

Fireground

summer 2015



- Early and hard: how bushfire season 2015-16 is shaping up
- Real time safety: Active Vehicle Location ready for summer
- Devonport three-peat: all the action from the State Championships
- Sleeping rough: how would you survive on the streets in Hobart?



Tasmania Fire Service

Contents summer 2015

From the Chief Officer	1
Early and hard: the outlook for bushfire season 2015-16	2
Emergency services trial new safety technology in Exercise Connect.....	5
Are you working safely around aircraft? What to do when helicopters are over the fireground	5
How to provide a good SitRep.....	6
Work your brigade's social media like a pro: Build a Facebook page you can be proud of	7
Social media...things to remember this bushfire season	7
Bushfire season: know your Response Plans.....	8
Remember this advice to avoid bushfire entrapment or burnover.....	9
Keep yourself safe this bushfire season	10
Taskforce deployment	11
Active Vehicle Location (AVL) set for bushfire season	12
Operational food packs to improve fireground meals this bushfire season.....	13
Stay safe: take care of your PPC	14
How to prevent weeds and diseases from spreading—even in an emergency	15
New 'sunflower' satellite to turn its face to bushfires	16
<i>Bushfire-Ready Neighbourhoods</i> gets communities prepared for summer with events across Tasmania.....	17
Bushfire Planning and Policy: a new unit for TFS.....	18
Fire Permit Period now in place.....	19
What TFS is teaching the rest of Australia about tailor-made appliances	20
State Fire Operations and Regional Fire Operations Centres: improvements to further enhance capabilities this bushfire season	22
Use this simple guideline and help the community recognise our emergency information.....	22
Faster, more accurate dispatch system on the way.....	23
DPEM Corporate Services: meet the team.....	24
Working with Children Registration: your questions answered.....	25
Devonport takes out three-peat at State Competitions	26
From the archives - State competitions throwback: can you help identify these champions?	29
AFAC Conference 2015: learning from our peers	30
Search and rescue conference: enhancing our capability	30
Become a Volunteer Training Instructor and help members to build critical skills	31
New Brigade Basics set for release in 2016	32
New Trainees put through their paces in time for bushfire season	34
Intense training exercise gives crews rare opportunity to observe structure fire	36
Scaling the heights at Parliament Square	39
Career firefighters make the grade for promotion	40
Justin Smith promoted to Leading Firefighter.....	42
Watch the TFS State Conference—anywhere and any time	42
A new pathway for future leaders: Senior Station Officer Development Program	43
Spirited win for SES Team	44
Confined space rescue course upgraded to one of the best in the country	45
Juniors and cadets have fun while showing off their skills	46
Sandy Whight wins prestigious award for fuel reduction work	47
A day in the life of... State Operations	48
10 minutes with: Linda Lacy	50
10 minutes with: Robin Howlett	51
10 minutes on: King Island with Rod McGarvie.....	52
Volunteer firefighters meet Prime Minister.....	53
Fond farewell to Elisa Lang	53
On the Move.....	54
Rokeby Brigade gets ChatTY.....	56
TFS on the way to becoming a White Ribbon Workplace.....	57
Fran Ferraro says goodbye after a quarter century.....	57
Cambridge Brigade marks Centenary of Anzac with new war memorial.....	58
Step back in time.....	59
Storytelling project to mark 50th anniversary of 1967 fires	60
How would you survive if you ended up sleeping rough? How I learned what it's like to live on the streets in Hobart.....	62
Bicheno gives a warm welcome to the Walking Wounded	64
Awards	65
Lessons in leadership on the voyage of a lifetime.....	66
Awards mark 101 years of service for Wynyard Brigade.....	68
7XS honoured for 20 years of the Emergency Services Volunteer Worker of the Year Award.....	68
Photo competition	69
Letters	72



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FROM THE CHIEF OFFICER



GAVIN FREEMAN

Welcome to the Summer edition of your *Fireground* magazine. I have spoken in many forums about the significant change our organisation is experiencing and the opportunities and challenges this presents.

I remain confident that our Tasmania Fire Service will become even more integral to a safer Tasmania as we build stronger relationships with our emergency management partners.

In scanning this edition of *Fireground*, it causes me to reflect on how proud I am to be a part of TFS. A reflection we should all undertake as we face the daily trials and tribulations of our world.

We are all integral parts of a professional, values based, and highly efficient organisation. We fight well above our weight in so many areas.

I would like to highlight some of the more recent achievements:

- Our fleet is second to none and the innovation that our talented engineering staff continue to demonstrate is cutting edge, not just in Australia but across the world. Advances such as Compressed Air Foam (CAF) technology and the prototype medium tanker, I believe, will be a game changer for us.
- We have just commenced a rollout of state-of-the-art structural personal

protective clothing (PPC), with initial feedback from the fireground being extremely positive.

