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



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Presidents Foreword

From President Rodger Sambrooks

Welcome to the Spring 2018 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.

2017/18 has been a mixed year for QAFA. We continue the work we’ve always done – supporting Auxiliary Firefighters.

AS you may know, we have the outcome from the QIRC relating to the UFUQ court action taken against QAFA. The decision was made against the UFUQ and we now move on. The view of the QIRC has been supported by Minister for Fire & Emergency Service during his response to a question at Parliament. Thanks to our supporters and legal team. QAFA is not a registered industrial organization.

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, A new QFES initiative is provision regionally of ‘Workplace Conduct’ officer who will provide local support.as needed, including to Auxiliary Officers. More on this in an article in this edition.

AC Tom Dawson AFSM has retired after a long and valued career. He was a supporter of Auxiliary Firefighters and our Association, during his time as Assistant Commissioner for South West Region, One of his roles was Liaison Officer between QFES and QAFA when most of the stations in his region were Auxiliary. He was a staunch advocate for improved training and better facilities for Auxiliaries and will be greatly missed. I hope that he enjoys retirement, his family and the Light Horse.

Changes are being implemented to recruit and retain Auxiliary Firefighters. Local recruitment is a major factor in recruitment and retention (the importance of maintaining quality). Currently, problems exist with the electronic processing of Auxiliary recruit application process taking too long and overly bureaucratic. Steps are being taken to identify issues and make changes. 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 are safe. With only a few administrative updates. Harassment and bullying issues have been reviewed and recommendations have been adopted by government. A QFES Bullying & Harassment complaint service has been upgraded to include an “outside” contact and assessment option. Check out QFES website. If you are having issues, follow complaints protocols and, if the issue is not satisfactorily resolved, contact QAFA.

We are currently reviewing our banking and membership dues payment options. It has been decided to limit the payment options to Direct Deposit by the applicant into the Qld Police Credit Union (now QBANK) account for both individual membership and station group membership. This has been done to reduce banking fees and charges. Letters will be sent to those affected shortly.

I again encourage all Auxiliary Firefighters to support your Association by becoming a member. Simply visit the website www.qafa.asn.au and follow the prompts to either renew your membership or to join. Any problems, contact QFA. QAFA is pleased with the response so far with the uptake in Station Group Membership. For details, see the membership area in this magazine

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

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

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

As we move towards the higher risk of fire & flood during the summer months, and your workload increases, stay safe and enjoy family time.

Rodger Sambrooks
President



Commissioner’s Comment

Welcome to the Spring 2018 edition of the Queensland Auxiliary Firefighter magazine.

Auxiliary firefighters are integral members of Queensland Fire and Emergency Services (QFES) giving unwavering commitment to be there at short notice — 24 hours a day, seven days a week — when disasters and emergencies strike.

I am proud that QFES is supporting our auxiliaries by providing career pathway opportunities. The recent undertaking of the Closed Merit Firefighter Recruitment Campaign 2018 welcomed 32 recruit firefighters to permanent full-time ranks within the Fire and Rescue Service as part of Recruit Firefighter Course 103/18. Of these 32 recruits, I am pleased to advise that 29 were previously QFES auxiliary firefighters.

The successful recruits were chosen from an applicant pool of 279 QFES auxiliary firefighters and eligible firefighters from around Australia, and will take up positions in Ipswich, Townsville, Charters Towers, Maryborough, Gladstone, Mackay, Rockhampton and Bundaberg.

These new recruits will help meet the demand for frontline firefighting staff in regional centres. In line with this, I am pleased to say the majority of recruits are stationed in areas where they were working or have previously worked as auxiliary firefighters. Those participating in the recruit training program have already demonstrated incredible dedication and physical and mental resilience when undertaking their duties – skills which will assist in ensuring success as they complete the 16 weeks of training. This includes live fire behaviour, wildfire, road crash rescue, technical rescue and hazardous materials management components.

Full-time permanent firefighting roles in QFES are highly sought after and recruitment and selection is very competitive.

The closed merit recruitment process was an initiative designed

to increase auxiliary firefighter numbers across the state, as it provides a potential pathway to permanent employment within QFES and recognises and acknowledges the commitment and contribution auxiliary firefighters make to the safety of the people of Queensland.

