

Fireground

summer 2014

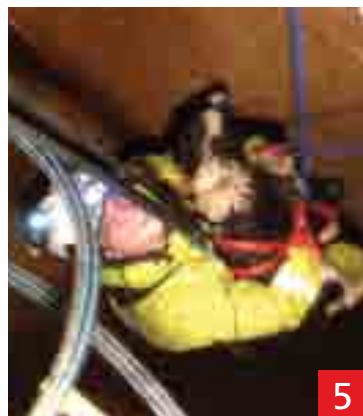


- Outlook for fire season 2014-15
- We don't stand alone
- AIIMS 4: changes to incident management
- The many faces of TFS leadership



Tasmania Fire Service

Contents summer 2014



5



26



28



37

From the Chief Officer	1
Fire season 2014-15: what you need to know	2
Lucky dog: Burnie Brigade rescues pooch from 12 metre deep well	5
AIMS 4: what does it mean for Incident Management Teams?	6
We do not stand alone: take care of your social connections for mental wellbeing	7
How we're improving Operational Support	8
How private landholders are gaining the confidence to undertake planned burning	10
Your guide to State Budget 2014	12
Responsible use of alcohol policy: ensuring a social drink stays on the right side of the law	13
We're making it easier for you to find and use policy and doctrine	14
Tips on managing Brigade Facebook Pages	16
New workplace posters that you won't be able to ignore	17
Forum connects emergency services with leading bushfire researchers	18
Emergency services practitioners learn from adversity at conference	19
Research insights and renewed bonds at State Conference 2014	20
Conference empowers young emergency volunteers to make a difference	22
Vertical rescue put to the test at Myer construction site	23
TFS crew silver medallists in road rescue challenge	24
Air crash simulation keeps crews on their toes	26
Junior and Cadet members hone their skills...	28
Become a peer educator and help older Tasmanians to be fire safe	29
Proving ground: the story behind Tasmania's state-of-the-art firefighting appliance	30
Learning from adversity... it happens, just get over it?	32
The many faces of leadership: what does it take to be a leader in today's fire service?	34
Nine lives intact: fires rescue curious kitten	36
Wynyard Fire Brigade celebrates its centenary in style	37
<i>Bushfire Ready Neighbourhoods</i> : meet the team	38
10 minutes with: Marise Zeitzen	40
10 minutes with: Latrobe Brigade	41
10 minutes with: Dale Lapham	42
Eric off to tame the fairways	43
Behind the scenes in Learning and Development	44
Registered Training Organisation Audit	44
All for charity	45
Australia's Biggest Morning tea	45
How to find the resources you need in the combined Fire and Police library	46
CAFS expertise in demand by Victorian Country Fire Authority	47
Having a ball for charity	48
Where did we come from? How old are we?	50
Step back in time - Part two of a six-part series	51
The meaning behind the logo	51
Awards	52
On the Move	54
Follow Jack as he takes on the Overland Track	55
Photo Competition	56
Letters	60



43



48



55



56

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Southern Region Junior Development Day: see story page 28. Photographer: Richard Jupe. Photo courtesy of the Hobart Mercury.

Official Journal of Tasmania Fire Service

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FROM THE CHIEF OFFICER



MICHAEL BROWN

This time of the year has been busy and challenging for TFS. Leading into the Summer season we have been all over the State presenting our pre-season briefing and attending numerous exercises and field days. We have just held our State Championships that saw a record number of teams participating. I thank all that have been involved in our pre-season preparation activities.

In recent months we have also hosted a number of national forums including the Bushfire and Natural Hazards CRC Research workshop and also the climate outlook workshop to assess national fire season potential. We hosted the national CAFS workshop, PPE committee, Rural and Land Management group, the Emergency Services Training Offices Conference and the National Emergency Communications working Group forum. Feedback indicates we have done a great job of hosting and those involved really appreciated everyone professionalism and care. You do TFS and Tasmania proud!

Recent announcements regarding the integration of our Corporate Service areas together with our new relationship with our partners at SES will see changes for TFS over the next period. Other departments and jurisdictions have seen changes and I have no doubt that's been challenging for some people. As I see it, the big advantage for us is that we are in a position to design and drive the change as opposed to other examples where change has been imposed or externally driven. We have a big opportunity to design and influence our future organisation and structure and I'm very pleased to see many people embrace this and work positively to build our future. Change is never easy but we are in a good position.

Over the last year or so, we have had a number of new programs gain traction and most members would be aware of our Doctrine development work, the strategic fuel reduction work through the State Fire Management Council and the newly focussed Fire Management Area committees.

Community Protection Planning (CPP) has received significant acclamation and interest nationally and internationally and (like CPP) our Bushfire Ready Neighbourhood (BRN) program has won state awards and praise from the many community members that have attended forums throughout the state.

As we approach the traditional summer bushfire season, I wish all TFS members the very best for the festive season and I do hope you all get to enjoy some quality family time over the break.

Thank you again for all the work you do, and your continued support in protecting our communities throughout the year and your preparations in readiness for the bushfire season.

A handwritten signature in black ink, appearing to read 'Mike Brown'.

Regards,

Mike Brown AFSM
CHIEF OFFICER



FIRE SEASON 2014-15: what you need to know

Following a dry year and warmer than average temperatures, Tasmania's East Coast and Fingal Valley can expect higher fire danger this summer. The outlook for the rest of the State is for an average fire season, writes Fire Management Planning Officer, **Mark Chladil**.

Warmer conditions mean fuel growth and drying

Winter 2014 in Tasmania delivered one very wet month in what has been a relatively dry year.

At the same time, Tasmania has experienced maximum and minimum temperatures in the highest 10 per cent of records month after month for the past year, with only the cold spell in August going against the trend.

Whether this is a temperature shift or just an extremely long warm spell, only time will tell.

What we do know is that warmer conditions encourage fuels to grow, and they reduce the length of the winter dormancy period.

Warm conditions also encourage drying. So, in some areas, weather 'windows' for burning may shift to earlier in the year.

Elsewhere, burning 'windows' may increase in length, although some places may have shortened windows for burning.

A wet August recharged soil moisture in most areas

The benefit to soil moisture levels from the wet August was widespread.

Moisture recharge occurred in the Derwent Valley, the South East and

Photo Courtesy of David vanGeytenbeek.

Tasmanian Rainfall Deciles - 1 December 2013 to 31 August 2014
Distribution Based on Gridded Data
Product of the National Climate Centre

Huon, giving a welcome improvement to pastures in those areas.

Nonetheless, towards the end of September, the Soil Dryness Index was above 50 for most of the eastern half of the State and the Furneaux Group.

At the national scale, the Australasian Fire and Emergency Service Authorities Council (AFAC) and the Bushfire and Natural Hazards Cooperative Research Centre (BNHCRC) conducted their annual workshop at the end of August to assess fire season potential. The seasonal view can be seen on the map.

The view was that Tasmania was on track to experience a relatively normal fire season in terms its ability to provide resources for response operations.

The Central East Coast and the Fingal Valley did not receive much rainfall in July, so the moisture deficits are still relatively high. This area has above normal bushfire potential.

Last quarter weather outlook released

The Bureau of Meteorology has also released its outlook for the last quarter of 2014. The weather Tasmania receives during this period will set up the conditions for the peak part of the fire season in the New Year.

Early in the year it was thought an El Niño event would occur, but this hasn't been the case - even though there are some similarities in weather conditions.

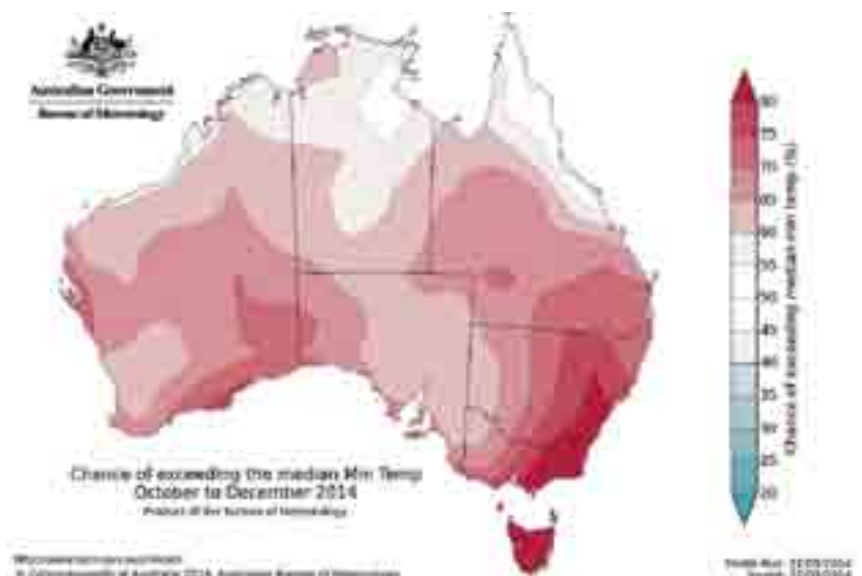
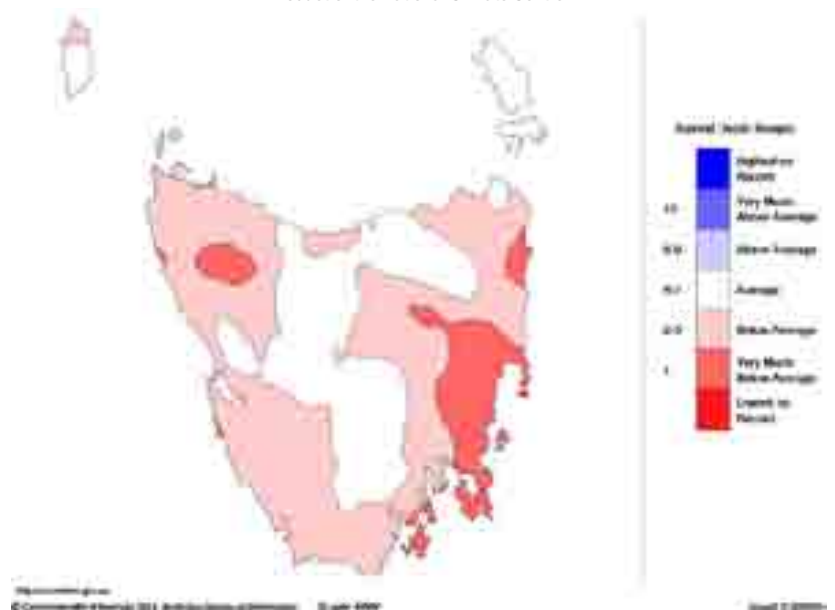
Conditions are considered to be neutral (neither El Niño nor La Nina) in the Pacific Ocean and in the Indian Ocean.

Sea surface temperatures around Tasmania have been above normal for much of the year and this is expected to continue.

Outlook for above normal rainfall promising – but not certain

The rainfall outlook is for above normal rainfall, especially in the southern part of the State.

Unfortunately, the system is only weakly consistent during this period. People are advised to monitor rainfall and SDI during



October and November to judge whether the season will be earlier or later in the year.

Should this rainfall be received fire activity will be depressed during the period, and growth encouraged.

Should the rainfall be reduced, the potential for large-scale fires will be increased and could indicate a very long fire season.

The corresponding temperature outlooks are for much warmer maximums and minimums.

As noted, temperatures have been consistently warmer than normal for a long period, and this is expected to continue.

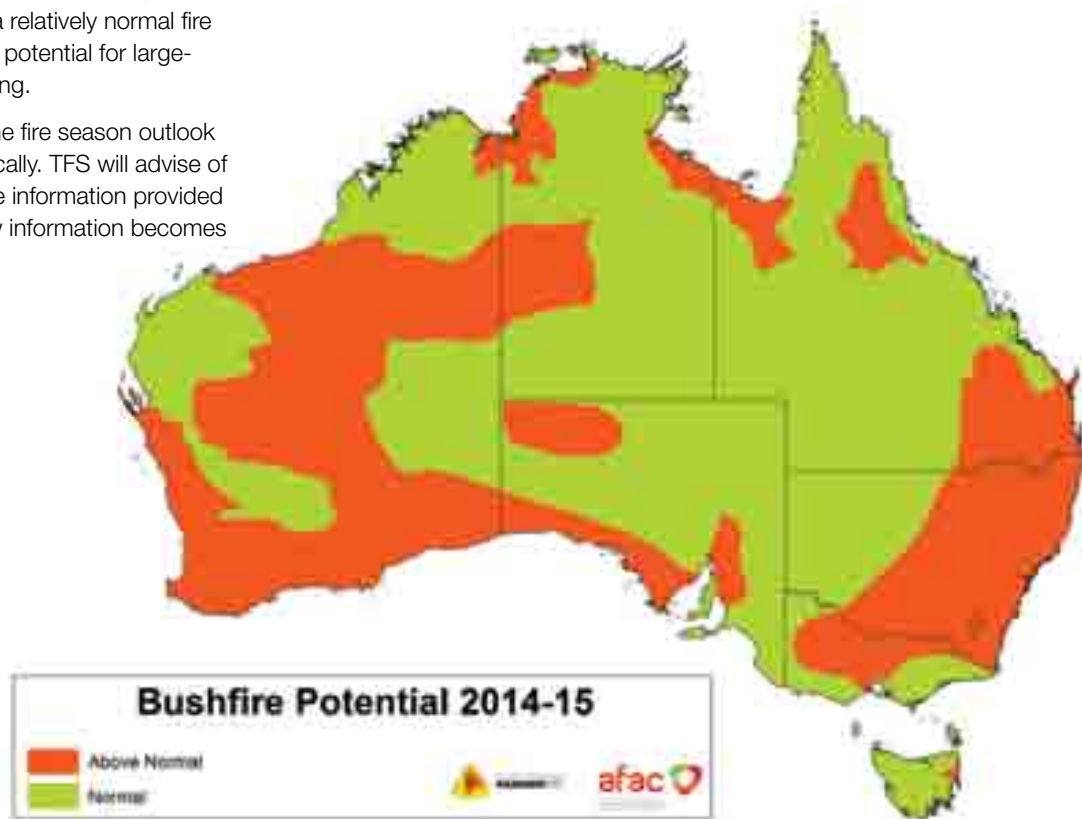
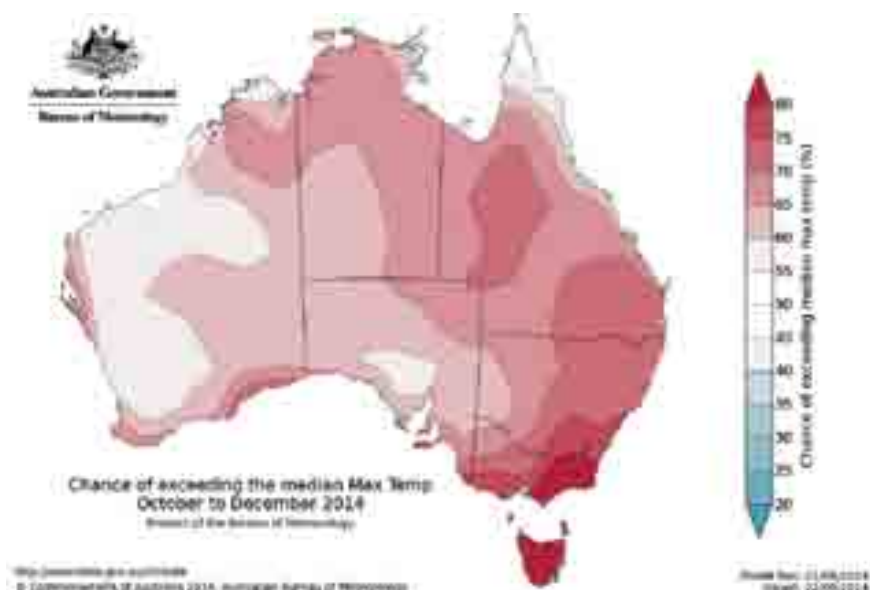
In some places this will create significant amounts of additional fuel, especially if there is sufficient rain. In grass fuels, curing may be suppressed until the New Year.

So, the rainfall outlook is promising but without high likelihood of above normal rainfall. Temperatures are expected to continue to be above normal.

Remembering that a few bad days are expected in a normal season, the expectation is for a relatively normal fire season in terms of potential for large-scale fires and timing.

Please note that the fire season outlook is updated periodically. TFS will advise of any changes to the information provided in this article if new information becomes available.

MC



LUCKY DOG: Burnie Brigade rescues pooch from 12 metre deep well

Toby the border collie pup had a very lucky escape after falling into a freezing cold well last winter. **Shayne Andrews**, Station Officer 'C' Shift Burnie, tells the story.

On Sunday morning, 1 June, at about 6:00am, Burnie Brigade's C Shift was dispatched to a report of a dog and a person down a deep well full of water.

As luck would have it, we had just done our rope refresher three days earlier. We still had the Arizona Vortex Tripod on station so it was hastily thrown in the rescue truck.

The incident was located just outside of Ridgley, 14 kilometres from Burnie. When we arrived the local Brigade was already in attendance.

We soon discovered that it was thankfully only a dog down the well, which was 12 metres deep. He was hanging onto a fully extended ladder that was protruding about one metre out of the water, which was a further eight metres deep.

The tripod was set up over the hole and our newest recruit, firefighter Alex Wendell-Smith, was harnessed up and connected to the lowering system. Senior Firefighters Darryl Hancock and Vaughn Thompson took charge of the roping system with assistance from the Ridgley Brigade, while I oversaw the operation.

In no time, Alex was down with a very weary pooch and soon had a harness of sorts around him. Both were soon on their way back to the surface.

Apparently the dog was more than eager to be harnessed up as he had been treading water and clinging onto the ladder for over an hour at that stage.



Burnie Brigade's Alex Wendell-Smith returning Toby the border collie to dry land.



Once back on solid ground, the dog was soon in the hands of a very grateful family and whisked inside to be dried and warmed up.

The rescue took about 25 minutes to complete, from setting up the tripod and ropes until the retrieval and returning the dog to dry land, with great teamwork from both the career and volunteer crews.

SA

AIIMS 4: what does it mean for Incident Management Teams?

Paul Salter

Deputy Regional Chief - Learning and Development

The Australasian Inter-service Incident Management System (AIIMS) has been an integral part of incident management in Australia for over twenty years.

An extensive review of the AIIMS doctrine was conducted during 2012, which led to the release of the fourth edition of AIIMS (AIIMS 4) in June 2013.

AIIMS 4 reflects the experience and learning gained since AIIMS was first introduced, including formal research conducted by the Bushfire Cooperative Research Centre (Bushfire CRC) and guidance provided by a number of reviews and inquiries into the management of incidents in recent years.

AIIMS 4 reinforces the existing fundamental principles that guide the application of the system, and adds two additional principles.

The three original principles are:

1. Management by objectives
2. Functional management
3. Span of control

The two additional principles are:

4. **Flexibility:** AIIMS must be adaptable to an all-hazard, all-agency environment. It must be able to respond to changes that occur with the evolution of an incident, both during escalation and resolution, and from a focus on response to a focus on community and agency recovery.
5. **Unity of command:** there is one set of common objectives for all those involved in the response to an

incident, leading to one consolidated plan for all responders. Each team/ crew member should report to only one supervisor.

There are a number of critical underpinning concepts that support the five principles of AIIMS. An understanding of these concepts is essential to the effective application of the system. These concepts are:

- Adaptability and scalability
- Uniform terminology
- Defined management structure
- Clearly defined roles and responsibilities
- Clearly defined information flows

The AIIMS 4 structure includes several changes in a fully expanded Incident Management Team (IMT). The Multi-Agency Coordination (MAC) Group has agreed in Tasmania on most occasions the following structure would apply:

- Addition of an Intelligence Section, including the units of Situation and Analysis and Modelling and Predictions – in Tasmania the Intelligence Section will remain within the Planning Function.

- Addition of a Plans Unit within the Planning Section – this may see the addition of a dedicated Plans Officer within Planning.
- Addition of a Plant Operations Unit within the Operations Section – this may see the addition of a dedicated Plant Operations Officer within the Operations Function of the IMT.
- Addition of an Investigation Section – this will remain a function of Operations unless there is an identified need to establish a stand-alone Investigation Unit.
- Addition of a Finance Section – Finance will remain within the Logistics Function.
- AIIMS 4 reinforces Public Information as a key function.

