ Monthly
Stop Debiting	☒ Recurring / Manually stopped (Debit will continue until manually stopped)		
Account	BSB	Account	Account Name

* If debiting from a joint bank account, both signatures are required.

Signature(s)	Date	Signature(s)	Date
--------------	------	--------------	------

Direct Debit Terms & Conditions

Changes to the initial terms can be done so by contacting us on 1300 641 310 or alternatively you can write to us at GPO Box 3309, Brisbane Q 4001 or email info@payadvantage.com.au.

Our commitment to you

This document outlines our service commitment to you, in respect of the Direct Debit Request (DDR) made between Pay Advantage*, our Client and You. It sets out your rights, our commitment to you and your responsibilities to us together with where you should go for assistance.

Initial terms of the arrangement

In terms of the Direct Debit Request made between us and signed by you, we undertake to periodically debit your nominated account for the agreed amount plus a debit fee in accordance with the term above.

Drawing arrangements

The first drawing under this Direct Debit arrangement will occur on the nominated date above. Any drawing due on a non-business day will be debited to your account on the next business day following the scheduled drawing date. We will give you at least 14 days notice in writing when changes to the initial terms of the arrangement are made. This notice will include the new amount, frequency, next drawing date and any other changes to the initial terms. The agreement shall continue as per the Term listed above. At the end of the term we may continue to debit the account on a debit by debit basis unless notified in writing that you do not wish for this to occur.

Your rights

Changes to the arrangement

If you want to make changes to the drawing arrangements, these must be clearly outlined in writing and sent promptly to our office. Changes may include deferring a drawing, altering the schedule, stopping an individual debit, suspending the DDR or cancelling the DDR completely.

Enquiries

You should direct all enquiries first to our client and then to us, rather than to your financial institution. These should be made at least 10 working days prior to the next scheduled drawing date. All communication should include your company name and/or full name, the BSB/Account number we are debiting and return contact details. All personal customer information held by us will be kept confidential except information provided to our financial institution to initiate the drawing to your nominated account.

Disputes

If you believe a drawing has been initiated incorrectly, we encourage you to take the matter up directly with our client or us by lodging your concern in writing direct to our office. You will receive a refund of the drawing amount if we cannot substantiate the reason for the drawing.

Your commitment to us

It is your responsibility to ensure that:

- your nominated account can accept direct debits (your financial institution can confirm this); and
- that on the drawing date there is sufficient cleared funds in the nominated account; and
- you advise us if the nominated account is transferred or closed.

If your drawing is returned or dishonoured by your financial institution, we will schedule your account to be re-drawn with the dishonoured amount on your next scheduled payment in addition to a dishonour fee as listed above which will be drawn together with any other due payments. Any transaction fees payable by us in respect of the above will be added to this debit. Should you cancel the Direct Debit Request (DDR), instruct your bank not to make payment or more than two (2) consecutive payments are dishonoured we may cancel this agreement and the remaining scheduled amount plus all penalty charges will be due and payable.



Depression and anxiety can affect anyone at any time.

To find out more visit www.beyondblue.org.au,
call the infoline 1300 22 4636 or email
infoline@beyondblue.org.au



THE ONLY TRUCK WITH THE SOUL OF A SUMO.

FUSO. ALL DAY.



fuso.com.au

For over 80 years, Fuso has been producing durable, reliable vehicles with service intervals that are among the longest available in a Japanese truck. And with finance, insurance and service packages tailored to your business, get everything you need to keep going and going with Fuso. Contact your Fuso dealer or visit fuso.com.au



Finance and insurance available to approved business customers of Mercedes-Benz Financial Services Australia Pty Ltd ABN 73 074 134 517 AFSL 247271. Standard credit assessment, lending criteria and fees apply. Insurance is underwritten by QBE Insurance (Australia) Limited ABN 78 003 191 035 AFSL 239545.