Thank you for your hard work and commitment. You provide essential services by responding to emergencies – saving lives and helping to build a more resilient state.

Katarina Carroll APM
Commissioner
Queensland Fire and Emergency Services



Minister's Foreword

Craig Crawford Minster for Fire & Emergency Services

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

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

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

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

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

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

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

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

Sixty-two new appliances valued at almost \$15 million were also delivered to the Rural Fire Service last financial year. A total of 27 were deployed in the South Western (11) and South Eastern Regions (16); 19 in the North Coast Region, nine in the Northern (2) and Far Northern Regions, and seven in the Central Region.

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

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

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



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- Bushmans Aqualine Steel Tanks come in sizes from 22,500 to 363,000 litres

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Extracts from recent “Commissioners Updates...”

News from Far Northern

Queensland Fire and Emergency Services

Guide to the Workplace Conduct Branch

Promoting high standards of professional conduct

 Introducing a new capability in QFES

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

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

Why do we need a WCB?

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

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

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

WCB’s role in our cultural transformation

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

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

WCB will support cultural transformation in 4 key ways:

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



Andrew Short AFSM
Assistant Commissioner of Human Capital

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

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

QFES commitment to success

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

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

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



Workplace Conduct Branch overview

The WCB vision is a workplace where all QFES team members embody our shared values and demonstrate exemplary professional behaviour towards each other, the government and the community we serve.

Our work is directed to creating a QFES values based workplace:

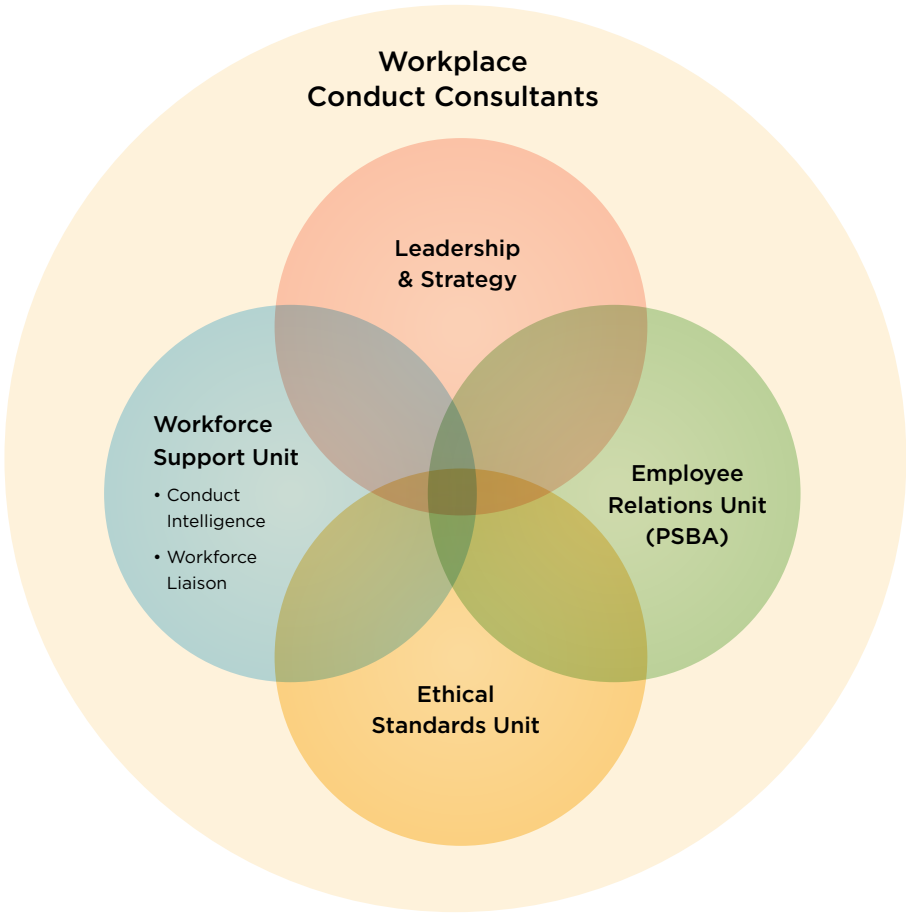
- where all employees and volunteers are valued, respected and supported
- where each person takes responsibility for their behaviour
- where unacceptable conduct is addressed at the appropriate level, in a timely manner
- where diversity is an asset and people feel included
- where everyone is encouraged to contribute to the best of their ability and skills to achieve our unified mission.