To date, implementation of AIIMS 4 into Tasmania has focused on current IMT personnel through workshops. However, the AIIMS course has been upgraded to AIIMS 4 and refresher training for Sector Commanders includes the AIIMS 4 principles and concepts and new IMT learning resources are being developed in line with AIIMS 4.

PS



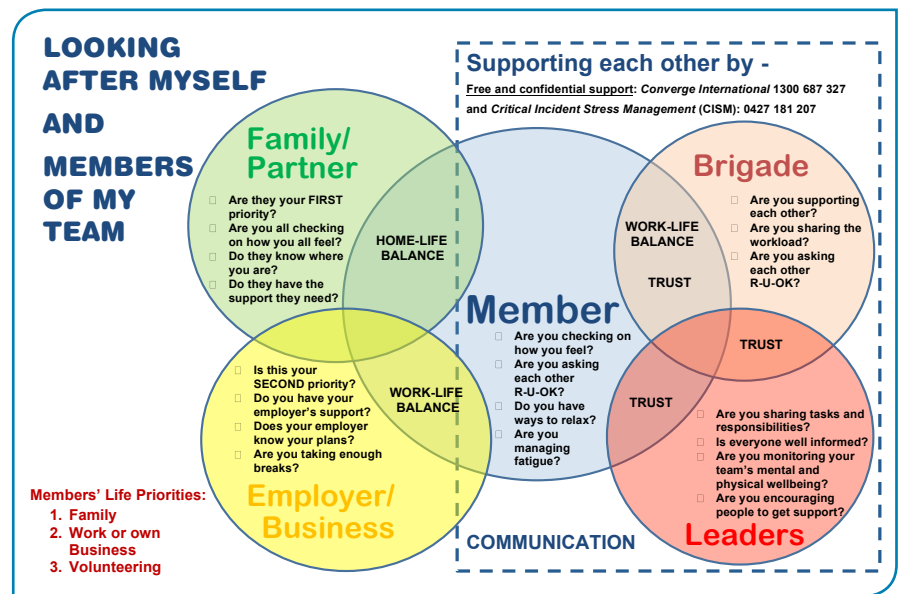
Incident Management Structure where Intelligence, Investigation and Finance have not been elevated to sections. On most occasions this is how the structure will apply in Tasmania.

We do not stand alone

Take care of your social connections for mental wellbeing

Lucas van Rijswijk

Coordinator – Volunteer Strategy



Can you think of anything more reassuring than good conversations with someone who knows you well, understands what you do, and really cares about you?

Working well together on the fireground keeps us all safe and effective. But it is not only there that we can really help each other. Working together on mental wellbeing is crucial.

It turns out that our *social connections* are really powerful protective factors for good mental health.

Central is our relationship with our families, and loved ones. Spending time together and having quiet conversations really help to build this support.

We can nurture these relationships by not staying away too long, making sure they know where we are, managing fatigue, and keeping them in the loop.

Our relationship with teammates also supports our overall mental wellbeing. We spend a lot of time with them and they really understand the issues we have to deal with.

Asking each other, 'R U OK?' while also encouraging them to not overdo things by managing fatigue, and spending time

with family or friends, are great ways of showing you really care.

The diagram above shows some of the many ways we can build our resilience and care for ourselves and each other.

Other positive ways we can all help to promote mental health include:

- Keeping team members well informed
- Encouraging a friendly and supportive workplace
- Open, honest and respectful communication
- Allowing members to acknowledge and talk about their feelings
- Encouraging a healthy work-life balance
- Effectively managing conflict, fatigue, and workload

With good self-awareness, and support from family, friends and teammates, we are well placed to be resilient and effective team members.

However, things can still get on top of us. If you find you are struggling, go and have a chat with the General Practitioner (GP) who knows you.

Don't forget you can get free and confidential support from the TFS

Employee/Member Assistance provider, *Converge International*, by calling 1300 687 327 any time.

Also, if you are finding it hard to cope with things you experienced as a firefighter, you can get free and confidential help from emergency service peers by calling *Critical Incident Stress Management (CISM)* on 0427 181 207.

Remember, you owe it to yourself, your loved ones, and your workmates!

LVR

HOW WE'RE IMPROVING OPERATIONAL SUPPORT



Andrew Newell

Manager - Corporate Support

Elisa Lang

Project Officer - Corporate Support

As a result of the significant fires Tasmania experienced in the 2012-13 fire season, TFS instigated a review into the effectiveness of operational support arrangements. Recommendations from this review included the need to improve the processes for initiating and providing operational support and further development of associated systems. Recommendations were accepted and a Working Party established in August 2013.

The main role of the Working Party is to look at Operational Support roles, how TFS can offer support and training to staff in these roles, and to resolve any issues associated with deployment to significant incidents.

The project is initially targeting non-operational staff across the State, with the intent of including volunteers as systems are further developed and implemented in the near future.

The Working Party reports through a Steering Committee consisting of Jeff Harper - Regional Chief, North West and Paul Salter - Acting Deputy Regional Chief, Learning and Development. The Project Sponsor is Gavin Freeman - Deputy Chief Officer.

The roles included within the scope of the project are:

- Logistics Support
- Management Support
- IRMS Operator
- Staging Area Support
- Resource Support

Operational Support in action. (L-R) TasFire Equipment's Justin Plummer and TFS Human Services' Gerald Kutzner assisting at the Dodges Ferry Staging Area, January 2014. Photo: Margaret Hawkes.

- State Fire Operations Centre Support
- Regional Fire Operations Centre Support
- Regional/Corporate Support

It was further identified that Operational Support staff also have the capability to provide assistance in some of the 'officer' type roles within an Incident Management Team (IMT). It was agreed to also include the following roles in the project scope:

- Logistics Officer
- Staging Area Manager
- Public Information Officer
- Resource Officer

An opportunity was provided to Operational Support staff in August 2013 to participate in a confidential feedback survey seeking comments surrounding Operational Support roles. Suggestions from this survey were reviewed and, if they had not already been identified, included within the scope of the project.

The Working Party meets approximately every six weeks to progress items within the project plan. Meeting notes and action items are recorded with progress monitored at each meeting.

Some of the key tasks that the Working Party has either completed or is currently working on are:

- Development and distribution of a Role Recognition form to Operational Support staff to identify roles they are interested in performing during the fire season, as well as identifying any other skills and experience they may have.
- Development of a spreadsheet listing all Operational Support staff and the roles they are currently 'competent', 'developing' or 'interested' in.
- Development of role descriptors for each Operational Support role, which identify the primary duties and capabilities required to undertake the role.
- Liaison with Organisational Learning and Learning and Development for entry of the roles into TRAIN. All staff who are 'competent' in any of the

Operational Support roles have been entered into TRAIN.

- Review of uniform arrangements for support staff when they are deployed to an IMT.
- Development of performance assessments for each of the Operational Support roles. Support staff and their Unit Leader/Mentor will complete these after each deployment commencing from 2014 - 15 Fire Season.
- Currently finalising the career paths for each of the Operational Support roles with agreed pre-requisites in conjunction with Learning and Development.
- Coordination of training for Operational Support staff in conjunction with Learning and Development.
- 2014–15 Pre-fire Season Information Sessions for Operational Support staff in all regions.

One of the main issues stemming from the survey outcomes was the need for further training for Operational Support staff relating to these roles within IMT's. The Project Officer, in conjunction with Learning and Development, has been

able to coordinate a number of training courses during 2013–14.

The training provided for Operational Support staff has included:

- Basic Fire Awareness
- Staging Area Support training
- Conduct briefings/debriefings
- Exercise 'Huddle', which included the opportunity to exercise all operational support roles
- IRMS Operator training
- Public Information training
- Course in AIMS
- On the job training/mentoring during the fire season in all support roles

The project has now progressed to the point where the systems have been created and, in most cases, tested. The next key challenge will be to further explore how and when volunteers who are no longer active firefighters can be included.

This matter is currently being discussed initially through the steering group and further information will follow.

AN & EL

Operational Support Working Party members

NAME	AREA
Andrew Newell	Project Manager
Elisa Lang	Project Officer
Helen Irvine	Regional Management (South)
Carol Davey	Regional Management (North)
Nardene Reeves	Regional Management (North West)
Kelly Marriott	Community Fire Safety
David Collins	Learning & Development
Suzanne Bacon	Organisational Learning
Olivia Tamlyn	Learning & Development
Maree Hinton	IRMS Representative
Diane Wilkinson	Human Services
Bruce Ludeke	Finance



How private landholders are gaining the confidence to undertake planned burning

Tom Clark, from Lanoma Estate at Westerway participating in a case study burn at Apsley Park.

Red Hot Tips is a private land planned burning project that is helping landholders gain the confidence to safely and effectively conduct planned burning of native vegetation on their properties.

State Fire Management Council Manager Sandra Whight profiles the program.

Red Hot Tips is funded by the Tasmanian Government and delivered by agribusiness consultants Macquarie Franklin. The project continues the work of the Planned Burning Pilot project, which was delivered in 2012 with support from NRM North and funding from the Australian Government.

The project is supported by a steering committee with representatives from State Fire Management Council, Tasmania Fire Service, Parks and Wildlife Service, DPIPW, Tasmanian Farmers and Graziers Association, Forestry Tasmania and NRM North.

It is being rolled out in three separate rounds, offering 20 landholders across the State the opportunity to participate in each round. Round 1 finished in June 2014, Round 2 is currently underway and will finish in June 2015, and Round 3 commences May 2015 and will wrap up in June 2016.

The activities involved in the project include a workshop on the theory of planned burning, which covers topics such as fuel hazard assessment, fire

behaviour, weather, legalities, equipment and ecology.

A fire consultant then works with the landholder to develop a property-based fire management plan, which identifies goals for fire management such as asset protection zones, hazard reduction, biodiversity, weed management and fire exclusion zones, and actions to meet these goals.

Participants also have the opportunity to participate in case study planned burns. Macquarie Franklin project officer Bronnie Grieve said that these burns give landholders the opportunity to put theory into practice.

“Participants bring a range of differing experiences with fire, and the project



William Fergusson putting his skills to work at Grindstone Bay.

team is comprised of fire experts from a number of different agencies who have the experience and learning of years of many planned burns, which they share with participants,” she said.

“We have found that everyone who participates takes away some new learnings from the day that they can apply to their situation.”

Melissa and William Fergusson: reducing fuel loads while increasing biodiversity

Melissa and William Fergusson from Grindstone Bay run a sheep and beef property at Triabunna and participated in Round 1 of the project.

“I want to use fire to better manage and reduce fuel loads, improve biodiversity and grazing outcomes on my property,” said William.

“The project gave me the opportunity to increase my confidence in planned burning. Before the project I occasionally burnt very small areas, but now I have more confidence to tackle larger areas.”

Melissa and William’s property was also chosen as a case study burn site. Two hectares of remnant black peppermint forest was burnt in May 2014 to encourage native plant regeneration and reduce fuel loads. The majority of the block was burnt.

“The case study burn taught me the importance of planning and preparation,” said William.

“We needed to protect the fences before the burn, and it is easy to think that you need to do a lot of on-ground work such as clearing an earth break to protect the fence.



Red Hot Tips workshop at Grindstone Bay, where participants discussed fuel hazard and potential burn plans.

“However, since we took the time to develop the burn plan, we were able to protect the fence by the way we lit the block.

“Additionally, we were also able to identify risks and develop contingency plans, reducing the overall risk of burning.”

Sarah and Stephen Barrington: regaining lost skills

Sarah and Stephen Barrington, sheep farmers from Apsley Park, participated in Round 1 of the project to gain more confidence in using fire as a tool on their property.

“Over the generations planned burning is a skill that has been lost, and I saw this as an opportunity to gain the experience and increase my skills to better manage fire on my property,” said Stephen.

The majority of Apsley Park had not seen any planned burning undertaken in over 30 years. In May this year, a case study burn was undertaken on 12 hectares of silver peppermint forest.

The two main goals for burning this bush were to encourage native plant regeneration and reduce fuel loads. The participants achieved a very successful mosaic burn.

Tom Clark from Lanoma Estate at Westerway is a farmer and volunteer firefighter with TFS who also participated in Round 1 of Red Hot Tips, and attended the case study burn at Apsley Park.

“Normally I try to burn early in the season, but today taught me it is possible to burn later in the season. By monitoring the weather, opportunities do arise,” he said.

More information on Red Hot Tips, including access to some of the tools that have been developed (Planned burning manual, risk assessment template and monitoring templates) and the case studies produced about the planned burns, may be obtained from the websites of the project partners: sfmc.tas.gov.au/red-hot-tips or macquariefranklin.com.au

SW

Savings and efficiencies ahead, but investment in a well-equipped TFS to continue

YOUR GUIDE TO STATE BUDGET 2014

Scott Wilson-Haffenden

Director - Corporate Services

The State Fire Commission (SFC) receives funding from a variety of sources, which include the collection of contributions by local government from property owners (Fire Service Contribution), levies on insurance policy holders, and a motor vehicle levy.

While the SFC does receive some funding from Government, it is limited. Therefore, the Commission is not usually subject to fluctuations in Government funding to the same extent as Government Departments, which are funded predominantly through the State Budget.

Nevertheless, when setting budgets, Commission is mindful of the impact of increases in the fire service contribution rate, and the need to have such increases endorsed by both the Minister for Police and Emergency Management and the Treasurer.

Accordingly, it is necessary for the Commission to carefully manage expenditure increases, and to look for savings opportunities to offset rising costs.

The budget for the State Fire Commission was endorsed, through the Corporate Plan, by the Minister on 19 May 2014. In the normal course of events, the Corporate Plan is endorsed at a similar time to the handing down of the State Budget. This means that any impacts from the State Budget can be factored into the Corporate Plan, and vice versa.

In 2014, due to the timing of the election and subsequent postponement of the budget, the SFC's Corporate Plan was endorsed long before the State Budget was finalised.

The most significant financial impacts of the State Budget were the announcement of funding for a fuel reduction program,

and the transfer of funding arrangements for the State Emergency Service (SES) from the Department of Police and Emergency Management (DPEM).

Funding for fuel reduction program

The announcement of \$28.5 million over the next four years for fuel reduction programs does not directly affect Tasmania Fire Service. This funding will be provided to the Department of Primary Industries, Parks, Water and the Environment (DPIPWE).

However, both State Management Fire Council (SFMC) and Tasmania Fire Service (TFS) will have a significant role to play in this program.

Costs associated with this program should be funded through DPIPWE and not affect operational budgets. It will be necessary to carefully manage and record these costs to ensure funds are appropriately endorsed, and, where possible, recovered.

Changes to SES funding

SES funding will be met initially from the Commission's cash holdings while the Commission and Government consider a long-term funding strategy for the SES.

Currently, the SES receives funding from a variety of sources, and the existing funding model is not sustainable. What the new reporting arrangements do enable is a more inclusive process for creating efficiencies in the support to both SES and TFS, through areas such as joint purchasing arrangements and shared accommodation.

To continue our current levels of investments, we will be required to identify more efficient ways of doing business.

To this extent, a review of the delivery of corporate services has been undertaken to identify a more efficient service across the broader DPEM, incorporating support for Fire, Police, SES and Forensic Science Service Tasmania (FSST).

While the outcomes of this review have not been finalised, it is clear that a single, integrated, corporate support for all operational areas within the Department is a high priority for Government.

This model will reduce the duplication in electronic systems, business processes and physical locations. It will require extensive consultation to ensure the required benefits are achieved through the implementation process.

Investment in key equipment and infrastructure to continue

It is important to note that, while the State Fire Commission has been asked to absorb some additional costs and generate savings this financial year, key areas of expenditure in the Corporate Plan have not been reduced to meet this.

In 2014-15 an amount of \$3.2 million has been allocated for a further 14 heavy tankers to be constructed, and \$0.8 million for the replacement of passenger vehicles.

In addition to \$1.1 million in programs for building upgrades carried forward from the previous year, a further \$1 million has been set aside for additional building programs.

Approximately \$2 million has been allocated for equipment, in addition to \$0.5 million for the introduction of automated vehicle locator devices.

This investment in equipment will see continued investment in our communications and information and technology services, together with operational equipment including personal protective clothing.

While the economic climate is challenging, the Commission and management team will ensure that we continue to have a well-equipped and skilled workforce to meet the community expectations of our organisation. Our funding models will continue to support these objectives.

SWH

Responsible use of alcohol policy: ensuring a social drink stays on the right side of the law

Meaghan Newson

A new Tasmania Fire Service policy will ensure that the serving of alcohol in brigades complies with liquor licensing requirements, while maintaining the long tradition of a 'social drink' amongst staff and members.

The Responsible Use of Alcohol policy will also provide brigades with the assurance that they are serving alcohol safely. It has been some two years in development, with input from career and volunteer members at all levels of the organisation.

Regional Chief South, Jeremy Smith, says TFS wanted to ensure that it took not only the legal issues on board, but the social needs of brigades as well.

"The policy is all about ensuring TFS members and staff are consuming alcohol in safe and responsible manner. It's about ensuring that alcohol can still be part of brigade life.

"The responsible use of alcohol is part of the social fabric of many brigades. It's part of bringing brigades together – their bonding and comradeship. We wanted to make sure that we didn't lose that by introducing a policy that didn't address concerns in the brigades and work areas."

Jeremy says the policy helps brigades by providing a framework that they can use to ensure the consumption of alcohol after incidents, training activities, or at social gatherings complies with liquor licensing laws.

"There are a number of options available – the consumption of alcohol is not stopped, by any means. This is about giving guidance.

"There are a number of ways outlined in the policy in which brigades can go about the responsible service alcohol.

"The key principle is that if alcohol is sold in the brigade or workplace, then either a permit or licence is required.

"However, the policy also takes into account someone bringing a carton of beer or a bottle of wine for consumption at one of the smaller brigades, where no money transacted and no permit is required."

The policy also provides guidance on the steps that need to be taken to obtain a liquor permit, as well as other regulations such as Responsible Service of Alcohol training.

The consultative approach to developing the policy means that many brigades have already put the necessary procedures in place.

"The policy isn't a surprise. Some brigades will need to address the policy, but a lot have already thought about what they are going to do. A number of brigades already have a permit or licence, while some get special permits for one-off events."

The policy has been provided to all Brigade Chiefs and is also available on the intranet.

MN

Responsible use of alcohol: some frequently asked questions

DO WE REQUIRE A LIQUOR PERMIT?

Yes, if alcohol is to be sold for consumption on a TFS premise.

WHAT DOES A LIQUOR PERMIT ALLOW US TO DO?

The liquor permit allows TFS members and their guests to sell and consume alcohol on the TFS premises for up to 15 hours a week. To show compliance, a log book of hours of sale and consumption needs to be maintained.

HOW MUCH DOES A LIQUOR PERMIT COST?

Liquor permits cost \$384.80. All fees and costs associated with any liquor permit are to be paid in full by the brigade making the application for the liquor permit. The fee needs to be paid at the time of submitting application. If the application is refused, no refund applies.

WHO CAN BE A PERMIT HOLDER?

The permit holder does not need to be the Brigade Chief/First Officer. However, it is strongly advised that it is a senior member from within the brigade.

IS BYO ALCOHOL ALLOWED?

Consumption of BYO alcohol does not require a liquor permit, but is not permitted without the approval of the Regional Chief or Director.



We're making it easier for you to find and use Policy and Doctrine

The TFS Knowledge Management Project is making the information you need uniform, useable, and up-to-date, writes Manager – Policy and Doctrine, Nick Wilson.

Greetings from the TFS knowledge management domain. My name is Nick Wilson, and I have recently returned to the State after a military career spanning some 20 years.

As an Artillery Officer, my postings were numerous and included a wide variety of jobs and locations, including several operational deployments.

Although my career was characterised by command, leadership and training appointments, as a staff officer I was also routinely engaged in the process of doctrine and policy production. Simply put, this involved the authoring, approval and application of operational and non-operational policies and procedures.

Therefore, when the position of Manager – Policy and Doctrine at TFS was advertised in January 2014, it seemed a perfect opportunity to put my skills to use, and to embark on a new journey in my home State with my family.

Indeed, in this respect I am both excited and privileged to be working for TFS – an iconic Tasmanian agency with the common goal of creating a safe and resilient Tasmania.

But what exactly is my function, and why was this position created?

After the 2009 Victorian bushfires and the Tasmanian experience of 2013, a number of recommendations were accepted relating to how TFS manages its knowledge.

Amongst other things, these recommendations pointed out the need to develop frameworks to ensure TFS policies and procedures were uniformly managed, updated and relevant. Importantly, this included the requirement

for simplicity, ease of access and widespread useability.

It was acknowledged that for the most part, best practice actions and decisions were occurring on the fireground, but that these were often a function of leadership and deep institutional knowledge rather than good written product.

Of course, this should not be a surprise because it has been reinforced by you, the practitioner, in feedback about how we catalogue our procedures on the intranet and other systems.

It was acknowledged that for the most part, best practice actions and decisions were occurring on the fireground, but that these were often a function of leadership and deep institutional knowledge rather than good written product.

Therefore, on accepting the appointment my mandate was effectively two distinct (but mutually supporting) projects:

1. The development of a **doctrine hierarchy** for TFS operational methods and procedures.
2. The development of a **policy framework** for TFS policies, administrative and governance procedures.

Let's look briefly at each of these projects.

The Doctrine Project

The Doctrine Project is the main effort for 2014. In the TFS context, doctrine is a term applied to our operational methods and procedures. It translates (quite literally) to 'that which is taught', and includes

those documents we have traditionally called Standard Operating Procedures, Standard Operating Guidelines, Chief Officer's Operating Guidelines, Operational Instructions and so on.

We have always had them, and they represent many years of experience and hard-won lessons. However, it was quickly apparent they have become diluted and difficult to manage over time.

Version control is problematic, things have been 'regionalised' and ownership (or sponsorship) of each title is hard to track. The solution is quite simple – the development of a doctrine model (think library) that has distinct levels for application.

First, we have the **Capstone Doctrine**. This comprises a single document of about 12 pages that details our mission, vision, ethos and objectives.

It also describes who we are, why we exist (in a Tasmanian context) and what we do. Ultimately, it gives reason and authority to all other levels of doctrine.

Next, we have our **Strategic Doctrine**. This is simply to do with incident management and largely concerns those members in authoritative appointments who need to make decisions in relation to command, control, incident classification, planning and so on. As a result, it follows the headings and methodology of AIIMS 4.

Thirdly, there is **Operational Doctrine**. This layer is arranged by broad hazard type (e.g. HAZMAT, structural fire, vegetation fire, transportation incident, rescue, etc.)

Importantly, operational doctrine doesn't tell you how to do something. Rather, it provides considerations (both safety and tactical) that you should think about. You then have the flexibility to apply them in the context of the specific incident.

Lastly, we have the **Tactical Doctrine**. This is procedural, and is issued as a

directive or an instruction. It deals with such topics as Breathing Apparatus, PPE/HAZMAT, driving, training and the like. Think of it as a simplified version of traditional SOPs.

In the fullness of time, we will even include an area for common forms and templates to make life easier.

The draft doctrine model has been accepted in principle, and work is well underway in writing and re-formatting.

Importantly, operational doctrine doesn't tell you how to do something. Rather, it provides considerations (both safety and tactical) that you should think about. You then have the flexibility to apply them in the context of the specific incident.

Please note that we are not trying to fundamentally change what we do, but rather the method in which you access and use the information. The key is to make it easier for you, and ensure accountability and relevance in version control and document management.

Authors' working groups with the operational workforce have commenced in earnest, and results are hugely encouraging. We are hopeful that a web-based application will be available from early 2015, and that printed versions will be supplied where electronic access is limited, or where needed.

The Policy Framework

In much the same way as the Doctrine Project, the Policy Framework simply seeks to give order and consistency to the vast array of governance and administrative procedures.

The Policy Framework is also a reference library; however, it is not as hierarchical as

doctrine, and it has some greater flexibility in where things are placed.

That said, the principles in how we manage the information is very similar. Each document has a sponsor, and the framework ensures duplication is minimised and a systematic review occurs to update where necessary.

What makes it simple is the fact there are only two layers – policy and subordinate guidelines and/or instructions.

With respect to TFS policy, the intent is to rationalise and likely reduce the number of policies, and ensure alignment with other departments (e.g. Police, Premier and Cabinet, etc.) where possible. Hence unnecessary work and duplication will be avoided.

The main effort will focus on the management of subordinate documents such as Administrative Instructions, People Management Guidelines and other business unit-specific procedural documents.

These will now all look the same, and will be managed at the Director level. The end state is to place these in a similar application to doctrine for ease of reference and access.

... we are not trying to fundamentally change what we do, but rather the method in which you access and use the information. The key is to make it easier for you, and ensure accountability and relevance in version control and document management.

Wrapping it up

Both the Policy Framework and the Doctrine Project will be captured and displayed in an application like SharePoint.

The intent is for this to be largely intuitive – think a touch screen away. However, there will still be the option to produce binders for the doctrine and numbered print runs will occur.

As stated above, you will likely see the collective, easy-to-use, single reference library in early 2015. Until then, current SOPs/COOG remain.

My final thoughts are twofold. Firstly, in respect to Doctrine – it is yours and you must own it. So far, take-up and participation has been outstanding and I thank all those who have contributed to date.

Secondly, I wanted to provide a personal thank you for the exceptional welcome and support I have experienced since joining TFS. It is a sincere privilege to be working for the service, and with you.

I look forward to meeting the challenge.

NW

Tips on managing Brigade Facebook Pages

Debra Pope
Internal Communications Officer

- | | |
|--|--|
| ✓ Do think before you post online... how would the post look on the front page of the newspaper? | ✗ Don't make unkind comments or post negative information. |
| ✓ Do share Tasmania Fire Service and other local emergency services Facebook posts. | ✗ Don't change TFS fire safety messages or promote messages not developed for Tasmanian communities. |
| ✓ Do celebrate your brigade and community success stories. | ✗ Don't post information during incidents, including photos or videos. |
| ✓ Do monitor your page and delete inappropriate comments. | ✗ Don't post incident information that identifies vehicles, people or addresses affected. |
| ✓ Do make sure photos and videos support the professional reputation of TFS. | ✗ Don't make comment on a person's behaviour or incident outcome. |
| ✓ Do make sure posts and comments are positive and supportive. | ✗ Don't share confidential TFS information. |
| ✓ Do use TFS logos (available through your District Office) and follow the TFS Style Guide available on the intranet. | ✗ Don't post pictures of members without their permission or parent/guardian permission for Juniors/Cadets. |
| ✓ Do be consistent with page naming e.g. 'Wellington Volunteer Fire Brigade'. | ✗ Don't like pages or links that could be associated with unsavoury sites. |

If you require any further information please contact your District staff.



TFS Facebook Page

- *does your brigade have a story to share?*

If you would like to share your brigade achievements on the TFS Facebook page please send your stories to fire@fire.tas.gov.au.

While we cannot publish every story, we will do our best to share as many stories as possible which promote the good work your brigade is doing within the community, please remember to keep stories short and include brief descriptions with photos.

Follow us on Facebook

<https://www.facebook.com/TasmaniaFireService>

New workplace posters that you **won't be able to ignore**

Debra Pope

Internal Communications Officer

How did you learn your times table?

Well, when I was growing up, we had a poster on the back of the toilet door. It was there in our faces every time we had to do our business.....but hey, it worked!

Workplace posters are an excellent way to assist in delivering key messages, support the implementation of workplace instructions or guidelines and reinforce existing organisational messages.

All TFS facilities will soon have poster display frames fitted to the back of toilet doors. Each workplace (corporate areas and stations) will also be supplied with a display folder and posters.

It is recommended that posters be rotated quarterly to maintain interest and stored safely in the display folder when not in use. We ask that all supervisors take responsibility of this task.

There may also be a requirement on occasions for posters to be changed more frequently depending on the organisation's priorities or events, but areas will be notified if this is required.

Please note that **only TFS-approved posters should be displayed in the frames** supplied.



We also encourage areas to continue displaying posters using current methods, e.g. noticeboards.

For further information please phone Deb Pope on 6230 8678 or email human.services@fire.tas.gov.au

DP



CSIRO's Justin Leonard discusses bushfire risk at the urban/rural interface.



Chief Officer Mike Brown briefs the media at the research forum.

Forum connects emergency services with leading bushfire researchers

Over 130 emergency services personnel came together at the Tasmania Police Academy in August 2014 to hear about the latest research in bushfire management. Station Officer Phil Smith shares his perspective of the day.

On 7 August 2014 Tasmania Fire Service hosted a Research Forum conducted by the Bushfire and Natural Hazards Cooperative Research Centre (BNHCRC).

The opportunity to attend these forums increases our awareness of the research that is being undertaken, and may also encourage TFS personnel to get involved in assisting with the research. It is hoped that this research forum will become an annual event.

BNHCRC Chief Executive Officer Dr Richard Thornton facilitated the forum, with 10 researchers presenting insights into the research currently underway, as well as the outcomes of previous studies.

The topics were informative, interesting, and well received. They included:

- How research can be used
- How communities and emergency managers make decisions under threat
- How to get the most out of volunteers
- Sharing responsibility for emergency management
- Extreme weather
- Building at the rural/urban interface
- Fatalities all incident types
- Bushfire mapping
- Legal and political implications of emergency management.

The Minister for Police and Emergency Management, Hon Rene Hidding, opened the event, followed by a welcome from Chief Officer Mike Brown.

In all, 132 people attended from fire agencies and government departments including Tasmania Fire Service, Parks and Wildlife Service, Forestry Tasmania, the Department of Police and Emergency

Management, State Emergency Service, Department of Education, Department of Justice, Department of Health and Human Services, Department of Primary Industries, Parks, Water and Environment, Department of Premier and Cabinet, State Fire Management Council, United Firefighters Union, Noske Skog and University of Tasmania.

As usual, the Police Academy catered well for the event.

The BNHCRC's goal is to provide research, drive change, belief in sharing outcomes and building knowledge.

Research briefing papers, distributed as Hazard Notes, are available from the BNHCRC website. Subscribe at bnhcrc.com.au/hazardnotes

You can also access all previous research by the Bushfire CRC, including online forums and short documentary videos, at bushfirecrc.com

PS



Emergency services practitioners learn from adversity at conference

Nathan Maddock

Communications Officer - Bushfire and Natural Hazards CRC

Nearly 1,100 emergency services representatives and researchers converged on Wellington, New Zealand, in early September for the annual Australasian Fire and Emergency Services Authorities Council (AFAC) and Bushfire and Natural Hazards Cooperative Research Centre conference.

The conference is the leading knowledge sharing event for fire, land management and emergency services, with delegates attending from across Australia and New Zealand, as well as the US, Canada, UK, South Korea and many Pacific Islands.

This year's event saw the Bushfire and Natural Hazards CRC partner with AFAC, taking over from its predecessor the Bushfire CRC. Bushfire and Natural Hazards CRC Chief Executive Officer, Dr Richard Thornton, said the conference showed why research and innovation are more important now than ever.

"The week was a great opportunity for all emergency management practitioners

to learn what we are discovering about the biggest challenges in emergency management across Australasia, especially learning from New Zealand's Canterbury earthquake experience, and finding ways to use this knowledge every day to make our communities safer."

Natural and man-made disasters strike all countries, but particularly in our region, said AFAC Chief Executive Officer Stuart Ellis.

"The conference was designed to bring together and share the combined wisdom of experience, research and analysis from across the sector to enable a deeper understanding of the approaches needed to secure the region's future and prosperity."

Day one of the conference featured a dedicated research forum, which showed why research and innovation are vital precursors for safer communities and better environmental management.

Days two and three mixed industry presentations with more research, with a number of professional development programs and field study tours concluding the conference week.

Hazards science researchers, industry workers and community groups can access all conferences proceedings, and selected audio and video presentations, at bnhcrc.com.au and afac.com.au

NM





Attendees of the 2014 TFS State Conference



Hon Rene Hidding, Minister for Police and Emergency Management, officially opening the 2014 State Conference

Research insights and renewed bonds at State Conference 2014

Meaghan Newson

More than 350 delegates from Tasmania Fire Service, Police, State Emergency Service, Parks and Wildlife, and Forestry Tasmania heard about the latest research and operational improvements at the 2014 State Conference, held at the Country Club Casino, Launceston, on 16 August.

Presenters from within TFS ranks and Tasmanian research organisations spoke on a range of topical issues, including climate change, community engagement, and improvements to operations. Minister for Police and Emergency Services, Rene Hidding, officially opened the event.

Regional Chief South Jeremy Smith was one of this year's conference organisers, along with Regional Chief Jeff Harper and

Regional Chief North West Ian Bounds. He says the program provided a varied insight into current issues affecting the way in which TFS goes about its work.

"One of our opening speakers this year was Professor Nathan Bindoff from the Institute for Marine and Antarctic Studies, who spoke about climate change and its impact on firefighting.

"He told us that climate change is happening, and that we need to start planning for more days of severe and extreme fire weather. They are going to become more prominent over the years as climate change takes effect.

"We also had a presentation by Deputy Chief Officer Gavin Freeman, who spent five months over the 2013-14 fire season on secondment to the office of the Victorian Emergency Services Commissioner.

"A lot of key learnings came out of his experience – such as the amount of involvement that all levels of government have in stakeholder engagement, and the most appropriate ways of attack on the extreme fire danger days."

Jeremy says one of the highlights for operational staff and volunteers was the presentation by District Officers Mark Klop and Paul Hill on the Compressed Air Foam System (CAFS) truck deployment to the Hazelwood Coal Mine fire in Victoria during February 2014 (see page 30 of this issue and *Fireground Winter 2014*).

"CAFS is a new capability for Tasmania. It's cutting-edge technology.



Professor Nathan Bindoff, Institute for Marine and Antarctic Studies, presenting on climate change

“A lot of the members in the brigades like to see what we’re doing, so that presentation was very well received.”

Community capacity building is another area in which TFS has made significant advances in recent years, and a visual presentation provided delegates with an insight into the key projects currently underway in this area.

“This presentation explained the role of the State Fire Management Council, Community Protection Planning, and the Bushfire-Ready Neighbourhoods Program.

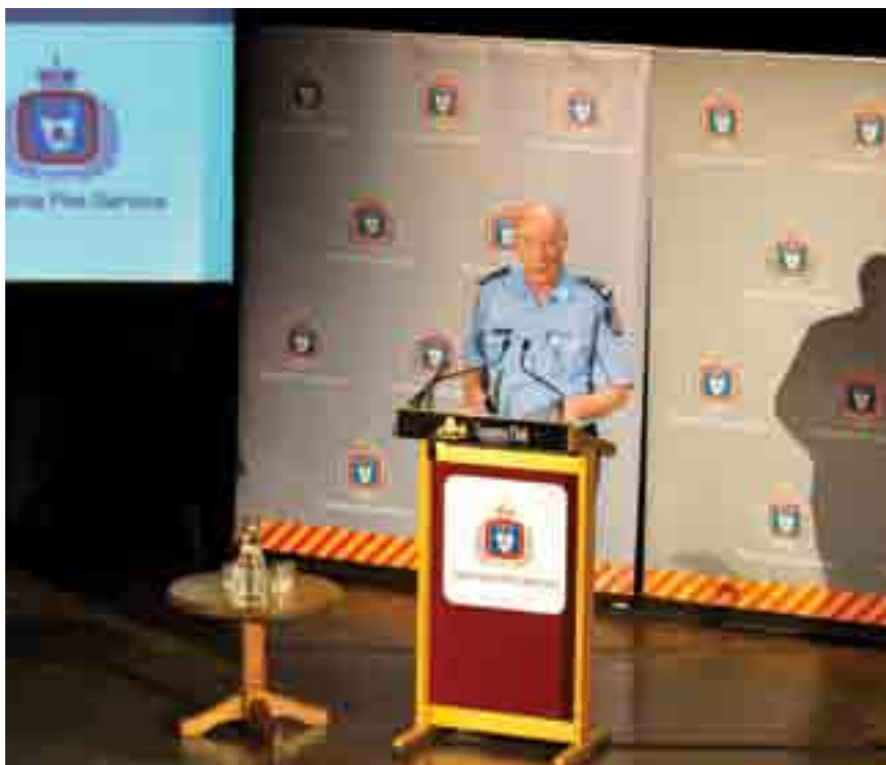
“There are a number of things happening in these projects right now, so the presentation provided more clarity around what people’s roles and responsibilities are, and what they are trying to achieve.”

Apart from the presentations, Jeremy says the great value of the State Conference is the rare opportunity it provides for people in both operational and support roles from across Tasmania to meet face-to-face.

“The conference is about catching up with fellow firefighters – people can raise questions in the open forum, and get a better understanding of where TFS is headed.”

Jeremy extends his thanks to Margaret Kean, Personal Assistant - Office of the Chief Officer, and regional administration staff for their help in organising State Conference 2014.

MN



Chief Officer Mike Brown welcomes members



VIEW ONLINE Members can view the presentations on the TFS intranet; click on the TFS State Conference 2014

Conference empowers young emergency volunteers to make a difference

Sarah Castle

Volunteer Firefighter -
Dodges Ferry Brigade

Volunteer Firefighter Sarah McGrail from the Devonport Brigade and I were lucky enough to be selected to represent the Tasmania Fire Service at the 23rd International Association for Volunteer Effort (IAVE) World Youth Conference, which was held on the Gold Coast on 15-19 September 2014.

We attended the conference alongside 12 'Change it Up' emergency volunteers, as well as 800 other young volunteers from around the globe.

Sarah and I had the privilege to work in several small discussion groups lead by the 'Change It Up' members in the Disaster and Emergency Management workshops, which were facilitated by Sam Johnson from the Student Volunteer Army and Tam Hoang of Youth Beyond Disasters.

These workshops provided avenues for us to introduce and discuss our issues and ideas about young people in disasters and emergency management.

Issues such as volunteering cultures, diversity, recruitment and retention of volunteers, and educational programs within the emergency management sector were discussed heavily over a number of



days. We then went on to develop actions plans to address these issues.

At the conclusion of the World Youth Conference, each discussion group had an opportunity to discuss their issues, ideas and action plans with each other.

Those Volunteers staying on for the 23rd IVAE World Conference were also given an opportunity to put these issues and action plans forward to different government departments and global organisations.

I was given the fantastic opportunity to present the issues and action plans around the topic of 'Diversity within the sector' to the participants of the 23rd IVAE World Conference. We received fantastic feedback from volunteers and government departments.

During the coming months, Sarah and I will try to meet with as many brigades as

we can, to discuss our action plans and the ways in which your brigade could help us to increase diversity in the Tasmanian emergency management sector.

If you would like to know more about the conferences or actions plans, please feel free to contact either Sarah or myself.

If anyone is ever offered the fantastic opportunity to attend such a conference I would highly recommend it. It is a great chance to network with a range of agencies from around the globe, and a great opportunity to widen your skills and knowledge.

Once again Sarah and I would like to thank everyone who made this experience possible.

SC

Vertical rescue put to the test at Myer construction site

Tasmania Fire Service and Hutchinson Builders tested their emergency response on 12 October with a vertical rescue exercise at the Myer construction site in Hobart.

Work on the 11-storey, \$100 million development started in June this year. The site had lain dormant for seven years following the fire that destroyed the original store.

State Rescue Coordinator District Officer Mark Dobson said rescue technicians worked through a number of scenarios involving the retrieval of workers from the \$3.5 million Sky Crane, which is one of the largest ever seen in Hobart.

“It’s important that we test our capability on a regular basis. The tower crane provided us with a number of challenges in this specialised area.”

Background: Senior Firefighter Matthew Pope (hanging next to stretcher) and Hutchinson Builders Safety Supervisor Shannon Scott (in stretcher) are lowered from the Sky Crane.



*(L-R) Firefighter Ben Viney and Station Officer Stewart McKinlay.
Photos Courtesy of Warren Frey.*



The team prepares to rescue a 'patient' in the time critical scenario, as ARRO assessors look on.



(L-R): The road rescue challenge silver medallists (L-R) Shayne Mundy, Jason Fitzpatrick, Royce Brougham, Tim Crellin, Andy Summers, Aaron Blizzard.

TFS crew silver medallists in road rescue challenge

Quick and calm work by a Hobart Fire Brigade crew saw them achieve a silver medal in the competitive Australasian Road Rescue Challenge, held in July 2014. Senior Firefighter **Jamie Stubbs** provides a rundown of the event.