The structure and governance arrangements for WCB allow the team to work collegiately and seamlessly with all internal partners that contribute to our cultural transformation – including HR, Safety and Wellbeing, Injury Management, Talent Acquisition and Development and the Fire and Emergency Services Support Network (FESSN), as well as our PSBA HR, unions and volunteer association partners.

The WCB operates as an integrated branch across Queensland, with the following key operating principles:

- regional Workplace Conduct Consultants providing a day to day, operational interface and support

Workplace Conduct Branch structure



- specialist units based in Kedron, working closely with Workplace Conduct Consultants across all WCB services, and coordinating specialist training, advice and management of conduct related issues across the state as needed
- a close day to day working relationship with the PSBA Employee Relations Unit who provide industrial relations advice and services to support the QFES transformation and mission

WCB teams in detail
Leadership and strategy

The WCB is led by a Director (Chief Superintendent) who reports to the Assistant Commissioner Human Capital Management (HCM).

The Director provides strategic leadership to the WCB, in the development and implementation of policies, procedures and branch services, and provides strategic advice on high level conduct and performance improvement issues.

The Branch is supported by a Superintendent responsible for WCB strategic projects as well as a Business Support Officer providing high level financial and administrative assistance.

Workforce Support Unit (WSU)

The WSU brings together three functions – the Workforce Liaison Section (WLS), Conduct Intelligence Section (CIS) and the regional Workplace Conduct Consultants. These sections serve the vision of the >>

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new WCB through collaboration as an integrated team.

The Workforce Liaison Section provides high level liaison and correspondence on disciplinary matters and complex investigations. They work closely with the Employee Relations Unit and the decision maker to ensure a consistent and timely outcome. They are also responsible for the administration of the new Complaints Management System within Nexus.

The Conduct Intelligence Section (CIS) undertakes research and information gathering on conduct related issues so that early intervention strategies can be implemented. It draws on business intelligence systems and internal networks to capture and record useful information. This information will be used to better understand emerging issues and develop early intervention strategies.

Ethical Standards Unit (ESU)

The Ethical Standards Unit has oversight of public interest disclosures, matters referred to the Crime and Corruption Commission (CCC), and assists management and the Queensland Police Service with complex investigations.

Historically the ESU has acted as the central point of management for all conduct complaints, but this role is now a shared responsibility of all WCB managers. Complaints are reviewed according to the Management of Complaints about Employees, Volunteers and Contractors Policy, and a collegiate decision is reached on which part of the team will manage the complaint. This new process allows the ESU to focus on its core function of managing serious and complex matters. Lower level complaints and matters will be referred back to management to deal with,

supported by the Workforce Support Unit and Workplace Conduct Consultants.

PSBA Employee Relations Unit (ERU)

An HR Service Agreement for the Public Safety Business Agency's (PSBA) Employee Relations Unit (ERU) provides the WCB with expert advice and support on industrial relations and other matters of discipline is a key part of the transformation in the way QFES proactively manages workplace conduct and detailed employee relations issues.

Under this agreement, ERU team members work with the WCB team, providing advice on Awards, Certified Agreements etc. as well as business-as-usual industrial relations advice to decision makers through the complaint management process.



Workplace Conduct Branch team (July 2018)



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AFTER THE Ash Wednesday fires there was a community and authority response to develop constructions standards to make residences more secure and resistant to bush fire attack. The Bushfire Control personal were intimately involved from that time onwards to develop and introduce products that would meet the new standards and were compliant to them from their inception and many alterations since. We are there to provide solutions and actively participate in testing such as the Mogo full scale testing to ensure products could be launched for use in BAL-FZ & BAL-40 applications.

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Our showroom is located at 26 Ferndell Street (entry via Straits Ave), South Granville, NSW. Please feel free to drop in and look at our full product range and speak to any of our helpful staff.

For any further information please ring:
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www.warriorwindows.com.au



Assistant Commissioner Tom Dawson will be departing the QFES family and retiring in early August.