The Australasian Road Rescue Organisation (ARRO) held its Australasian Rescue Challenge in July 2014 at Lardner Park, Victoria, about 90 minutes' drive from Melbourne.

A team from Hobart Fire Brigade's D shift represented Tasmania Fire Service this year and consisted of:

- Aaron Blizzard (Team Leader)
- Tim Crellin (ramming, expose trims, assist paramedic)
- Royce Brougham (set up, cutters)
- Jason Fitzpatrick (stabilisation, spreaders)
- Shayne Mundy (stabilisation, glass management)
- Andy Summer from Ambulance Tasmania (Paramedic)

The event included a learning symposium followed by two days of competition that required each team to complete three

rescue challenges, each with a 30-minute time limit, as well as two trauma challenges, each with a 15-minute limit. The challenges involved two members from each team.

The learning symposium covered:

- New road crash rescue tool technology (presented by Holmatro)
- Advances in vehicle active and passive safety technology and how it relates to responders (presented by Holden)
- Animal rescue techniques (presented by the State Emergency Service)
- Road crash rescue scene preservation (presented by the Victoria Police Major Crash Investigation Unit)
- A practical workshop to use and discuss different techniques on current vehicles (presented by ARRO)

Each of the three road crash rescue challenges had differing team objectives and levels of complexity.

- **Controlled rescue:** demonstrate the access, release and removal of a casualty trapped by injury entrapment and/or limb entrapment.
- **Time critical rescue:** demonstrate the access, release and removal of a casualty trapped by injury entrapment and/or limb entrapment and will have 'time-critical' injuries.
- **Entrapped rescue:** to demonstrate primary hydraulic rescue tool use for access, release and removal of a physically trapped casualty.

It was interesting to note that all of the scenarios were recreations of actual road crash rescue incidents.

Leadership praise for controlled rescue

The competition began with the controlled rescue challenge. Our scenario involved a sedan on top of a motorcyclist, with leg entrapped. This scenario required the team to utilise high-pressure air bags to lift the vehicle, enabling release and treatment of the casualty. Feedback was

very positive, particularly on our team leadership skills.

The next event involved Andy and Tim with the first trauma challenge. The scenario was a single casualty with major burns. They did extremely well, which was highlighted by the positive comments made by the spectators, as well as by the assessors at the debrief that followed.

Realistic trauma scenario

Saturday started early with the time critical scenario. This was probably our most challenging event, as the casualty was entrapped in a vehicle on its side with very limited access. Feedback from the assessors was positive, but the team felt they could do more.

After a break, the team participated in a workshop that provided the chance to destroy a near-new Holden VF SS ute!

In the afternoon, Andy and Tim participated in their second trauma challenge, involving a pedestrian hit by a car, suffering major trauma. With the realistic trauma make up and acting skills, ARRO was able to create scenarios very similar to the real thing.

Again, feedback was very positive and you could see the relief on Andy's face that the trauma challenges were complete.

Silver medal for entrapped rescue

Our final event, the entrapped scenario, was held Sunday afternoon. This involved a car on its roof with an arm entrapped.

The team worked quickly and cleanly and after some efficient ramming from Tim, the casualty was released and handed over with about three minutes to spare. Again, feedback highlighted our teamwork and skills.

At the presentation dinner, we were awarded a silver medal for the 'entrapped rescue' behind New Zealand Fire Service Hawera.

This was a great achievement for the team and it really emphasised that the skills and techniques Tasmania Fire Service uses are equal to any rescue organisation anywhere. It also reflects the close relationship TFS has with Ambulance Tasmania.

The teams would like to thank:

- Tasmania Fire Service for the financial support to attend these events each year
- Andy Summers from Ambulance Tasmania
- D Shift for the support on-shift to allow training
- A Shift for the competition
- Conrad Cooper BFB and Steven Johnson LFB
- PT Rescue Rod Wells and Garry Muldoon for their advice and support

Finally, good luck to the team from Launceston Fire Brigade, which will be representing at the 2015 ARRO Road Rescue Challenge to be held at Alice Springs next year.

JS



The team receives feedback after the controlled rescue scenario (L-R) Andy Summer, Aaron Blizzard, Tim Crellin, Shayne Mundy, Royce Brougham, Jason Fitzpatrick.

On arriving at the crash scene, the crews were faced with a large number of casualties and an aircraft that had split into two pieces, which were situated on and off the airport.

Air crash simulation keeps crews on their toes

A simulated air disaster at Launceston Airport in April 2014 tested the readiness of over 100 emergency services personnel to deal with the real thing. The exercise, which took place in the midst of scheduled passenger flights, included a fire and people taking on the roles of injured passengers. Launceston Fire Brigade District Officer **Neil Brooksbank** and Station Officer **Matthew Grant** report.

The potential for an aircraft emergency is always a possibility - we think of this every time cabin crew go over safety information before a flight. A multi-agency exercise at Launceston Airport earlier this year tested the implementation of the Airport Emergency Management Plan.

The simulated incident involved an Embraer 190 jet that had crashed at the southern end of the Launceston Airport, with approximately 64 people on board.

TFS was one of many emergency services involved in the exercise, with crews from Launceston, Evandale and Prospect attending.

We supported Aviation Rescue and Fire Fighting Service (ARFFS) in fire operations, and established a Liaison Officer in the Emergency Operations

Centre. The Liaison Officer provided information flow between the other command and supporting agencies.

Testing casualty management

A key part of the Airport Emergency Management Plan is the coordination of casualty management and the prioritisation of reuniting survivors with their loved ones.

A passenger reception area was set up in the vicinity of the Royal Flying Doctor Service hangar, with the responsibility for control and coordination being placed with Tasmania Police, with assistance provided by St John Ambulance, Airline Staff, Salvation Army, Department of Health and Human Services, Red Cross and ARFFS.

How the scenario unfolded

On activation of pagers, TFS crews responded to an aircraft crash at the Launceston Airport.

As per TFS response guidelines, they arrived at Gate 3 (main gate access for emergency vehicles). Airport operation personnel were there to meet the crews.

Once crews were granted access airside, they proceeded to the ARFFS Forward Control Point to be briefed and tasked from the ARFFS Senior Commander.

On arriving at the crash scene, the crews were faced with a large number of casualties and an aircraft that had split into two pieces, which were situated on and off the airport.

The distance between the two crash sites was approximately 500 metres, so the two incidents were run as separate sectors, each with an ARFFS Fire Commander controlling the fire and rescue operations.

Police were also on the ground, establishing security boundaries and overall control of the incident. This in itself had its own inherent difficulties and challenges, especially in the area of forward command points. It was also apparent there were incompatibilities in the communication flow between all responding agencies.

How did we go?

Major multi-agency exercises like this play an important part in testing large numbers of resources and personnel from all areas of emergency management. They help to ensure the management of emergency incidents is efficient and effectively coordinated.

The outcomes of this exercise included a number of recommendations that need to be reviewed. It's up to all agencies involved to work closely to review the current procedures and protocols and implement changes to improve performance.

Thanks to all who participated in the exercise - the role players, responders, and especially the volunteer brigades, who gave up their valuable time to provide crews for the day.

NB & MG





Junior and Cadet members hone their skills...

Junior and Cadet members from across the Southern Region came to Kingston to test their skills in the annual junior and cadet development day.

Dale Nicolson

Kingston Fire Brigade

Kingston Brigade recently hosted the Southern Region's annual development day for Junior and Cadet members.

The development day provides Junior and Cadet members with the opportunity to reinforce the skills that they have been working on during their time in the TFS, to learn some new skills, and to work as part of a team.

It consists of different activities around the Kingborough area, with each participating brigade being responsible for designing and running an activity.

This year the activities ranged from firefighting skills like first aid, hose and

pump exercises, to team building activities such as rope tangle and novelty with eggs.

Teams were also required to navigate to the grid reference for each activity and communicate their progress to the command centre using correct radio procedures.

PARTICIPATING BRIGADES

- Kingston
- Rokeby
- Margate/Sandfly
- New Norfolk
- Claremont
- Upper Huon
- Mount Nelson
- Wattle Hill
- Gretna
- Wellington
- Runnymede
- Campania

After completing all of the activities, all teams returned to Kingston Station for a barbecue prepared by members of the Kingston Brigade. This provided an opportunity for the participants to meet other Juniors and Cadets from Southern Region.

All brigade teams were of a high standard, which made it hard for the judges.

The teams awarded places this year were, Kingston first, Rokeby second, and Margate/Sandfly third, with all brigades receiving recognition for participation, which was the main aim of the day.



Thanks to all of the volunteers who made this day possible.

In 2015 New Norfolk will host the Development Day, which will be held in and around New Norfolk.

DN

Become a peer educator and help older Tasmanians to be fire safe

Peter Middleton

Community Development Coordinator -
Community Education



TFS Community Development Coordinator Peter Middleton (centre) with COTA Volunteer Peer Educators.

Older people are the highest fire fatality risk group in the community.

People aged 65 years and over represent nearly a quarter of all preventable fire fatalities in the home (AFAC-2009).

In 2013, TFS entered into a collaborative partnership with the Council on the Ageing (COTA TAS) to roll out a home fire safety peer education program. The program is reaching between 300 and 400 elderly people annually.

In peer education, the educator shares something in common with their audience. Peer education programs are highly successful because educators

are able to identify with their audience, creating an atmosphere where participants feel comfortable and open to exchanging information.

Sessions are interactive and encourage discussion and the exchange of ideas.

Volunteer speakers are drawn from people with a similar age and background to the audience. Participants include a variety of community-based organisations and social groups.

The program supports the belief that 'experts' are not the only people who can share knowledge and discuss ideas.

Sessions focus on learning about home fire safety, including the importance of:

- Fire characteristics, Fire Service and fire facts
- Home fire safety - high risk groups
- Behaviour in the home that may contribute to fire injury and/or fatality
- Smoke alarms

If you are interested in becoming a volunteer peer educator on the topic of home fire safety, or want to find out more, contact:

Peter Middleton
peter.middleton@fire.tas.gov.au
6230 8642.



PROVING GROUND

The story behind Tasmania's state-of-the-art firefighting appliance

Thanks to its open-minded and innovative approach to new technologies, TFS has firmly established itself as one of Australia's early adopters of compressed air foam systems. **Manager Engineering Services Leon Smith** reflects on the journey so far.

As the members of Tasmania Fire Service, we are all no doubt very aware of the significant benefits of the internal design, fabrication and repairs and maintenance capability that we possess in the form of Engineering Services.

The ability to integrate innovation and evolution into appliance design internally, based on feedback, recommendations, and input from stakeholders allows our organisation to keep abreast of emerging technologies and provide state-of-the-art capability very cost effectively and in a timely manner.

This ability has allowed the TFS to design, develop and integrate new technologies into appliance design and in recent instances, incorporate components that provide new functionality and capability, which have generated interest from our counterparts in Australian and international fire agencies.

A great example of our open mind and willingness to explore options to build capability is the compressed air foam system (CAFS) journey of the past 18 months.



Four years in development

The scoping and fact finding phase of this project spanned four years, and included the considerations of the risks within our State, as well as the knowledge, skills and experience of the Australian Capital Territory Emergency Services Agency (ACTESA), South Australian Country Fire Service (SACFA), and Queensland Fire and Emergency Service (QFES), all of which had integrated of CAFS into their operations in the past.

The ability to consult, share and consider information from our mainland counterparts was invaluable in the formulation of our direction.

After TFS developed the initial resource, CAFS 8-1, initial training for CAFS 2 Operators was undertaken in conjunction with ACTCFS and QFES, and the capability was commissioned in December 2013 as a trial to determine the path forward for the organisation.

Misconceptions and uncertainties

At this point in time, TFS was very confident of the intended use, benefits and ability of the technology in specific applications.

It is fair to say that not all agencies around Australia shared the same view of CAFS, and there was a level of uncertainty from some agencies in regard to its real benefits.

During research and consultation in the initial phases of the project, it became evident that there were a lot of misconceptions and opposing views of CAFS systems including hardware, technology, application and even foam concentrate.

Although this was the case, the TFS moved forward with confidence, having researched and consulted widely, seeking fact and clarity in regard to the concept.

Waiting game

In a project such as this, when you have a new resource and trained people, it is all about the opportunity to validate what you have established.

The waiting game commenced. It is not that anyone was hoping for an event, but the opportunity to assess the newly formed capability was both exciting and highly anticipated.

Time to shine – Hazelwood coal mine fire

During February, the opportunity arose to deploy the CAFS resource to the Hazelwood open cut coal mine fire, where it was used extensively and worked very effectively in the suppression of the fire (see *Fireground Winter* 2014).

The deployment provided the opportunity for the CAFS 2 Project Team members to put their training and skills to use on the new appliance.

They demonstrated the effectiveness of finished CAFS on this fuel, validating the reliability of the technology and demonstrating very effective use of water to suppress the broad acre surface fire and reduce emissions that were problematic for the nearby town of Morwell.

All in all, it was a very successful campaign, which we proudly undertook with our CAFS trainers and mentors from ACTESA and QFES. We worked together using the same fundamental understanding, terminologies and procedures to effectively aid in extinguishing the fire within the mine.

Growing interest

Hazelwood provided a fantastic opportunity to validate the CAFS capability that we developed. It confirmed the effectiveness of the joint training that we had undertaken with our mainland counterparts. It also raised awareness about CAFS amongst the agencies that did not previously have the insight into its benefits.

From this point in time, there was a growing level of interest from many AFAC member agencies. TFS, ACTESA, SACFS and QFES received enquiries regarding their CAFS designs and the rationale behind the development of their respective resources.

Sharing the journey

Given the high level of interest, it seemed appropriate to convene a forum creating the opportunity for participants to attend to obtain first hand, valid, concise information that would allow them to make informed decisions about CAFS.

Being proactive, AFAC organised a one-day symposium, which was hosted by TFS with presentations by our counterparts from ACTESA, QFES, SACFS and the Environmental Protection Authority (EPA).

The symposium was held at the Rokeby Police Academy on 21 August, and 75 participants from AFAC member agencies attended. All delegates participated eagerly in the event, which comprised both auditorium-based and practical demonstrations.

The experienced and passionate speakers provided the attendees with an overview of their respective journeys with CAF. The considerations and hurdles faced by their organisations was a common theme throughout the presentations.

Participants were also provided with information from the EPA, dispelling myths associated with the use of A-class concentrate in CAF from an environmental perspective. The tangible benefits in regard to its effectiveness, and the positive ramifications in regard to the environment, were conveyed.

Feedback from the attendees has been very positive. The forum has allowed agencies to plan CAFS integration into their respective jurisdictions based on clear, concise, valid and accurate information, which has been researched and validated by the group of agencies that willingly shared information and worked collaboratively.

Thanks Chief, for the confidence in Engineering and Operations to deliver the goods and for giving licence and support to build capability that is state-of-the-art in this country.

LS

LEARNING FROM ADVERSITY ... I

We talk about field rides, staff rides, and lessons learnt, but how do we achieve real and lasting change in our organisations, and how do we learn from adversity in a manner which builds people up, rather than tear them down? While the fires were still burning in January 2013, senior staff within the Tasmania Fire Service recognised the significance of the out-of-scale event, and wanted to both learn from adversity and ensure those involved were cared for appropriately.

I've had 30 years of fire-fighting
of facing catastrophic fire w

HOW DID WE DO IT?

1. Conducted a Field Ride with key crew leaders and decision makers who were directly involved on the Dunalley fire-ground during January 2013, in order to reflect and draw out lessons from that experience, and to identify potential learning opportunities for others.
2. The first step was critical to help those on the ground make sense of their experience and unpack what they had been through.
3. Those involved in the first step were asked if they were willing to share their stories with others.

WHAT IS A FIELD RIDE?

1. The design of *The Ride* drew from the processes and format of the "Staff Ride". A highly regarded program used by the Wildfire Lessons Learnt organization in the USA (Sutton & Cook, 2003) and recently trialed in Australia by the Parks and Wildlife Service, Tasmania (PWS) at Narawntapu and the Department of Sustainability and Environment, Victoria (DSE) at Cobaw.
2. It is a highly experiential and immersive learning program which revisits the ground of an incident and enables a walk through of what happened.
3. We called it a Field Ride because we wanted to include career staff and volunteer members.

No b

What were their insights from
out of control and impacting
community members were "a
were facing making commu
bad". This placed particular
to manage on the fire-ground

Leadership and no blame
places that

What constitutes a safe place
weather conditions? - Given th
detailed knowledge of fire-spre
directly experiencing and learn
knowing where was safe (now
was particularly challenging"



THE CONTEXT

Setting The Scene

The Inala Rd Fire was a catastrophic fire that "did not act like a normal fire". It commenced on Thursday 3 January 2013, burning in the inaccessible Redhills area off Arthur Highway. With a weather change around 1pm on Friday the fire took off quickly, reaching and devastating the township of Dunalley and other coastal townships before moving through the Tasman Peninsula. It was declared contained on January 27, and handed back to local control with the incident confirmed complete on March 20.

The Inala Rd Fire caused the following damage:

- | | |
|-----------------|------------------------|
| - 193 dwellings | - power infrastructure |
| - 116 buildings | - businesses |
| - 70 vehicles | - 1 school |
| - 22 caravans | - 24,000 Hectares |
| - 18 boats | |

Table 1—Priorities

WHEN BUSHFIRES ARE BURNING OUT OF CONTROL – REMEMBER OUR PRIORITIES!

1. Issue warnings
2. Protect vulnerable people
3. Protect valuable community assets
4. Stop building to building ignitions
5. Protect other community assets
6. Focus on firefighting once conditions moderate



SAFETY COMES FIRST!

Tasmania Fire Service

Lear

"The event provided a rare o
just about processes and so
and feel, revealing a whole n
event. I learned far more fro
from any debrief in the past,
positively changed my attitud
things in future."

Prior

"Having the operational prio
We were able to use the ope
decision-making tool to know
However, conveying that sw
crews was - at times - chall
crews that they needed to le
involved in fire and move on

Culture

"Five years ago v
have had the cou

IT HAPPENS, JUST GET OVER IT?

...ing experience and 1 day
...ather conditions

blame

...n fighting a fire that was
...on a community? - "Some
...in denial" about what they
...nts such as "it won't be that
...stress on those of us trying
...d"

- Were crews directed to
...were safe?

...under catastrophic fire
...at we had no real-time
...ad (except what we were
...ing from one another)
...or in the immediate future)

...ning

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...ities was a real strength.
...erational priorities as a
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...itch in strategy to other
...enging." (i.e. to convince
...ave a house that was
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...change

...ve would never
...rage to do this"



A Leadership Culture that is willing to listen to other people's stories so individuals and the organisation can learn and adopt.

A need to shift from sweeping vulnerabilities under the carpet to being open and receptive. This resourcing and support encourages people to share their stories.

Considerable investment has been made in tailored programs.

Story telling from adverse events must occur in the context of a "just culture" so personnel do not fear blame and judgement.

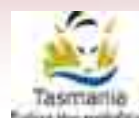
A number of learning tools were used (e.g. Professional Development, Table 1 and 2) and others developed to help inform decision makers.

STORY TELLING MATTERS

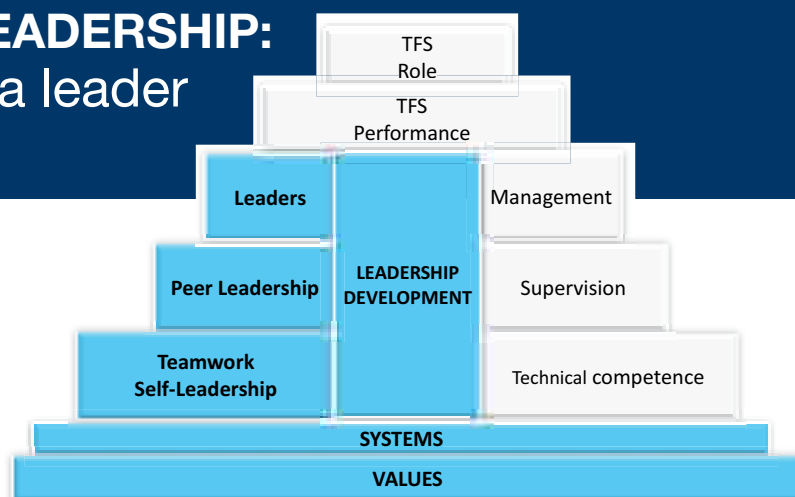
The ride aims to foster reflection in a non-blame environment, by encouraging participants to understand the reasons behind their decision-making. By hearing the narrative of a complex and dynamic event as revealed in detailed stories of the personnel directly involved, it is possible to see things that might not normally be visible to participants, thus providing alternative ways of examining and reflecting on an event.

Table 2—Managing Cognitive Challenges & Mental Shifts

House affected	House affected	Town affected	Town and region affected
<p>...ing experience and 1 day ...ather conditions</p> <p>...ing experience and 1 day ...ather conditions</p> <p>...ing experience and 1 day ...ather conditions</p> <p>...ing experience and 1 day ...ather conditions</p> <p>...ing experience and 1 day ...ather conditions</p>	<p>...ing experience and 1 day ...ather conditions</p> <p>...ing experience and 1 day ...ather conditions</p> <p>...ing experience and 1 day ...ather conditions</p> <p>...ing experience and 1 day ...ather conditions</p> <p>...ing experience and 1 day ...ather conditions</p>	<p>...ing experience and 1 day ...ather conditions</p> <p>...ing experience and 1 day ...ather conditions</p> <p>...ing experience and 1 day ...ather conditions</p> <p>...ing experience and 1 day ...ather conditions</p> <p>...ing experience and 1 day ...ather conditions</p>	<p>...ing experience and 1 day ...ather conditions</p> <p>...ing experience and 1 day ...ather conditions</p> <p>...ing experience and 1 day ...ather conditions</p> <p>...ing experience and 1 day ...ather conditions</p> <p>...ing experience and 1 day ...ather conditions</p>



THE MANY FACES OF LEADERSHIP: what does it take to be a leader in today's fire service?



TFS Leadership Framework

WHAT IS VALUES-BASED LEADERSHIP?

The Leadership Framework provides the structure for identifying and enhancing leadership within TFS. It is founded on our TFS Values:

- Service
- Professionalism
- Integrity
- Professionalism

Our values guide our behaviours, drive our decisions and influence how we respond to situations.

Shared values lead to shared understanding about which decisions and actions help us to achieve our purpose, compared to those actions that get in the way of achieving it.

The framework is a vision for a workplace culture in which trust prevails and effective leadership is habitual and pervasive.

The Tasmania Fire Service Leadership Framework envisages a workplace culture where leadership is driven by values and principles. It applies to all members of the organisation – we are all involved in self-leadership, teamwork, and peer leadership, whether or not we hold a formal leadership 'position'.

But what does values-based leadership look like in action? Prospect Brigade Firefighter **David Claridge** recently spent some time with three TFS leaders to find out just what makes them so good at inspiring their colleagues. Here is his story.

No matter where you work in the scope of TFS, the Leadership Framework is relevant to you: it applies to officers, crew leaders and members, trainers and support staff.

I recently had the opportunity to interview three people who exemplify the way the framework has been applied at each tier of leadership.

After conducting the interviews, some of the required - and admired - qualities in TFS leaders were obvious.

These included giving effective direction, supporting people, using clear thinking and communication, treating people as colleagues and not as subordinates, listening, and empathising.

What we can learn from these three colleagues is that effective leadership may be found in any walk of life. While they all come from different backgrounds, each of them has developed the capability to bring out the best in the people they work with.



Kate Gillham: taking people out of their comfort zone

Kate Gillham is Third Officer at Campania Brigade, north east of Hobart. A TFS member for 10 years, Kate enjoys being part of people's leadership development.

Kate developed her leadership skills through a career in disability services before the brigade nominated her to become a Leading Firefighter, and eventually, Third Officer.

She currently helps with the operations and logistics of the Fireline Leadership

course, which develops members in accordance with the TFS Leadership Framework.

The course is designed to take people out of their comfort zone, and help them use tools to solve problems.

After the course people say that this is the best, but why? Because of the way the course is put together. It ties a lot of stuff together, but with a sound EMS perspective. Facilitators have a wealth of experience and sound leadership experience. Kate Gillham

Fireline Leadership facilitators have a wealth of knowledge and experience in the emergency services, and encourage a holistic approach to leadership. They have received resoundingly positive feedback about the quality of the course since it started with TFS four years ago.

Kate hopes that people will continue to be enticed to take part in the Fireline Leadership course, as it is of great value for people who are inspiring to be, or are already, leaders.



Kier Wilson: finding inspiration on the fireground and the sports arena

Kier Wilson is a Station Officer at Hobart Fire Brigade. His journey to leadership came from a will to achieve in both sport and work.

Kier's pathway to leadership reflects the ideals behind the Leadership Framework - preparation, learning, and everyday personal choices.

Leadership is one of those topics that if you were to ask 10 people for a definition, or what makes a good leader, you would have 10 varying responses. Kier Wilson

Kier says he is grateful for the mentoring provided by his colleagues, Andrew McGuinness and Shane Batt, which contributed to his understanding of leadership and helped him to ascend the ranks. He also looks outside of the fire service for leadership inspiration.

I am going to cop some flack over this one, but outside the TFS I think the great Collingwood Premiership Captain Nick Maxwell has exceptional leadership qualities. Let's face it, he has captained the greatest sporting club in the country (I probably just lost all credibility) I have to be honest - he is not the most gifted player. As he was not the greatest player, his mantra was high work ethic, demand for excellence, and will to succeed. He also has two Uni degrees to support off-field discipline. Collingwood players are smart.

Kier Wilson

Kier has also undertaken leadership development, participating in the TFS Fireline Leadership course, the Developing Future Leaders Program with the Australian Emergency Institute in New South Wales, and the Life Style Inventory program.

While the courses have been beneficial, Kier says continued interaction with colleagues is key to strengthening one's leadership skills.

WHAT IS THE LIFE STYLES INVENTORY?

The Life Styles Inventory (LSI) is a feedback tool that identifies thinking patterns, or 'styles', which are either effective or ineffective. The inventory helps leaders to develop more effective ways of thinking and behaving.



Gavin Freeman: a passion for getting the best out of people

Gavin Freeman has also had a lot of experience as a leader in his 29 years of TFS service.

His career path to leadership reflects the main focus for senior management under the framework's leadership development model: 'who I want to be,' which encourages deeper reflection and awareness through coaching and executive development.

Gavin is a former Aussie Rules coach who found a passion for leadership and a desire to help others to get the most out of themselves. These qualities led him to a TFS recruit course, which was the start of a long journey to reach his current position of Deputy Chief Officer.

Gavin admires the work of famous leaders such as Barack Obama for his poise and presence, and Nelson Mandela for his foresight and courage in adversity.

Within TFS, Gavin also has admiration for Chief Officer Mike Brown, whom he says totally trusts and empowers people to do their job.

Gavin has seen the TFS develop from working in 'silos', to becoming one of Australia's best-integrated fire services. He is pleased with the relationship between career and volunteer firefighters, which is based on the understanding that each group needs the other in order to get the job done.

TFS has gone from two services into a very effective single service, the only truly integrated [service] in the country.

One of the very pleasing outcomes is the maturation of relationships between volunteer and career members. Every TFS member brings strengths to the partnership.

*We each need each other
...we work side-by-side
to provide the best outcomes to
the community we serve.*

Gavin Freeman

Recently, Gavin has been working on further developing his self-awareness through 360-degree feedback. He is also working on enhancing his emotional intelligence so that he can adjust his leadership style to suit others.

EMOTIONAL INTELLIGENCE

Emotional intelligence is the glue that allows us to work together effectively. It's different to other forms of intelligence like logic, language, numbers or physical coordination. It's a crucial factor in the success of teams – especially when under pressure.

The good news is that there are established ways to grow our ability to recognise, understand and manage emotions.

Building your leadership? Some things to remember...

If you have aspirations to be a future leader, here are some things to keep in mind:

- Don't be afraid to ask questions. It's okay to be confident in seeking your own knowledge.
- Take all opportunities that are presented, surround yourself with quality people, and live the behaviors that you will expect of others when in those positions of leadership.
- If you see things that aren't right, do something about it, be part of the solution.
- Don't get caught up in 'group think'. Be true to your own thoughts.

The take home message: good leadership is about values, not rules

We all show leadership daily. If you have a passion for making decisions and acting upon them, then TFS is a great outlet to show your potential.

This is exactly why the Leadership Framework exists - to identify and nurture future potential leaders, and provide them with the tools and skills to continue working on their ability and awareness.

TFS wants to give everyone the opportunity to show leadership.

TFS was previously an organisation with a vertical management structure, which saw rank and position hold the power and influence. However, this has now evolved and team members and leaders are now encouraged to step up and perform.

TFS has become a values-based, rather than rules-based, organisation.

The team behind the Leadership Framework believes that all levels of TFS can continue to improve their approach to leadership. The team conducts regular surveys and intends to conduct a full review in 2017.

The team also welcomes your feedback. Have your say by contacting Leadership@fire.tas.gov.au or provide comment to your District Staff or Supervisor.

I would personally like to thank Kate Gillham, Kier Wilson, and Gavin Freeman for taking the time to contribute to this article and for helping me to understand enough to write about what leadership means.

DC

Nine lives intact: firies rescue curious kitten

Grove Fire Brigade recently attended a call out for an animal rescue when a young kitten climbed onto the top of a hot water cylinder and slipped behind it.

Brigade member Marian Ellul says, "Two members were able to maneuver the cylinder to allow another member to squeeze beside it to get the kitten. The need for the residents to remove cupboards or walls was negated!"

Photo taken by grateful cat owner, Belinda Dupers.



Marian Ellul.

(L-R) Joel Ellul, Dean MacRae, Marian Ellul.



Wynyard Fire Brigade celebrated its centenary with a street parade and open day featuring vintage fire engines, which were a hit with the younger members of the community.

Wynyard Fire Brigade celebrates its centenary in style

Wynyard Fire Brigade recently celebrated its 100th anniversary and marked the occasion with an open day at the station and a celebratory dinner.

The open day kicked off with a street parade of vintage and modern trucks and pumps. In all, there were 20 different vehicles, pumps and hose carts in the parade. All the adjoining brigades joined in with their vehicles as well.

Over 400 people attended the open day, which included vintage engines from days gone by, children's show bags, a huge display of memorabilia from Somerset firefighter Dale Atkinson's collection, guessing competitions and a sausage sizzle.

There were door prizes and even a birthday cake provided by Woolworths.

Exactly 100 guests attended the dinner at the Wynyard Golf Club – not planned, but just the right amount for a 100th birthday.

Guests included all members of the brigade and their partners, Deputy Chief Officer Gavin Freeman, local council representatives, past and life members, ambulance representatives, members of adjoining brigades, state presidents of both volunteer associations, regional fire officers and State Fire Commission representatives.

Deputy Chief Officer Gavin Freeman presented the brigade with a Gold Certificate from Tasmania Fire Service for reaching 100 years.

He also launched a history CD, which included 100 years of the brigade's history, prepared by Trevor and Josie Poke, and Dot and Bruce Corbett. The CD includes the history book *90 years on...*, which was printed in 2005, with the addition of the brigade's more recent history over the past 10 years.

Somerset Fire Brigade presented Wynyard with a restored brass fire standpipe mounted on timber, congratulating the brigade on reaching this milestone.

Regional Chief Jeff Harper presented National Medal clasps to Brian Randall (45 years), Bruce Corbett (35 years), Greg Duckett (25 years) and George Hoogendorp (25 years).

State President of the Tasmanian Retained Volunteer Firefighters Association, Andrew Taylor, and State Fire Commission representative Lyndsay Suhr presented the TFS Medal with 30-year clasp to Rodney Reid and TFS Medals to Craig Dwyer and Daniel Cunningham.

District Officer Shane Batt and Field Officer Tyron Clark presented a number of service badges.

The Brigade Chief awarded the coveted Noel Hodgetts Memorial Trophy for Firefighter of the Year to Firefighter Shaun West.

To celebrate the occasion, a crystal prism mounted on a lighted stand with coloured lighting shining through the crystal was presented to all the members as a memento. The crystal prism had been inscribed with the TFS Logo on the rear side, with *Wynyard Fire Brigade 100 years 1914-2014* on the front.

To finish off a great weekend of celebrations the huge birthday cake was cut by the current Brigade Chief and former Brigade Chief and Life Member Reg Wagner.



(L-R) Brigade chief Bruce Corbett is presented with a restored brass fire standpipe from Somerset Fire Brigade

Bushfire-Ready Neighbourhoods: meet the team

Peter Middleton

Community Development Coordinator -
Community Education

*We all play a part:
individuals
TFS
communities*

The Bushfire-Ready Neighbourhoods Program is now being rolled out to approximately 16 communities and areas, with three new regional Community Development Officers recently coming on board.

Suzette Harrison (North West), David Cleaver (North) and Lesley King (South) aim to build community capacity to prevent, prepare for, and respond to bushfires and fires in the home.

In cooperation with Community Protection Planning and the State Fire Management Council, the *Bushfire-Ready Neighbourhoods Program* seeks to increase the preparedness of higher-risk communities for bushfire.

Community development is a successful and cost-effective approach for changing behaviour, as it accesses existing community networks and resources and supports communities to develop local strategies.

This approach is supported by national and international research in areas such as health promotion and adult education.

Some of the bushfire preparedness activities to be introduced under the program will include community forums, workshops, field days, bushfire rehearsals, women's programs, bushfire-ready neighbourhood groups, and property assessments.

The 16 communities and areas in which the program will operate have been selected using criteria such as bushfire risk, community connectedness, and TFS capacity.

Suzette Harrison



Suzette is excited about the opportunity to work for TFS. She has lived in the north west her whole life, having grown up on the west coast, and as an adult, living in

Circular Head and now Burnie.

Suzette is a community-oriented person who has a passion for identifying and growing capacity in individuals and community groups.

Suzette has worked in a variety of roles that has enabled her to do this, including as a volunteer coordinator with the Department of Health and Human Services, a community services teacher at TAFE, in disability and mental health areas, and as a statewide training coordinator for Anglicare.

Suzette has undertaken training in asset-based community development (ABCD). ABCD builds community development from a 'glass half full' perspective, which identifies and mobilises community resources from the inside out.

Suzette is looking forward to being a part of building empowered, pro-active and self-sustaining individuals and communities.

David Cleaver



David has joined TFS from a volunteer firefighting background. He has been with the Lilydale Fire Brigade for 10 years, and is currently the

Brigade Chief. He has lived most of his life in Launceston and Underwood in northern Tasmania.

At the local level, David has worked extensively to build community capacity to be prepared for bushfire, including taking a pro-active approach to engaging the community through local initiatives such as community forums, property assessments, bushfire-ready neighbourhood groups, and engagement with the local school.

David holds an Advanced Diploma in Emergency Management through the Australian Emergency Management Institute.

He is married with two sons and two grandsons. Both sons are also active members of TFS.

David has a passion for community development and for being involved with building community capacity to be resilient and prepared for bushfire.

Lesley King



Lesley joined TFS after working with the Department of Education in Geeveston as a community inclusion worker on the Child and Family Centre project.

Lesley previously worked in community development in Western Australia. Over 100 projects statewide saw her work with a diverse range of people.

She engaged with hard-to-reach people by using creative collaborative activities and events, including cultural mapping, large mosaic and handmade tile projects, music and public art sculptures.

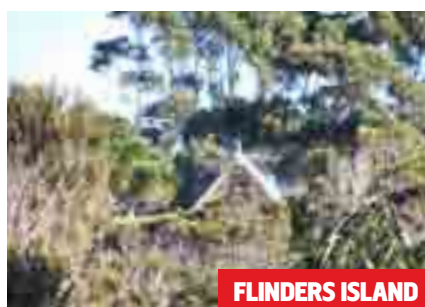
Lesley has also worked in assessing and administering government grants, managing not-for-profit community and performing arts organisations, and her own businesses. Lesley has been an executive member of a number of community committees and advisory groups.

TFS is pleased to welcome Suzette, David and Lesley to their new roles.

PM

AIMING TO BUILD RESILIENCE AND CAPACITY

IN BUSHFIRE PREVENTION AND PREPAREDNESS
IN AT RISK TASMANIAN COMMUNITIES



10 minutes with:

Marise Zeitzen,
Arthur River Brigade**1. What is your role?**

I'm in a remote rural area at Arthur River, which is on the far north west coast of Tasmania. We've been here for eight to nine years. We help out on every fire, and help Parks as well when they have burn offs.

It can be very challenging — depending on where the fire is, you might not be able to get to it. Sometimes you have to go in by foot or use our own vehicles. It can be challenging, but we overcome it.

2. What is your day job?

We used to own Arthur River Cruises, but sold it recently. I'm going to become a silver gypsy for a while.

3. What's the biggest change you've seen during your time with TFS?

The way that Parks in the north west work with us now — communication is a lot better than it used to be. If we need help on a fire, they are there — and if they need help, we're there.

4. What has been your most memorable experience with TFS?

Once I was called out to an accident on Arthur Beach. My partner Keith drove the truck to Sundown Point but couldn't

get any further, so I introduced myself to passerby who was able to get me there.

It was a very different experience — we ended up having to get the helicopter in to rescue the poor guy.

Another one that we had recently was that one of my volunteer firefighters had his shed catch fire at three or four o'clock in the morning. He was actually there at the fire and stressed out a bit, which I can well understand.

5. One thing people would be surprised to learn about you?

I call a spade a spade. I don't call it a shovel. I'm straight to the point, and a lot of people find that out the hard way. You soon find out who likes you and who doesn't, and then it becomes their problem and not mine!

6. What is one of the biggest challenges you've overcome?

Whatever life throws at you, it's your choice what you make of it. It's your choice what way you go. I was an alcoholic 28 years ago, but I'm not any more. Now I can go out and have a drink and I can control it, no worries at all. It took quite a while to do it, but now I know when to stop. I'm quite happy with that.

7. Favourite TV show?

Hoarders. It reminds me of my house.

8. If I am not working I am?

Enjoying the rugged west coast of Arthur River. Even when it's cold, it's still beautiful. We are getting more and more people here during the winter.

9. Most hated chore?

Cooking. I hate cooking. If I had someone to shop, cook, clean up, and put it all away, I'd be happy. I absolutely detest it.

10. If you could meet one person living or dead, who would it be?

It would have to be Patrick Swayze. And definitely the Delltones. I plan to meet them next time they are in Tassie.

11. What are you most passionate about?

Helping others in need.

12. What frustrates you?

People blaming their past for what they are now. Regardless of what has happened in the past, when you're an adult, it's your choice which way you go.

13. Describe your perfect day?

Sitting back on the deck relaxing...

14. Your worst habit?

I'd say smoking, but I like that. It would have to be letting what other people think of me get me down.

15. Favourite ice cream flavor?

English toffee — now that is beautiful.

16. Don't get between me and my?

Coffee. It would have to be coffee. My Nescafé 43 Beans.

17. What do you wish you had invented?

Somebody to do my cooking. A robot to do my cooking would be lovely. I can understand why some of these Americans don't have kitchens.

18. Tea or coffee?

Coffee.

19. Dogs or cats?

I'm a dog person. I did have a dog, but gave it away to someone whose husband had passed way. I still visit.

10 minutes with:

Latrobe Brigade
by Brigade Chief Graeme Brown**1. When was your brigade founded?**

1878. We're the second-oldest brigade in the State. Longford is the oldest, but only by about six months.

2. How many members does your brigade have?

We have 25 volunteers. They're just ordinary people who work in industry. Like any other brigade, we have electricians, carpenters and joiners, plumbers, panel beaters, all those sorts of people - a lot of tradespeople.

3. What was the last call you attended?

It was only yesterday. It was a road accident call - a gentleman had passed out and hit a couple of cars in the town.

The last major calls — for me, the major calls are the ones for which we have to use breathing apparatus and that sort of thing - were a caravan fire and a house fire.

For a little town like Latrobe, we're a pretty busy brigade. We had 140 calls last year, which was about three calls a week.

The members here are very enthusiastic. You have to be quick to get on a truck at Latrobe Fire Brigade, my word you do. There are only so many positions on the truck and they all rush down there — our response times are exceptionally

good. I'm the Chief and I very rarely get a ride.