Assistant Commissioner Dawson has had a long and distinguished career with QFES over many decades, joining the Fire and Rescue Service as a probationary fire officer in January 1981.

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

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

Throughout his 37 years of service, Assistant Commissioner Dawson has had a keen focus on safety through effective and professional service delivery for all communities across

Queensland. He takes with him a wealth of experience and knowledge, and will be sorely missed by all of us at QFES. I know you will join me in wishing him all the very best for his future.

Regards
Katarina Carroll APM
Commissioner
Queensland Fire and Emergency Services

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

Rodger Sambrooks
President QAFA



North Pine Country Park, Dayboro Road at Kurwongbah

Help! Its not about money!

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

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

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

The benefits and rewards of volunteering include:

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

ACTIVITIES THAT OUR VOLUNTEERS UNDERTAKE INCLUDE:

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





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Memorandum of Understanding

Queensland Fire and Emergency Services and Queensland Auxiliary Firefighters Association

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

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.

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.



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.

OUT & ABOUT

WITH AUXILIARIES

From the regions

FAR NORTHERN



Mission Beach Captain retires

CENTRAL

Two more country Pubs in regional Queensland have gone up in smoke.

The Lyceum in Longreach and the Commercial in Dalby.

Longreach

A **LANDMARK** outback Queensland pub has been destroyed by fire. The first reports of the blaze in the timber hotel, the Lyceum, at the southern end of Longreach's Eagle Street were made to fire authorities about 8.15pm on 14th June 2018.

Longreach local Daryl Graham Paynter said he heard four or five "loud explosions like fireworks" before the pub went up in flames. Police Inspector Mark Henderson said the whole structure had been gutted and he expected it would take until well into Thursday evening before fire authorities had everything damped down safely.

He said no one had been injured and no adjoining property had been damaged. Inspector Henderson said the hotel had been closed for several months and he was led to believe it had been for sale.

"Fire investigators and scientific personnel from Brisbane will be coming out to investigate the circumstances," he said.

Locals posted to social media overnight, paying tribute to their "crazy pub". "Oh no my Lyceum - will be sadly missed," wrote Caroline Harvey.

Dalby

FIREFIGHTERS have battled through the early hours of the morning of August 22 to save Dalby's Commercial Hotel.

Emergency services were called to the pub, affectionately known as Mary's, at 1.50am this morning. Fire crews have watered down neighbouring buildings to protect them from the blaze.

Dalby Police Sergeant Clinton Ryan said the fire had torn through the building. Sgt Ryan said an investigation into the cause of the fire was underway. Crews have worked really hard to contain the fire, and stop it spreading to other premises," he said.

"We are now working to try and contain any hot-spots, and a fire investigation will be completed in the morning." No one is believed to have been injured in the fire. It is understood there was one person in the building when the fire started, and this person contacted emergency services.



NORTH COAST

Buderim

Operation Synergy 2018 - Multi-agency Tactical Exercise and University of the Sunshine Coast Environmental Burn

On August 1st, Firefighters from Ilkey, Bli Bli and Caloundra Rural Area Office worked in partnership with Buderim Fire and Rescue, North Coast Region iZone Officer and the University of the Sunshine Coast to reduce the risk of bushfire to the Sippy Downs community and to maximise environmental sustainability of rare and endangered species of flora and fauna.

The rare and endangered species of flora and fauna contained within the University of the Sunshine Coast Compensatory Habitat, require a burn frequency of eight to ten years, in the winter months with good levels of ground moisture.

At the time of this burn, the temperature was a max 23 degrees, the fuel loading was an estimated 15 tonnes per/ hectare, the Fire Danger Rating just touched high from low moderate the day before and ground moisture levels were very high (soil saturated). The wind speed ranged from still to very light from the south east. Even in these conditions, the fine fuels prevalent in the low, middle and upper levels of the Dry Heath supported rapid development of this fire.

Other benefits included opportunity to test equipment, systems and interoperability in alignment with organisational priorities and AIIMS principles.



The North Coast Region Western Challenge

The Western Challenge was the brainchild of previous Inspector for North Coast Region Gayndah Area Command, Adam Gwin. Adam has since moved on to greener pastures however as a legacy of the support provided by Adam, the competition continues to be held on an annual basis in the Gayndah Area.