4. What did you do on your last training night?

We filled the shed with smoke to give people a chance to work with the breathing apparatus. We have very structured training. We set up our training calendar for, say, six months of the year and we know what we're going to do — we structure it pretty well. We train for two hours every fortnight. We do our training, and do it properly — then afterwards we have an information session and a social gathering.

5. What is the most memorable call your brigade has had?

I've been here 41 years and we've had some big fires in that time. There was the time the football ground grandstand caught on fire 20 years ago. The top part of the grandstand caught on fire and had to bring the snorkel from Devonport to fight it. It burned the top part of the grandstand and we were lucky to save the rest of it. It was an old grandstand - it was built a long time ago.

There was also the time the old people's home caught on fire, and there have been lots of house fires.

6. What is your brigade most passionate about?

They're volunteers, but they're very passionate about being firefighters.

We train very hard, we don't just stand around — we are always doing something. We also do exercises with the SES and other brigades to test out our skills.

The members are that damn keen. Our response is probably the best of any brigade in the State.

7. What was the last community event you were involved in?

We were involved in Chocolate Winterfest. We light the fireworks and protect the community. We also opened the station on that day so people could have a look

through. We did some demos and and gave away colouring books for the kids.

8. What types of appliances do you have?

We have four vehicles — the 3.1, 4.1, 5.1, and 7.1, which is a group vehicle but it's stationed with us.

9. What is your brigade's biggest achievement?

We do so many things, it's hard to focus on one. Put it this way, one of our members has a daughter who has cerebral palsy. They're not the best financially and she needed a special walker, so we raised \$10,000 to buy that walker.

When she grew up a bit, she wanted to get outside. We undertook to cement the gravel driveway so she could walk outside. That would have been a \$20,000 job, but because of community relationships, we were able to build the driveway for practically nothing.

With the donations from builders, the people who gave us the cement, the electricians — we were able to do it for about \$1,000.

She's such a gorgeous little girl. Just to see the smile on her face now that she's able to get out there and move freely in the walker - it makes you feel so proud to be part of the Brigade, and part of a community where people donate things. To me, that's the biggest achievement of recent times — it was a huge job, but we did it. Those guys really got stuck into it.

10. What changes has your brigade seen in the last 5 years within TFS?

I don't know about the last 5 years, but I've seen plenty of change over 40 years. The type of equipment that we have now is better quality — it's more sophisticated. Once volunteer brigades had second hand things, now we have the same equipment as the career people. We're pretty well looked after in the volunteer brigades with the standard of equipment that we have now.

10 minutes with:

Dale Lapham,
Launceston Fire Brigade**1. What is your role?**

I'm a Station Officer with Launceston Fire Brigade — I'm currently in a non-rostered operational support role doing project work. At the moment I'm developing a communications plan for our radio system, as well as doing various other roles within the brigade.

2. What was your first job with TFS?

Recruit firefighter.

3. How long have you been with TFS?

21 years as a career firefighter, although I started 25 years ago as a volunteer firefighter with the Hadsden Brigade.

4. What has been the biggest change you've seen in that time?

Technology has been by far the greatest advancement, especially in recent times with the technology on the trucks to help the firefighting efforts — advances in thermal imaging cameras, breathing apparatus and communications. We now use iPads on the trucks for communications and for accessing pre-incident plans. That's certainly a big thing that has happened in the last couple of years. It certainly makes our lives easier on the job.

One other significant change in recent times is that road accident rescue is now a large part of our operational role. These incidents can certainly be very confronting and challenging at times.

5. What has been your most memorable experience with TFS?

Being initially accepted as a career firefighter is one of the things I remember the most. I've also had a lot of involvement in training and assessing our Leading Firefighters — that's a very rewarding part of the job. You can see the change in people as you develop and mentor them. That would be my greatest experience.

6. One thing people would be surprised to learn about you?

I'm an electrician by trade and my wife and I have built and renovated six houses since we've been married. It's been almost constant renovation over 25 years, although I think we're pretty settled now.

I have two daughters aged 20 and 17. One studying nursing and the other is about to head off to university to study exercise physiology.

I also enjoy deer hunting, water skiing, mountain biking and golf in my leisure time.

7. What is one of the biggest challenges you've overcome?

Parenting for sure. Work is a lot easier.

8. Favourite TV show?

Mrs. Brown's Boys

9. If I am not working I am?

I'm always working. If I'm not at work here, I'm renovating houses. I'm not one for sitting around relaxing. That drives me crazy.

10. Most hated chore?

Washing up after meals!!!

11. If you could meet one person living or dead, who would it be?

I would like to meet the illusionist Dynamo. Some of the tricks he can perform are amazing.

12. What are you most passionate about?

Just being happy and healthy in life.

13. What frustrates you?

People who can't make decisions.

14. Describe your perfect day?

Spending time with the family.

15. Your worst habit?

I'm a practical joker, so as far as other people go that would be my worst habit. Not so long ago I went to a fancy dress party with a Halloween theme dressed as the Grim Reaper. On the way home at two or three in the morning — still in the costume — I decided to knock on a friend's front door. He and his wife were in bed and didn't realise it was me, and he started to attack me. I ended up in an absolute mess on the front lawn of his house.

I know there are a few people lining up at work to get even with me.

16. Favourite icecream flavor?

Vanilla.

17. Don't get between me and my?

I'm pretty easy going, so I don't really mind.

18. What do you wish you had invented?

Something simple that would make me a fortune.

19. Tea or coffee?

Tea.

20. Dogs or cats?

I'm a dog person. We've had numerous dogs over the years, but don't have one at the moment. My wife has a cat.



Eric off to tame the fairways

Justin Young

Manager - TasFire Training

After 30-plus years of service to Tasmania Fire Service, Eric Braithwaite has called it a day.

Eric is very comfortable with his decision and is looking forward to spending more time taming the fairways at Tasmania Golf Club, where he is a regular.

Eric served in the Infantry Division of the AMF from 1967 to 1976, before joining Hobart Fire Brigade in August 1975. He was promoted to Senior Firefighter in August 1980, working his way to Station Officer in May 1984.

Eric then moved to Learning and Development and became an instructor at Cambridge in December 1988. During this time, Eric instructed on recruit courses and volunteer training, and assisted with the introduction of module training, which was a precursor of what is delivered today as competency based training.

Eric suffered a significant health set back in July 1991, which saw him leave the service — only to return to commercial training in 1996. He then continued with TasFire Training until 2 July 2014.

Eric has made a significant contribution to workplace fire and emergency preparedness, from warden training to emergency response teams, across all types of industry.

Eric has seen many changes in his time, particularly in training technology, which has evolved from overhead projectors to the inbuilt, state-of-the-art machines used today.

Many trainees will be aware of Eric's training methods, including the 'drill

sergeant' stick tucked under his arm. This 'training aid' has now been passed down to Gerald Crawford, who will be its custodian and curator.

Eric's presentation at the Cambridge Training Centre was well attended. We celebrated his career and the presentation of his National Medal and Clasp by Chief Officer Mike Brown. Congratulations Eric.

JY

ERRATUM

The last edition incorrectly reported that Richard (Richie) Lang of Kempton Brigade had retired. Richard is still active with the brigade and the report should have stated that he received his long service certificate for 45 years of service – 44 of which have been as captain.

We apologise for the error.

Behind the scenes in Learning and Development: Three new projects that will improve our skills and training

Paul Salter,

Deputy Regional Chief - Learning and Development

Many changes have taken place recently in Learning and Development. Here's a quick overview of some of the things that have been happening.

1. New learning and assessment materials to be produced for Incident Management Teams

Tasmania Fire Service has been successful in obtaining a grant as part of the National Emergency Management Projects established by the Australian Government under the Disaster Resilience Australia Package. The grant provides funds for emergency management projects of national significance.

This grant will fund the development of learning and assessment materials for Incident Management Team (IMT) roles.

The learning resources to be developed under this project will be in line with the transition to the revised Australasian Inter-service Incident Management System (AIIMS 4th Edition), and aligned to the Public Safety Training Package (PSTP) incident management units of competency.

The learning resources developed under this project will be multi-agency and multi-hazard focussed with products developed being shared with Northern Territory, ACT and South Australia

Danny Richardson, who is normally the District Officer Learning and Development Northern Region, will be the Project Officer managing the development of the IMT resources for a period of twelve months.

2. *Brigade Basics* – available on DVD in 2015

Several Brigades have asked for support in the delivery of *Brigade Basics*.

This course can be delivered at a regional level if there is sufficient demand. However, to provide an additional resource so that Brigades can deliver the course themselves, Learning and Development has secured funding to develop a DVD that can be used to enhance the instruction and provide consistency in the learning process.

Funding has been provided by the Emergency Volunteer Fund (EVF), which was established by the Tasmanian Government in partnership with the Australian Government.

The EVF recognises the significant frontline role emergency management

Registered Training Organisation Audit

Paul Salter, Deputy Regional Chief - Learning and Development

The Australian Skills Quality Authority (ASQA) recently conducted an audit to re-register the TFS scope of registration as a Registered Training Organisation (RTO), we were found non-compliant in several areas with the main items being:

- Learning and Assessment Strategies - did not have sufficient information
- Trainers and Assessors qualifications – our capacity to demonstrate the required

vocational competence and current qualification of TAE was limited

- Assessment tools - did not demonstrate they could be used fairly in a consistent and reliable manner with appropriate quality assurance checks in place to guarantee validity of assessments.

TFS were given a fixed timeframe to rectify any identified non-compliance to satisfy the ASQA auditing requirements. The samples provided to ASQA along with the undertaking that TFS

would make this rectification to all our materials were accepted as compliant and our registration was renewed.

There is still a large amount of work to be undertaken to complete rectification however for firefighters attending training courses this will result in an additional emphasis placed on assessments in the future with additional quality assurance checks on the assessment process. Further information on the impact this may have on training will follow.

PS

volunteers play in reducing bushfire vulnerability and enhancing community safety in Tasmania.

We hope the DVD will be available for Brigades towards the end of 2015, depending on this year's fire season.

3. New guideline for recognising skills and knowledge

TFS recently developed a new Organisational Learning Guideline, 'Recognition', which will provide clarity around the recognition process as it applies to our organisation.

The old TFS Recognition Policy was outdated and wasn't being applied consistently, prompting the need for a review.

The guideline and supporting recognition kit are now available on the TFS intranet.

Members considering recognition should first seek advice on the recognition process from their supervisor, district staff or their Brigade Chief/First Officer.

The onus is on the person applying for recognition to ensure they use the TFS recognition form, that the evidence is presented in line with the TFS recognition form format, and to present sufficient evidence against the unit of competence to prove that:

- They have the required skills and knowledge described in the competency.
- Their skills and knowledge are 'current' (maintained).

In most cases, people seeking recognition have obtained competencies from another agency. The guideline provides direction on how recognition can be achieved, and outlines the induction process to TFS to ensure familiarity with TFS equipment, procedures or relevant legislation.

PS

All for charity

Irishtown Fire Brigade members were nominated for the Ice Bucket Challenge recently. Without any hesitation they took on the challenge by taking a cold shower in memory of Halford (Taffy) Finney, who was not only a valued member of the brigade but also to our small community. Taffy passed away in March 2013 after being diagnosed with Motor Neuron Disease nine months earlier. The funds raised were donated to the cause.



Top Kelsey Bramich (Junior Cadet) Richard Cornish, Arlene Cornish, Shelly Marthick, Nicky Marthick (Junior Cadet) Gavin Marthick and Brigade Chief Bruce Cornish.

Australia's Biggest Morning Tea

On 23 May 2014 Northern Region held an Australia's Biggest Morning Tea to help raise funds for the Cancer Council. Staff members contributed their time to prepare food for the morning tea, which was thoroughly enjoyed by all who attended.

The Cancer Council have been holding Australia's Biggest Morning Tea for the past 20 years and have raised over \$110 million. Northern Region staff were not only happy to eat a piece of cake but also to make generous contributions to helping the Cancer Council reach their goal of raising \$13 million this year. All up we raised a substantial amount of \$120.55.

Overall the morning tea was a great success!





How to find the resources you need in the combined Fire and Police library

Sandra Harvey

Librarian

Far fewer people physically step into their library these days. However, while technology has changed the services of libraries, it has not changed their relevance.

Academic, corporate and government librarians have all accepted this change, and have taken on the challenge of reaching their users in a different environment.

The challenges arising from the recent amalgamation of the Fire and Police Libraries have been many and varied, resulting in careful consultation with users, managers and information technology staff.

Hard copies are still available

The location of the physical collection to the Police Academy at Rokeby is not a barrier to obtaining physical resources. They are just delivered differently. Books, journals, videos and DVDs, reports, and old training manuals are all still available in hard copy format.

Electronic access is unchanged

Access to the electronic collection has not changed. The resources are still available via the library page on the intranet.

The following resources are available in the members' area of TFS Online, by going to Info Centre >Library:

- The library catalogue
- New resources list
- E-journals
- Australian Standards Online
- Building code of Australia
- NFPA Fire Codes (U.S.)
- FireInf journal articles database
- Legislation
- Video catalogue
- E-publications
- Digital photos—with restricted access

Remote access is increasing

Remote access to a range of resources has been increasing as more publishers move into the digital arena. This will

continue in the recently amalgamated library as more of your journals are published online.

Consequently, the electronic information explosion has increased the complexity of searching on publishers' web sites. Don't hesitate to contact library staff if you have difficulty finding the journal article, standard or report you are searching for.

Contact us

For any resources or assistance with information access or research, phone Sandra or Karina in the Library on 6173 2068 or 6173 2030 or email us at library@fire.tas.gov.au

Lending

- Loans may be requested in person, by phone, email or by post (please provide as much notice as possible to ensure your items arrive in good time)
- Loan period is four weeks for books, videos and DVDs
- Up to 15 items can be borrowed at one time

SH



CAFS expertise in demand by Victorian Country Fire Authority

Leon Smith

Manager – Engineering Services

With the success of the Compressed Air Foam (CAF) extinguishing medium on brown coal at the Hazelwood Mine fire in 2014, the Victorian Country Fire Authority (CFA) recently sought approval from the TFS to help it establish its own CAF capability.

CFA needed to assess its suitability for integration into its fleet of operational appliances. It was decided that rather

than providing technical assistance, TFS would undertake the work in the fabrication workshops at Cambridge, as we were already geared up with the skills, knowledge and experience to undertake the work to modify an existing appliance to CAF.

The photos depict the CFA Iveco Heavy Tanker, which is being modified by TFS Engineering Services technicians.

Personally, this is very rewarding for me, as it highlights the CFA's confidence in TFS, and demonstrates the unique ability, skills, enthusiasm and passion possessed by the staff within the Engineering Team.

Well done guys, I'm very proud of what you do. Plus, it is pretty cool to have a CFA truck in the workshop.

TFS and CFA: a long history together

TFS has a longstanding relationship with CFA. If you look across the TFS operational fleet of yesteryear, the readily identifiable CFA heritage is visible in the design aspects of our heavy tanker

appliances, which is testament to our history of many years.

Although we have not purchased appliances from the CFA for at least 16 years, the association is as strong as ever in the areas of collaboration, information sharing and co-operation.

From a fleet perspective, CFA has consistently been willing to share ideas and concepts with TFS in the interest of building better capability and efficiency. It has included us in forums and meetings within their agency to develop capability based on our designs and concepts.

We have integrated these in a timely fashion, due to our ability to design and produce internally within our Engineering Services Complex at Cambridge.

LS



Having a ball for charity

The 2014 Emergency Services Charity Ball was held at Wrest Point on the 11th October.

From the moment the doors opened, the 'Carnivale' theme set the scene for a night of non-stop entertainment. Guests were dazzled with singers, dancers, magicians, and fantastic music that was perfect for dancing the night away.

While the night acknowledged the work of our dedicated emergency services personnel, it was also successful in raising much-needed funds to purchase chairs and equipment for the Oncology Ward at the Royal Hobart Hospital.

The committee would like to thank all those individuals and businesses who generously supported the event, with a special mention to sponsors James Boag and RBF who have continued to support this event over a number of years.

A huge thank you also goes out to those who came along and made the evening a very successful one.

The committee is proud to announce that the total money raised was \$22,016.



The Emergency Services Charity Ball Committee 2014 (L-R) Michael Goldsmith, Amanda Hutchinson, Greg Butters, Olwen Stokell, Claire Reynolds, Lynn Batge, Kim Godfrey, Miranda, Walsh, Hannah Bantick.



Maria, Michael and Maggie Goldsmith



Adam and Nikk Meredith



Barry and Pauline Hogan



Nicole Williams and Stewart Iles



Dodge's Ferry brigade members (standing, L-R) James Leech, Jessica Kelly, Oliver Torenus, Adam Hall, Sarah Castle, Mareeka Hall, Nicole Rainbird, Melissa Kelly. (Front) Jerome Kelly.



Michele Smith and Colin Sattler



Kate and Mark Dobson

Where did we come from?

How old are we?

If you have ever pondered on these questions, here are some answers.

Timeline by Terry Gill AFSM, Fourth Officer Fern Tree Brigade.

Our ancestry

The Tasmania Fire Service can trace its origins, as an organised public firefighting service, back to colonial times. This makes it one of Tasmania's oldest and continuously existing public agencies.

• January 1827:	The Colonial Government of Van Diemens Land took delivery of a manual fire engine for Hobart Town. Responsibility for its operation was placed in the hands of the Colonial [State] Military Department, using convict labour.
• Mid to late 1830s:	Home grown and British insurance companies started to underwrite fire risks in Hobart and Launceston. Some of those companies established their own retained volunteer fire brigades in both centres to protect the fire risks they were covering. In that period the Government fire engines continued to provide cover for Government properties in particular.
• 29 October 1883:	The Colonial Governor gave Royal Assent to the <i>Fire Brigades Act 1883</i> . This created the Hobart and Launceston Fire Brigade Boards as the first two statutory fire authorities. They each took over all the local firefighting equipment and assets of the insurance brigades, to equip the two new fire brigades, one in each centre.
• Up to 1945:	Progressive amendments to the Act were passed, enabling additional urban fire brigade boards to be created in towns that had a viable reticulated water supply. In this period, 23 more urban brigades were created across Tasmania - from Geeveston to Queenstown, from Smithton to Scottsdale.
• 1945:	The <i>Fire Brigades Act 1945</i> received Royal Assent. This created a new State body, the Fire Brigades Commission of Tasmania. Its role was to put in place standard management practices, equipment standardisation, bulk buying and generally oversee the 23 existing urban Boards.
• 1952:	The <i>Rural Fires Act 1951</i> was passed, creating a Rural Fires Board, chaired by the Commissioner for Forests. Its primary aim was to set up a fire warden network across Tasmania to operate a fire permit system during the summer months. The Act also provided for the establishment of volunteer rural fire brigades.
• 7 February 1967:	Devastating bushfires swept across south east Tasmania, overwhelming the existing urban and rural and urban firefighting resources. 62 deaths resulted, an area of 264,270 hectares was burned between Bicheno and Southport, and over 1,300 homes were destroyed. The loss of structures, public infrastructure, and productive land was estimated to have amounted to \$30,000,000 – which is \$348,000,000 at today's values. Boards of enquiry followed, which identified that the administration and structure of Tasmania's existing fire brigade agencies, and communication between them, had to change.
• 1967:	The <i>Rural Fires Act 1967</i> was passed, abolishing the old Rural Fires Board and creating a new Rural Fires Board in its place as an independent, properly funded and resourced firefighting agency for rural Tasmania.
• 1977:	The Government established a Board of Inquiry into Tasmania's fire services, particularly, but not exclusively, the activities of the Fire Brigades Commission. Abolition of the Commission followed and an interim State Fire Authority was established with two roles: to take over the functions of the Commission and to work towards creation of a single fire service for Tasmania.
• 1 November 1979:	The <i>Fire Service Act 1979</i> commenced. The Act abolished the State Fire Authority, all the urban fire brigade boards and the Rural Fires Board. The collective resources of those bodies became the Tasmania Fire Service and a new State Fire Commission created to set the firefighting policy direction for the whole of Tasmania.

Step back in time:

life in the Hobart Fire Brigade during the 1960s and 70s

Part two of a six-part series

In the last issue, **DK Tomes** recalled the development of a new Hobart station, and how the differences in fire hoses between the north and south of Tasmania proved disastrous during the tragic 1967 fires. Here, he remembers how brigade members lived and worked at the station.

Time for R&R

At the rear of the new station, a staircase led up to the recreation area - a large room used as a badminton court and another room that housed a full-size billiard table. A fireman's pole gave quick access to the ground floor in the case of a fire call.

The ground floor at the rear of the appliance bays consisted of a mess room and bedrooms for the firefighters.

The first floor was officer territory, also with a mess room and bedrooms. The Chief Officer and the Deputy Chief Officer occupied flats within this complex.

Other flats located at the rear were

rented out to other people, some fire personnel, others not involved in the service. In the earlier years, officers were housed in these flats, as they were on call at all times.

The backyard had a large metal tower sixty feet high, which was used to dry hose. A well under this tower was used to test pumps. Hose and ladder drills were carried out in the yard.

Constant vigilance in the watch room

A permanent watch room operator manned the watch room, located behind the salvage unit in the main station. All of the phone lines, emergency and domestic, came through an old plug-in switchboard system.

Fire alarms connected to business houses operated through this system. Large cupboards on the back wall housed keys to the alarmed premises.

If the fire bells were activated in the station, the firefighters knew it was a call to a fire alarm in a building, as the bells would reactivate when the key cupboard was opened. This was security for the keys.



An on-duty firefighter would be allocated the task of relieving the watch room operator for his meal or toilet breaks.

The operator would return to the watch room immediately if a fire call were received. In the event of an operator calling in sick, an on-duty firefighter would be allocated to replace him.

Hobart had fire alarm direct line boxes located on poles in various parts of the city. A duty firefighter rode a pushbike to test these every Saturday morning.

He opened the box with a key and called the watch room operator. The alarm boxes had a glass panel in front. In the event of a fire, a member of the public could break this, giving them access to a direct phone to the watch room.

The watch room monitored all alarm and fire calls for the outstations as well.

DKT

© DK Tomes

The meaning behind the logo

Ever wondered how the TFS logo came to be? Terry Gill AFSM, Fourth Officer Fern Tree Brigade, provides the answer.

The TFS logo is derived from the emblems of its ancestor firefighting agencies:



Fire Brigades Commission of Tasmania, 1946-1977	'FBC' encapsulated by two sheaths of laurel leaves. The latter is a traditional fire service insignia device, first used in Tasmania on the Hobart Fire Brigade officer cap badge, from the 1920's. This device is still used on senior officers' cap badges and as part of our rank insignia for District Officer/Brigade Chief and above.
State Fire Authority 1977-1979	St Edward's crown* signifying a State agency and a crossed hatchet and plain branch, as traditional urban fire brigade equipment.
Rural Fires Board 1967-1979	Interlocked triangles, representing protection (black) of the rural countryside (green) from fire (red).
Tasmania Fire Service 1979-2012	St. Edward's crown*, interlocked triangles, crossed urban equipment, and two sheaths of laurel leaves.
Tasmania Fire Service 2012-	Reconfigured to replace a number of "unauthorised" versions of the original that had crept into use.

* St. Edward's crown is the official coronation crown. It is not worn by the sovereign at any other time. The present version of this crown, as a reconstruction of the original, dates back to coronation of King Charles II in 1661. Its two-dimensional representation is used throughout the Commonwealth on government coats of arms and badges. **TG**

Awards



A LIST OF RECENT AWARDS PRESENTED WITHIN THE TFS

Loc/Brigade	Name	Award	Loc/Brigade	Name	Award
Arthurs Lake	Peter Lee	Long Service (20 years)		Patrica Connolly	Long Service (15 years)
Bagdad	Allen Headlam	Long Service (20 years)	Ellendale	Patrick Ransley	Long Service (45 years)
	Christopher Millington	Long Service (15 years)	Falmouth	Tony Chugg	First Clasp to National Medal
Bicheno	Kevin Gray	Long Service (40 years)		Brendan Jordan	Long Service (15 years)
Binalong Bay	Anne Harper	National Medal	Fern Tree	Ken Fishwick	Long Service (35 years)
	Ian Jones	National Medal		Nick Barta	Long Service (20 years)
	Tony Walker	National Medal		Brian Marriott	Long Service (15 years)
	Michael Hill	Long Service (25 years)		Matthew Shepperd	Long Service (15 years)
	Anne Harper	Long Service (15 years)		Peter Scott	Long Service (15 years)
	Ian Jones	Long Service (15 years)	Franklin	Roger Grace	Long Service (35 years)
	Kate Walker	Long Service (15 years)	Gunns Plains	Robert Reid	First Clasp to National Medal
	Tony Walker	Long Service (15 years)		Peter Smith	Long Service (15 years)
Bishopsbourne	Maxwell Taylor	Long Service (45 years)	Hobart Fire Brigade	Peter Dart	First Clasp to National Medal
	Colin Lindsay	Long Service (40 years)		Glenn Greenland	First Clasp to National Medal
	Phil Reader	Long Service (25 years)		Stewart Iles	First Clasp to National Medal
	Morten Jenson	Long Service (15 years)			Long Service (25 years)
	Ross Saunders	Long Service (15 years)		Barry Bones	Long Service (25 years)
Campania	Robin Howlett	Long Service (45 years)		Haydn Fletcher	Long Service (25 years)
	Bary Mayne	Long Service (15 years)		Stacey Peters	Long Service (25 years)
Colebrook	Jason Iles	Long Service (15 years)		Stewart McKinlay	Long Service (20 years)
	Rachel Iles	Long Service (15 years)		Matthew Pope	Long Service (15 years)
Coles Bay	Vern Richardson	Long Service (40 years)	Lake River	Allen Rigney	Long Service (45 years)
	Raymond Johnston	Long Service (35 years)		Richard Higgins	Long Service (45 years)
Cranbrook	Robert Greenhill	Long Service (45 years)		Gordon Bayles	Long Service (40 years)
Cressy	Leon Robson	Second Clasp to National Medal		David Button	Long Service (25 years)
	David Green	Long Service (35 years)		Ian Morrison	Long Service (25 years)
	Chris Cashion	Long Service (30 years)		Michael Bayles	Long Service (15 years)
Cygnat	Dennis Coulson	Long Service (35 years)		Thomas Hingston	Long Service (15 years)
	Aaron Woods	Long Service (15 years)	Lauderdale	John Brassington	Long Service (50 years)
Dunalley	Michael Apted	Long Service (20 years)	Longford	Ann Tatnell	Long Service (15 years)
Eaglehawk Neck	Gary Linnell	Long Service (25 years)	Magra	Ross Johnstone	Long Service (20 years)



Boat Harbour Brigade presentation night

(L-R): Brigade Chief Trevor Duniam: National Medal; Second Officer Brendon Flint: National Medal; Rob Atkins AFSM; Steve Gardiner: Tasmanian Volunteer Medal; Bruce Corbett AFSM. Photos: Jessica Flint



Back row (L-R): Firefighters Neville Allen: 5 years; Dean Watts: 15 years; Graham Fairbrother: 15 years; Michael Nichols 15 years. Front row (L-R): Second Officer Brendan Flint: 15 years and National Medal; Brigade Chief Trevor Duniam: 15 years and National Medal; Third Officer Steve Gardiner: 40 years and the Tasmanian Volunteer Medal.

Loc/Brigade	Name	Award	Loc/Brigade	Name	Award
Margate	Jim Mulder	Long Service (25 years)		Mark Hingston	National Medal
Mayfield	Colin Walters	Long Service (40 years)	St Helens	John Le Fevre	Second Clasp to National Medal
North Motton	Gregory Davies	National Medal		Steven Webb	National Medal
	Peter Marshall	Long Service (20 years)		John Le Fevre	Long Service (40 years)
	Gregory Davies	Long Service (15 years)		Dale Richards	Long Service (35 years)
Nubeena	Garry Cooper	Long Service (35 years)		Glenn Bailey	Long Service (30 years)
	Maree Cooley	Long Service (30 years)		William Freeman	Long Service (25 years)
	David Tatnell	Long Service (20 years)		Craig Clarke	Long Service (20 years)
Orielton	Nathan Jennings	Long Service (15 years)		Tim Watson	Long Service (20 years)
Poatina	Russell Smith	Long Service (45 years)		Steven Webb	Long Service (15 years)
	Andrew Thirkell-Johnstone	Long Service (20 years)	Standford	Benjamin Cox	Long Service (15 years)
	Bill Scott-Young	Long Service (20 years)	Summerleas	Peter John Pitt	Long Service (30 years)
	Marcus Archer	Long Service (20 years)		Anthony Woolley	Long Service (25 years)
	Tim Wallace	Long Service (15 years)	Swansea	Paul Morris	Long Service (20 years)
Primrose Sands	Christopher Dando	Long Service (35 years)	Tea Tree	Noel Wilson	Long Service (40 years)
	Peter O'Neal	Long Service (30 years)		Darren Norman	Long Service (15 years)
	Robert Brakey	Long Service (25 years)		Michael Smith	Long Service (15 years)
	Robert Klingsporn	Long Service (20 years)	Triabunna	Jason Gibson	Long Service (20 years)
Richmond	Todd Workman	First Clasp to National Medal		Nichols Sullivan	Long Service (15 years)
	Stuart Bailey	Long Service (35 years)	Ulverstone	Rob Mainwarring	First Clasp to National Medal
	Robert Ackroyd	Long Service (30 years)		Andrea Stott	National Medal
	Andrew Luttrell	Long Service (25 years)		Craig Yaxley	Long Service (15 years)
	Todd Workman	Long Service (25 years)	Woodsdale	Stephen Green	Long Service (30 years)
	Anthony Martin	Long Service (20 Years)		Ian Wiggins	Long Service (30 years)
	John Knibbe	Long Service (20 years)		Anthony Woolley	Long Service (20 years)
	Robert Mason	Long Service (20 years)		Georgina Laing	Long Service (15 years)
	Darren Brown	Long Service (15 Years)	Woolmers	George Mills	Long Service (30 years)
Sandfly	Michael Laing	Long Service (15 years)		Robert Casey	Long Service (30 years)
	Scott Fairbrother	Long Service (15 years)		Tony Love	Long Service (25 years)
Sandford	Stephen Morrisby	Long Service (35 years)		Crosby Youl Snr	Long Service (15 years)
	David Williams	Long Service (25 years)		Thomas Dowling	Long Service (15 years)
Scamander	Jason Mc Giveron	National Medal	Wynyard	Brian Randall	Third Clasp to National Medal
		Long Service (25 years)		Bruce Corbett	Second Clasp to National Medal
	Peter Reinmuth	Long Service (20 years)		George Hoogendorp	First Clasp to National Medal
Somerset	Robert Dawes	National Medal			Long Service (25 years)
		Long Service (15 years)		Greg Duckett	First Clasp to National Medal
	Dale Atkinson	Long Service (30 years)			Long Service (25 years)
	Justin Grave	Long Service (15 years)		Jarrod Wade	Long Service (20 years)
South Arm	Mark Smith	Long Service (25 years)		Jon Bakker	Long Service (20 years)
	Malcolm Ritchie	Long Service (15 years)		Daniel Cox	Long Service (15 years)
	Glenn Palmer	Long Service (15 years)			
Sprent	Alan Whelan	National Medal			



Peter Dart



Stewart Iles



Glenn Greenland



John Brassington's 50 year service pin that was presented at Lauderdale station in July this year by Lindsay Suhr.

Mike Brown presenting HFB C Shift members with their First Clasps to National Medal

On the Move

A list of recent personnel changes within the TFS



The following Career personnel changes have occurred

ARRIVALS

Engineering Services	Glenn Kingston	Appliance Fabrication Technician	7 April 2014
Community Fire Safety	Dave Cleaver	Community Development Officer	26 May 2014
Community Fire Safety	Suzette Harrison	Community Development Officer	26 May 2014
Community Protection Planning	Daniel Hoar	Planning Officer	30 May 2014
Human Services	Felicity Novy	Coordinator Employee Relations	16 June 2014
Community Fire Safety	Lesley King	Community Development Officer	10 July 2014
Hobart Fire Brigade	Robert Boost	Trainee Firefighter	4 August 2014
Hobart Fire Brigade	Joanne Conley	Trainee Firefighter	4 August 2014
Hobart Fire Brigade	Julian Foale	Trainee Firefighter	4 August 2014
Burnie Fire Brigade	Lynette Gay	Trainee Firefighter	4 August 2014
Devonport Fire Brigade	Andrew Gear	Trainee Firefighter	4 August 2014
Devonport Fire Brigade	Mitchell Grace	Trainee Firefighter	4 August 2014
Devonport Fire Brigade	John Lyons	Trainee Firefighter	4 August 2014
Burnie Fire Brigade	David Moore	Trainee Firefighter	4 August 2014
Burnie Fire Brigade	David Mulcahy	Trainee Firefighter	4 August 2014
Hobart Fire Brigade	Robin O'Brien	Trainee Firefighter	4 August 2014
Hobart Fire Brigade	Nickolas Perry	Trainee Firefighter	4 August 2014
Devonport Fire Brigade	Nicholas Rowbottom	Trainee Firefighter	4 August 2014
Hobart Fire Brigade	Cameron Stuart	Trainee Firefighter	4 August 2014
Burnie Fire Brigade	Dean Townsend	Trainee Firefighter	4 August 2014
Hobart Fire Brigade	Alex Wilson	Trainee Firefighter	4 August 2014

DEPARTURES

Southern Region	Ken Burns	Deputy Regional Chief	18 June 2014
TasFire Training	Eric Braithwaite	Instructor	2 July 2014
Building Safety	Mark Cullen	Station Officer	12 September 2014

The following Volunteer Brigade Officers have been elected by their brigades

BRIGADE	OFFICER	APPOINTMENT	BRIGADE	OFFICER	APPOINTMENT
Cambridge	Chris Ryan	Fourth Officer	Railton	Stephen Niaura	Brigade Chief
Castra	Raymond Oliver	Brigade Chief		Robert Gaffney	Second Officer
	Peter Williams	Second Officer		Wendy Gaffney	Third Officer
	Shane Catlin	Third Officer	Railton	Dwayne Jones	Fourth Officer
	Alan Mc Allister	Fourth Officer	Ringarooma	David Shaw	Brigade Chief
Claremont	Andrew Alexander	First Officer		Dianne Steenkamer	Second Officer
	Greg Barrett	Second Officer		Bradley Jacobs	Third Officer
	Troy Bedelph	Third Officer		David Berwick	Fourth Officer
	Leigh Wagner	Fourth Officer	Rubicon	Judy Westbrook	Second Officer
Emita	Allan Tuxworth	Brigade Chief	Seven Mile Beach	Mathew Butler	Second Officer
	David Bellingier	Second Officer		Cameron Davidson	Third Officer
	Alan Wheatley	Third Officer	Ulverstone	David Stott	Second Officer
	Martin Walker	Fourth Officer		Jain Manning	Fourth Officer
Evandale	Grant Rigby	Brigade Chief	Westbury	Rodney Brewer	Brigade Chief
	Paul Binns	Second Officer		Stuart Lester	Second Officer
	Jacinta Sinclair	Third Officer		Andrew Wadley	Third Officer
	Ricky Fleming	Fourth Officer		Tim Robinson	Fourth Officer
Gravelly Beach	Geoffrey Goss	Brigade Chief	Winkleigh	Michael Breen	Brigade Chief
	Trudy Cooke	Second Officer		Rodney Hinds	Second Officer
	Robert Henderson	Third Officer		Alan Broomby	Third Officer
	Richard Goss	Fourth Officer		Paul Clements	Fourth Officer
Gretna	Colin Cunningham	Brigade Chief	Winnaleah	Arthur Taylor	Brigade Chief
	Trafford Harvey	Second Officer		Michael Cooke	Second Officer
	Colin Barrington	Third Officer		Rodney Mullins	Third Officer
Kingston	Stephen Palmer	Third Officer		Byron Carins	Fourth Officer
Lorinna	Billie-Jean Bakes	Brigade Chief	Yolla	Cheryl Matthews	Brigade Chief
	Howard Mulvey	Second Officer		Scott Evans	Second Officer
	Bob Robinson	Third Officer		Bobby Hite	Third Officer
Musselroe Bay	Jacqueline Webb	Brigade Chief			
	Steve Blackwell	Second Officer			

Follow **Jack** as he takes on the **Overland Track**



Paul Morrison

Senior Firefighter – Launceston Fire Brigade

We all like a good challenge occasionally, don't we?

In April next year, Launceston Fire Brigade Senior Firefighter Chris Duffy and his son Jack will be taking on their biggest challenge yet, the 65-kilometre trek over the Overland Track.

For some that may sound like quite an effort, to others, perhaps not so much.

What makes this journey so special is that Jack has cerebral palsy spastic quadriplegia. Eight-year-old Jack can't talk, walk, eat or even sit on his own.

His dad Chris plans to carry him the whole way in a specially-designed backpack, with the aid of a support crew including mum Erin, who is a police officer, two of her colleagues, Chris' brothers Mike and Pete, a paramedic, and two firefighters (Jeff Gibson and I).

Chris and Jack have been known to take on challenges before. You might remember 'Kayak Jack'. In 2009, Chris kayaked the east coast of Tasmania, covering the 600-kilometre journey over 16 days, with Jack in the kayak for an hour a day. All the while, they raised awareness and much-needed funds for St Giles.

Since then, there has also been 'Running Jack', which saw the pair complete the Ross and Hobart Marathons.

This time Jack is supporting Life Without Barriers, a not-for-profit organisation that represents all that Jack's adventures stand for.

Community support has been fantastic. A generous amount has already been raised for Life Without Barriers through the Overland Jack Go Fund Me website - a great start to the \$70,000 goal.

For more information, to follow the training and lead-up events, or to donate, visit the *Overland Jack-supporting Life Without Barriers* Facebook page.

PM

Jack Duffy with his dad Chris.



PHOTO COMPETITION



PHOTO COMPETITION WINNER. Wellington Fire Brigade members participating in the Junior and Cadet Development Day, Kingston September 2014. Photo Kate Smith.



Tim Potter using a Petrogen torch to cut steel in a concrete pipe, Urban Search and Rescue Training, Launceston, June 2014. Photo: Adrian Gill.



Bushfire-Ready Neighbourhoods workshop at Pipers River. Photo: Peter Middleton.



Communication Services; at Mt Read fixing power supply after a lightning strike. Photo: Damien Lowe.



Kingston Junior/Cadet Team - awarded first place at Southern Regional Development Day.



The Dunalley bushfire, January 2013. Photo: Peter Middleton.



Communication Services; changing antennas on Mt Owen. Photo: Damien Lowe.



Development Day. Photo: Kate Smith.



The Communications Crew's Ford Ranger on Mount Owen. Photo: Damien Lowe.



Hazard reduction burn at Woodstock, near Triabunna, 17 April 2014. Photo: Clare Sullivan.



THIRD PLACE Photo: Claudio Muench.



Claudio Muench took these photos of a road crash rescue attended by Hobart Fire Brigade's D shift. He says, "We responded to an incident in the early hours of the morning and were confronted with a truck tip tray wedged between an overhead gantry and the roadway, which had lifted the entire truck off the ground. 'Interesting way to park a truck,' were our initial thoughts. After eliminating dangers and establishing the wellbeing of the driver, whom was still perched up in his truck, a crane was called to stabilise the truck and the snorkel used to access and remove the occupant. On the ground, while uninjured and obviously a bit shaken up, the driver appeared to see the humorous side of where he had parked the truck. It's not every day you see this sort of thing."



Car fire, New Norfolk. Photo: James Lusted.

Do you have a photo of a TFS member, event or incident that could **WIN** the next Fireground Photo Competition?

To be in the running for a \$100 prize for first place, simply send your photo with a brief caption or short story (including the name of the actual photographer) and your contact details to **fireground@fire.tas.gov.au** or post to: Fireground, GPO Box 1526, HOBART TAS 7001.

Please ensure your digital photos are at three megapixels or above, 300 dpi and in JPEG format (and please do not reduce the size when emailing as this greatly affects the print quality). Additionally, please be aware that photos entered will become the property of TFS and may be used in publications or displays, with acknowledgement given to the photographer.

Good luck.

PHOTO COMPETITION



Strike Team Charlie participating in Exercise Connect held in Launceston on 19 October 2014. Photos: Hayden Applebee.



Vehicle fire at New Norfolk. Photo: Doug McNeill.