The first Western Challenge was held in 2016. The concept of the Western Challenge was to preserve some of the positive aspects of the previously held, Regional and State Auxiliary Firefighter competitions. These include great camaraderie, healthy competition and great enthusiasm for the Auxiliary role. Initially the Western Challenge was planned to be a North Coast Region Area two event only however additional support was gained to extend the invitation out to all North Coast Region stations. With approval, teams from other Regions may nominate for the 2019 Western Challenge.

The events are fast moving and utilise core firefighting skills and knowledge. The training undertaken for each event focuses on the skill level required to perform to a high standard, enabling you to do your job as a firefighter efficiently. The drills performed are a case one, case two, case three, case four and a case one to case three.



The Western Challenge is currently a one-day unpaid event. Accommodation options include camp sites available at the show grounds or a motel your choice. This year a meal was provided on the Saturday night for participants. All travel and accommodation are at your own expense.

The date has been set for June the 1st 2019. For further information please contact Gayndah Fire Station Captain Ron Mitchell on Mobile: 0488 759 577 or Email: Ronald.Mitchell@qfes.qld.gov.au

TIN CAN BAY

MULTI-AGENCY ROAD CRASH RESCUE TACTICAL EXERCISE



A realistic training environment was provided to Auxiliary Firefighters from Tin Can Bay, Rainbow Beach and Maryborough Fire Stations to participate with local Queensland Ambulance Service crews in a road

with an unrestrained child in the back seat. A male driver was the only passenger in the second car. The second car flipped trapping the driver whom also had life threatening injuries. QFES Firefighters and QAS paramedics had to collaborate to achieve the exercise objectives with available resources. The exercise provided opportunity to test training, equipment, response, information gathering, hazard management skills and knowledge of organisational procedures. Lifesaving extrication and casualty management methods and techniques were practiced.

crash rescue exercise scenario held recently in Tin Can Bay.

The exercise scenario involved two cars colliding. Passengers in the first car included a female driver

New recruits were also provided valuable experience prior to gaining qualification to respond to real incidents from their home stations.

BE PREPARED

QUICK DEPLOY. FAST RESPONSE



UNIT AVAILABLE IN 360L OR 600L

Call 1800 011 000 or visit resources.rapidspray.net/firescout



IN SEPTEMBER THIS YEAR,

Australian manufacturer Rapid Spray are launching the SprayScout and its variants, the FireScout and the PressureScout. Rapid Spray have developed some really innovative equipment over the past few years, and it's obvious the FireScout is a product of many years of listening to customer needs for more compact fire equipment.

Earlier this month we were asked by Rapid Spray to take the first manufactured FireScout 360L out for a test run and let them know what we thought. Keen to try the new unit out, Kinsley and I took the FireScout out early in August and immediately ran into a few issues! The FireScout features handy tie-down points on all four corners of the tank, but being excited to get started, we unstrapped the unit and pulled it towards the tailgate of the ute for a closer look.

Backing up to a dam, we started filling up the tank, but as we were on a slope, and the FireScout got heavier, without us noticing, it started to slide down the back of the ute. By the time Kinsley and I had noticed, the tank flipped off the back of the ute and straight into the dam! Quickly, we pulled the tank out of the dam, but it still came out completely covered in mud and we thought that we had ruined the unit!

Washing all the mud off the unit, we were happy to note that the FireScout hadn't suffered any damage and was able to be re-started with minimal hassle. In saying that, we are not advising to drop the FireScout into a dam next time you are filling the unit up! Making sure the unit was now secured to our ute, we finished filling the tank, and headed out to test the FireScout's capabilities.

Refilling the unit was easy with the supplied 38mm hose for sucking water out of the dam which took no time at all, however we did think the hose

could be longer for dams that are harder to reach.

The versatility of this unit was very surprising. Not only would it fit into the back of a UTV tray, but it also fit neatly into my dual cab Navara between the wheel arches perfectly. With the easy tie down points which also double as handles, and the forklift points built it, it would be a breeze to swap the unit between your different vehicles including tub back utes.

As we drove around our property we noticed the FireScout didn't move around due to the built-in baffles inside the tank, keeping the FireScout steady the whole trip meaning there was little to no loss of water, and the ute wasn't swaying with the slosh of the water.

With the combination of a poly hose reel with 36m of fire spec hose and adjustable nozzle, the very powerful Honda motor (which still worked perfectly with just a quick wash down and check even after being fully submerged in dam water!) and Aussie FireChief pump, the FireScout was very capable in reaching everything we required it to and more.

We did feel the hose clamp which secures the suction line could have



been positioned differently for better movement of the supply hose, and a net system on the left where the suction hose is kept would be an improvement on the current metal framework.

The overall look of the FireScout is great with its streamlined look, and built in spot for the hose reel, pump and motor which are all easily accessed. There is also an integrated additional 70L tank which Rapid Spray informed us can be used for foam concentrate when the optional foam system is fitted. Though small in stature, the FireScout does not sacrifice on performance.

We would highly recommend this unit to anyone whether it be industrial, commercial, emergency services or for home protection.

Reviewed by Kinsley and Al Talbot

For further information on the FireScout, call Rapid Spray on 1800 011 000 or visit resources.rapidspray.net/firescout



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)

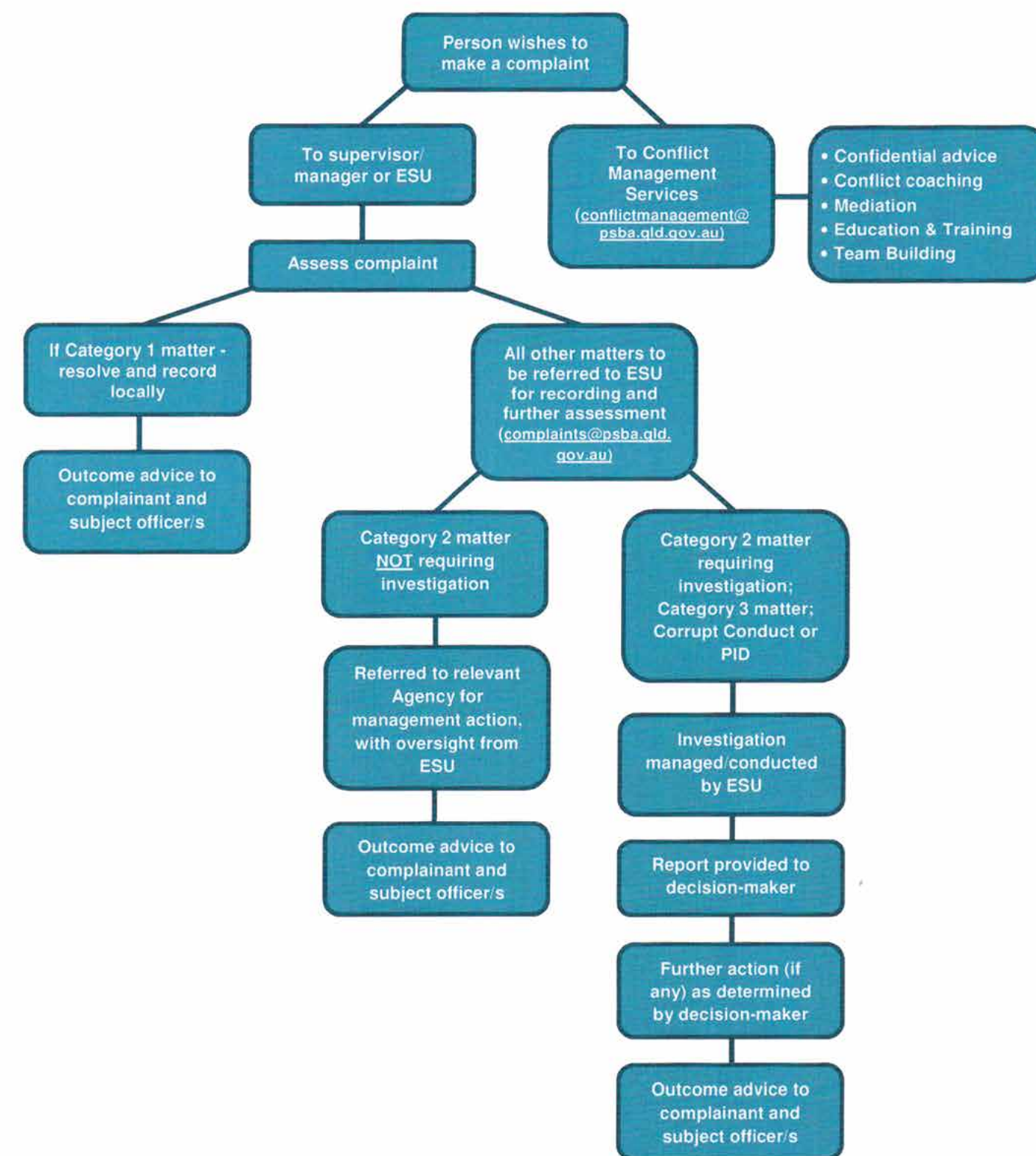
DIRECT DEPOSIT ONLY. Qld Auxiliary Firefighters – Qld Police Credit Union
BSB 704052 Acct 431485.