Structure fire at Lapoinya, 29 September 2014. Photo: Peter Moore.



Hydraulic platform refresher course, Derwent Entertainment Centre. Photo: Tim McKay.



RAT training day, February 2014. Photo: Stuart Peel.



Sandy Eaton after the fire in the former Abbotsfield Primary School, September 2014.



Lunchtime. Photo: Colin Triffitt.



FireComm Operators.
Photo: Alistair Barber.



Lined up: trucks at the Cambridge
Training Centre, August 2014.
Photo: Clare Hall.



"Have you turned the foam on?"
Photo: Colin Triffitt.



SECOND PLACE: Fire at the former Abbotsfield Primary School. Photo: Stuart Peel.



East Coast training. Photo: Shirley Triffitt.



CAFS truck. Photo: Hayden Applebee.



Motor vehicle accident attended by B Platoon,
West Moonah. Photo: Steven Benefield.



Structure fire at Westerway, 21 May 2014. Photos: Doug McNeil.



— 48 —

1. *Phragmites australis* (Cav.) Trin. ex Steud.

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The company's revenues are the sum of the revenues of the individual units. The company's costs are the sum of the costs of the individual units. The company's profit is the difference between the company's revenues and the company's costs.

1. The first step is to identify the problem. This involves understanding the situation and the needs of the people involved. It is important to listen to all sides and to be open to new ideas.

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Mick Bounka
Chief Executive Officer

Hi Mike,

I just wanted to pass on my positive feedback to the organising committee and yourself regarding the recent TFS conference. I really enjoyed the level of discussion and opportunity to learn about new initiatives that are evolving within TFS. Working within a volunteer organisation is a personally rewarding aspect of my life. The TFS values are a very supportive platform to ensure my leadership of a brigade are consistent and aligned with the organisation strategic vision and this brings purpose and clarity to our role at a brigade level.

Recently our station was broken into and some of our items stolen. The way that our District Officer Brett Fazackerley and the Tasmania Police responded to our problem was really appreciated. Certainly, Brett's response is a good example of our values being used in our everyday life.

Regards,

Mario Bergamin
Relbia Brigade

Relbia Brigade

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All the time

I meant to enter your office to let you know...

From: Margaret Gillham
26 September 2014 9:06 AM

So long as there is no threat to the

David Ferguson
2000

Melanie Kelly
 Manager, Statistical Personnel
 Cambridge Spring City Council

P: 01 520 4341
 F: 01 520 4774
 M: 01 520 565 225
 E: contact@stet.com

From: Margaret Gillham
Sent: Monday, 29 September 2014 9:06 AM
To: Information & Records Section
Subject: General Enquiry

Congratulations tas fire service a nasty day averted by professionalism and community commitment.

A grateful citizen.

Sent from my iPad

16th October, 2014

Dear David,

Thanks again for your excellent presentation at the Transition Brook O'Day's Bushfire Awareness and Preparedness Forum on 11th September at St Marys - held in partnership with Tasmania Fire Service and Brook O'Day Council. We were delighted that more than 50 people attended across the two sessions on the day.

I continue to receive positive feedback from attendees, including from people who are working to make their properties more fire safe - these people say they have been motivated to take steps to prepare their properties. They also say they have a greater understanding of the necessity of taking mitigation measures, as well as make better informed decisions whether to leave early or to stay and defend. Others have informed me they have made a firm decision to leave early, as they now are better informed of the challenges of staying to defend. They all have spoken highly of your presentation, and of how you delivered it - it is very much appreciated.

I believe the format for this event, which included other services, agencies and information stands worked well in our community, as I have also received positive feedback on the information presented by the local veterinarian, ABC Radio, Red Cross, as well as the information provided by MRM North, Parks and Wildlife Service, insurance companies, the St Helens Capital Hub, use of social media, and how to access TFS website information, Wildlife Camera, etc. Attendees also appreciated having demonstrations by the local fire brigade on the use of fire extinguishers and fire blankets.

You might be interested to know that a number of people signed up to form a Bulk Buying group to try to negotiate good prices on purchasing water tanks, pumps, etc. Additionally, this Saturday, some attendees, as well as other members of the public will be having a site visit of a rural property which has a very successful roof-top sprinkler system installed. So, as you can see, the momentum is continuing here to ensure people are preparing for the approaching bushfire season.

We intend to have another similar forum again next year, and will keep you updated on the progress of any plans, as we definitely wish for you to present again.

Sincerely yours,



Hannah Rubenscht - Transition Brook O'Day

-----Original Message-----

From: Mark Ryan

Sent: Monday, 29 September 2014 7:12 AM

To: Mike Brown

Subject: Dover Volunteer Fire Brigade

Mike

A massive thank you to all those volunteers from the Dover Brigade in both keeping people and property safe on Sunday following the fire at Dover.

Our net slab suffered some damage - however the wet processing plant and the Dover processing facility were not damaged

The leadership demonstrated by all on Sunday was terrific - well done and thanks again.

Would you please pass this on to the Dover team.

Thanks

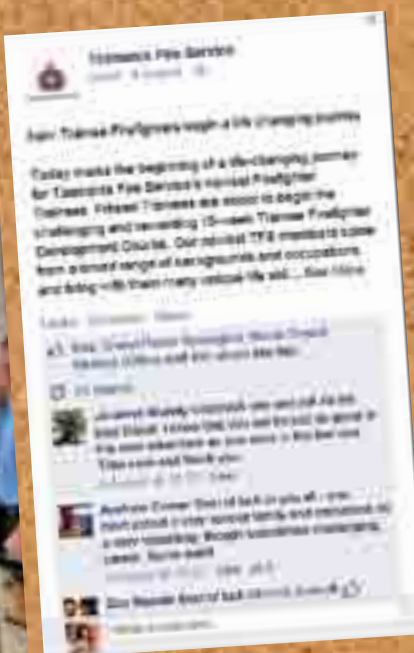
Warm Regards, Mark

Mark A Ryan

Managing Director & CEO

Tassal Group Limited

Andrew Corner Best of luck to you all - you have joined a very special family and embarked on a very rewarding though sometimes challenging career. Beve well!
August 4 at 12:11pm · Like · 5



Jerry Hynes Congratulations to all on becoming part of a service dedicated to the highest standards of community service! And know that you are now part of the TFS family where your workmates will support you and care for you in every possible way, looking out for you in whatever circumstances may arise in your work or personal lives. The best of the best!
August 4 at 5:28pm · Like · 9

From: Donna Spong
 Sent: Wednesday, 1 October 2014 11:38 AM
 To: Mike Brown; Information & Records Section
 Subject: Thank you To Tasmania Fire Service and volunteers

To Tasmania Fire Service and the volunteers.

My partner, son and myself were the centre of the fire at Albion Heights Drive on Sunday.

I wish to thank all those who worked at our property and behind the scenes to keep us safe and protect our house. Without any notice we were surrounded by fire, we had no time to prepare. Panic set in as soon as we saw the flames and it took time to process what we each needed to do, I consider us lucky to get the 000 call through, organise the dogs and alert my son before preparing ourselves to tackle the fire. It was an extremely scary experience being surrounded by flames, smoke, hot winds and flying debris without any warning.

During the fire everyone took up their role and what needed to be done was, it was a fantastic team effort. We spoke with a number of fire officers during the fire and they all took time to listen and explain what they were going to do.

Living in the bush we are always aware of the fire threat and had the essentials. There are further steps we now know that are required for us to fight a fire including LED lights for under our house and bottled drinking water on hand. We now can pass on our experience from this fire and the 1998 fire that went through our property to others in our community and would be happy to discuss our experience further if it would assist the fire service in any way.

Regards
 Donna Spong



Hello,

I would just like to thank the team from Tas fire for the tour we were given on the 19th of May on behalf of Blackmans Bay Joeys and Cubs,

Last meeting we in the joey mob painted a mural of a township, and everyone fought over who would paint the fire station.

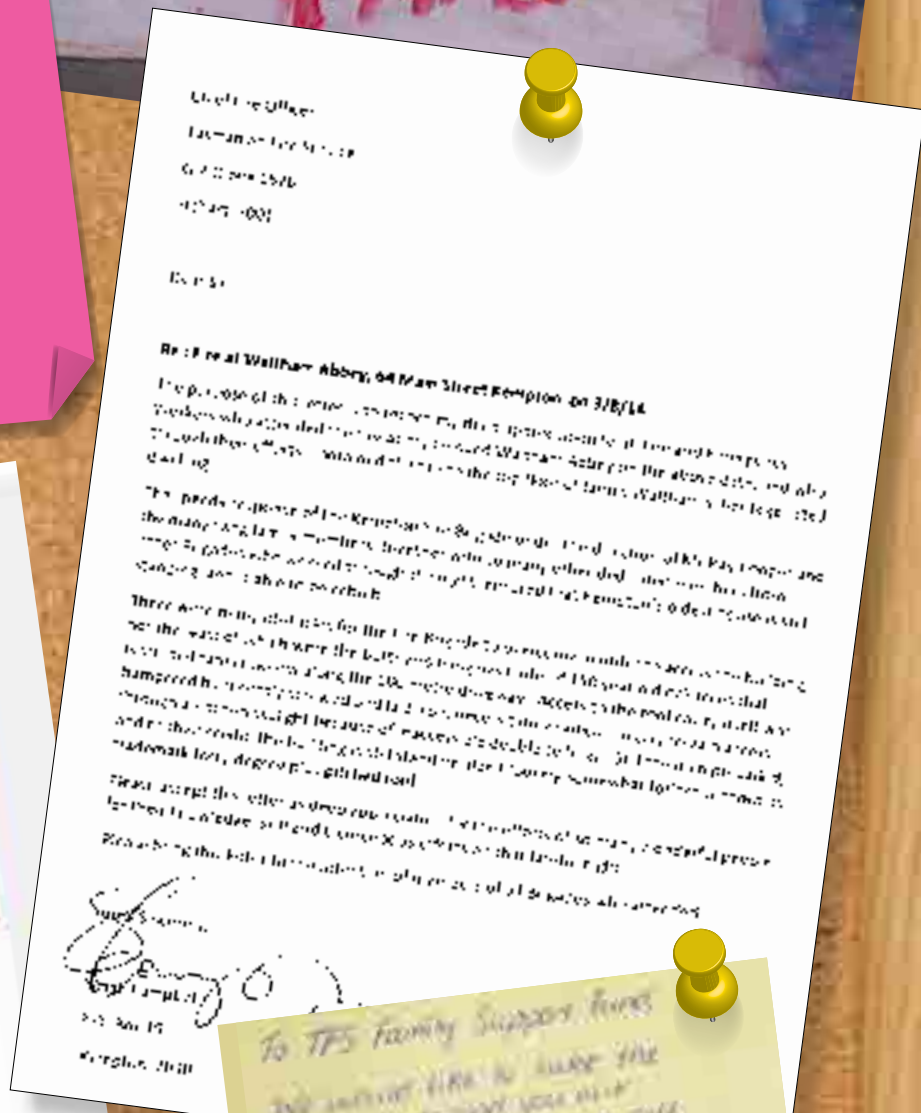
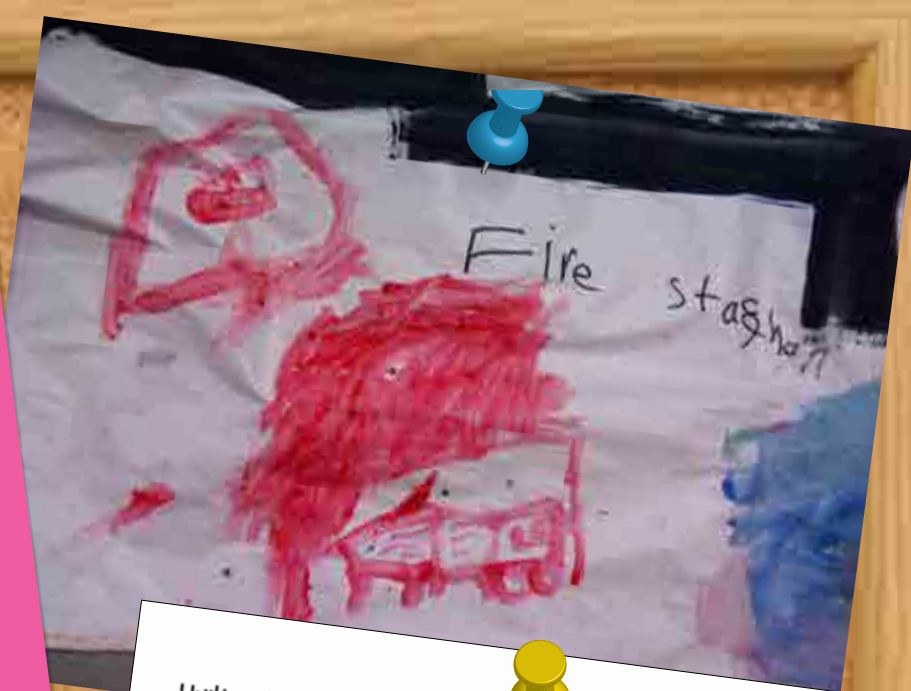
Attached is a photo of their work, and I would just like to say another big thank you for taking the time to show us around, your information and advice really hit home to the joeys and cubs and they are still raving about it.

The artist (James, 7 years old) captioned this picture as "A 6 wheel drive would easily be the best kind of firetruck to have, as it could go up walls and everything"

Thank you again,

Sincerely

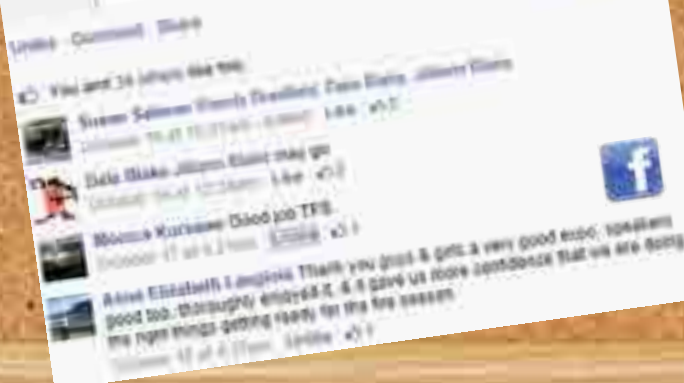
Nichole Harbottle (owl)
Blackmans Bay Joey Scouts



To TFS Family Support Fund
We would like to make the opportunity to give you all a donation of your personal gifts. We will be able to donate them to the TFS Family Support Fund. We will be able to donate them to the TFS Family Support Fund. We will be able to donate them to the TFS Family Support Fund.

Thank you again!

Sincerely
Andy & Emma Harbottle



18th October 2014

Dear David,

Thanks again for your excellent presentation at the Transition Break O'Day's Bushfire Awareness and Preparedness Forum on 13th September at St Marys - held in partnership with Tasmania Fire Service and Break O'Day Council. We were delighted that more than 50 people attended across the two sessions on the day.

I continue to receive positive feedback from attendees, including from people who are working to make their properties more fire safe - these people say they have been motivated to take steps to prepare their properties. They also say they have a greater understanding of the necessity of taking mitigation measures, as well as make better informed decisions whether to leave early or to stay and defend. Others have informed me they have made a firm decision to leave early, as they now are better informed of the challenges of staying to defend. They all have spoken highly of your presentation, and of how you delivered it. It is very much appreciated.

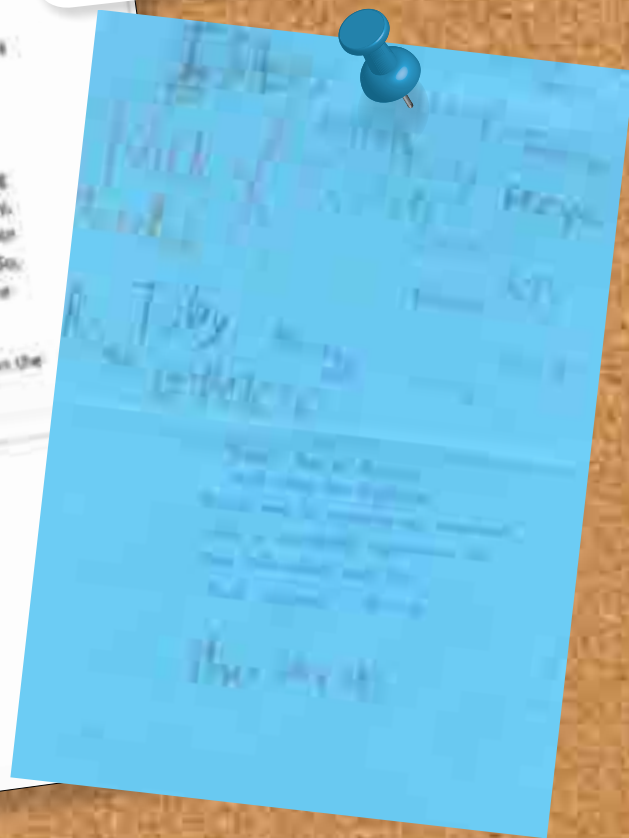
I believe the format for this event, which included other services, agencies and information stands worked well for our community, as I have also received positive feedback on the information presented by the local veterinarians, ABC Radio, Red Cross, as well as the information provided by HBM North, Parks and Wildlife Service, insurance companies, the St Helens Digital Hub (use of social media, and how to access TFS website information), Wildlife Carers, etc. Attendees also appreciated having demonstrations by the local fire brigade on the use of fire extinguishers and fire blankets.

You might be interested to know that a number of people signed up to form a bush-flying group to try to negotiate good prices on purchasing water tanks, pumps, etc. Additionally, this Saturday, some attendees, as well as other members of the public will be having a site visit of a rural property which has a very successful roof-top sprinkler system installed. So, as you can see, the momentum is continuing here to ensure people are preparing for the approaching bushfire season.

We intend to have another similar forum again next year, and will keep you updated on the progress of any plans, as we definitely wish for you to present again.

Sincerely yours,

Hannah Rubenach - Transition Break O'Day



As a courtesy Fireground now offers contact details for members' representative organisations.

**United Firefighters
Union of Australia**
Branch Secretary - Greg Cooper
Email: greg.cooper@ufutas.com
Address: PO Box 20, North
Hobart 7002
Phone: 6234 9331
Mobile: 0418 126 488
Website: www.ufutas.asn.au

**Tasmanian Retained Volunteer
Firefighters Association**
State Secretary - Mathew Philpott
Mobile: 0417 499 088
Email: secretary@trvfa.org.au
Website: www.trvfa.org.au

**Tasmanian Volunteer Fire
Brigades Association**
State Secretary - Lyndy Smith
Phone: 6473 3169
Mobile: 0408 577 576
Email: gerald.smith3@bigpond.com
Website: www.tvfba.org.au

CPSU (SPSFT) inc
General Secretary - Tom Lynch
Email: cpsu@tas.cpsu.com.au
Address: GPO Box 54,
Hobart 7001
Phone: 6234 1708
Website: www.cpsu.com.au

It is a sign of **STRENGTH** to **ASK FOR HELP**

Are you:

- › Feeling tired and stressed
- › Getting frustrated easily
- › Feeling unusually emotional
- › Finding it hard to sleep
- › Finding it hard to concentrate
- › Getting angry easily
- › Feel edgy, tense, restless
- › Drinking alcohol to cope
- › Having repetitive thoughts
- › Constantly worried

You can get **FREE** and **CONFIDENTIAL** help!

TFS support includes:

M/EAP – Member/Employee Assistance Program

Call **1300 687 327** for free, confidential counselling by *Converge International* for TFS members and their families

CISM – Critical Incident Stress Management

Call **0427 181 207** for free and confidential help from a peer if you have been impacted, directly or indirectly, by a critical incident

Community-based support includes:

GP Mental Health Care Plan

Visit your General Practitioner

Beyond Blue

Call **1300 224 636**

Lifeline

Call **13 11 14**

It's OK not to be OK



Tasmania Fire Service

WHEN BUSHFIRES ARE BURNING OUT OF CONTROL – REMEMBER OUR PRIORITIES!

- 1. Issue warnings**
- 2. Protect vulnerable people**
- 3. Protect valuable community assets**
- 4. Stop building to building ignitions**
- 5. Protect other community assets**
- 6. Focus on firefighting once conditions moderate**



SAFETY COMES FIRST!

Tasmania Fire Service