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 (SFEST)			
2018			
Training Course	Supress Urban Fire Course - Stage 2 FFGC040/FUNIT137	Drive Vehicles Under Operational Conditions PUAVEH001B	Operations Supervision OPRC055
Who Can Nominate	Aux FF Grade 2 and above (12 candidates)	Aux FF Grade 2 and above (15 candidates)	OTAF Candidates (8 candidates)
JAN			
FEB	SUF Course 23 - 25 February	Driving 3 - 4 February	
		Driving 17 - 18 February	
MAR		Driving 17 - 18 March	
APR	SUF Course 20 - 22 April	Driving 28 - 29 April	
MAY		Driving 26 - 27 May	
JUN	SUF Course 1 - 3 June	Driving 23 - 24 June	
JUL	SUF Course 27 - 29 July	Driving 7 - 8 July	Operations Supervision Roadshow 21 - 22 July
AUG		Driving 11 - 12 August	Operations Supervision 20 - 31 August
SEP		Driving 15 - 16 September	
OCT	SUF Course 12 - 14 October	Driving 27 - 28 October	
NOV	SUF Course 30 November - 2 December	Driving 17 - 18 November	
DEC		Driving 8 - 9 December	
Please Note: All courses planned for the 2018 financial year are subject to finance approval. Course nominations close 6 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)			



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

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



Donate today at www.mcgrathfoundation.com.au

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.

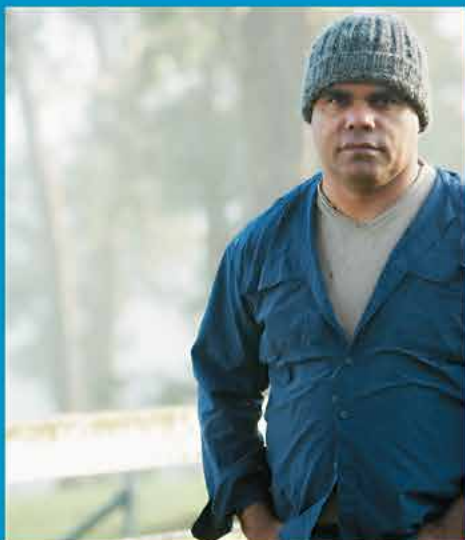
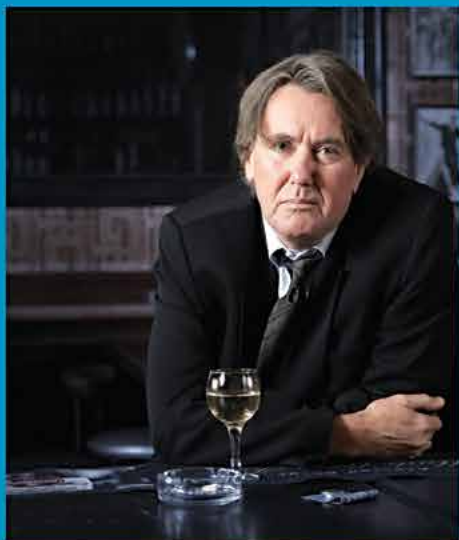
QAFA has worked through the Standing Order SO-Q-BM-3.7 Auxiliary Employment Conditions with QFES to achieve a reviewed outcome to which QAFA will continue to seek improvements.

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.**





**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



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