- The fit out of Active Vehicle Location (AVL) will soon be complete within our operational and passenger fleet, something that will contribute significantly to our safety.
- Our people contribute extensively to the national agenda through the Australasian Fire and Emergency Services Authorities Council (AFAC) and other forums. Of course, this is not all one way. We reap what we sow. The collaborative approach and research opportunities across Australasia ensure we remain at the forefront of the emergency management sector.
- We deliver superior accredited training to our greatest asset, our people. Learning and Development are building a new training pathway to improve on this even further.
- Our volunteer firefighters respond alongside our career firefighters to a vast array of emergencies, and together, they are achieving great outcomes. Career firefighters continue to develop and deliver high-quality specialist services in areas such as HazMat and rescue disciplines including road crash rescue (RCR). In particular, we are achieving excellent results in the area of building community resilience. Our operational people continue to play a vital role in this.
- Our State Firefighter Championships continue to grow and provide a fantastic forum for our people to get together in a less serious way and hone their skills and build teamwork. In particular, I am pleased with the level of juniors involved in this program, which augers well for our future. I cannot help but admire the fantastic efforts of the Devonport senior competition team who came second overall in the 2015 Australasian Firefighter Championships... well done!

In the increasingly important area of prevention and mitigation, where community engagement and shared responsibility are so vital to saving lives, we have groundbreaking and award-winning programs:

- Community Protection Planning (CPP) was the 2013 State and National Resilient Australia Awards winner.
- *Bushfire-Ready Neighbourhoods* also won the State and National Resilient Australia

Awards for 2014 and recently took out the inaugural International Association of Public Participation (emergency services category) National Award for best practice in community engagement. It also, in conjunction with the Tasmanian Visitor Information Network and State Emergency Service, was awarded the 2015 Resilient Australia Award for its emergency preparedness project.

- Our School Fire Education program goes from strength to strength, and continues to receive accolades from our community for its innovative approach.
- The work the newly formed Bushfire Planning and Policy Unit undertakes is not only in CPP. It also partners Education in striving towards *Bushfire-Ready Schools* and plays an important role generally in the building and development planning area, which contributes significantly to community resilience.
- The Fuel Reduction Unit (FRU) is implementing an Australian first—a tenure-blind fuel reduction burning program. This has, and will increasingly make, an impact on reducing the intensity of bushfires. The Manager of FRU was recently awarded the Laure Lavelle Award for achievement in the Australasian fire and emergency services sector.

Sometimes high levels of achievement can result in unrealistic expectations and cause us to lose sight of how well we are doing. Occasionally, it is a worthwhile exercise to reflect, appreciate, and celebrate what we do have as an organisation.

While of course we can always improve, the physical resources we have together with **you**, our dedicated and capable members, makes me feel confident we are prepared to embrace the opportunities in the year ahead.

In closing, can I thank you for the work you have done this year, but in the same breath I urge you not to lose focus.

This bushfire season is shaping to be very challenging, albeit, I would be very happy to be proved wrong on that prediction.

Whatever happens, I know you will handle it with the same professional team approach you always do. Above all, stay safe, and I sincerely hope you are able to spend some quality time with your families over the festive season.

Regards,

Gavin Freeman AFSM
CHIEF OFFICER

A helicopter is shown in flight, dropping a bucket of fire retardant onto a large bushfire. The fire is intense, with thick black smoke rising into the sky. The helicopter is positioned in the upper left quadrant of the image, and the bucket is suspended below it, releasing a stream of white retardant onto the fire. The background is a clear blue sky with some wispy clouds.

EARLY AND HARD: the outlook for bushfire season 2015-16

Mark Chladil

Bushfire Planning and Policy Officer —
Bushfire Planning and Policy Unit

**The outlook for the 2015-16
bushfire season in the southern
half of the country is not good.**

That was the consensus of the recent assessment workshop held to combine the expertise of fire managers and weather forecasters from across the southern half of Australia.

The annual assessment was released at the AFAC/Bushfire and Natural Hazards CRC Annual Conference in Adelaide in September. It shows a broad swathe of eastern Australia and the southwest of the continent are considered to have above normal bushfire season potential.

In order to consider the whole country, there was a northern bushfire assessment in June. The results were combined to produce the national map.

The annual seasonal assessment attempts to consider both the current and near-future fuel states in light of the current climate conditions and the forecast climate.

The outcome is expressed in terms of expecting a normal bushfire season, or one that is either below or above normal. It is relative to what is considered normal in any area, rather than an absolute number of fires.

There is a continuum of bushfire seasons across the continent, with the early dry season in the tropical north kicking off just as the season is concluding in the temperate south. Thus, Western Australia has a year-round bushfire season, and in



some years, states like South Australia and New South Wales have bushfires in every month.

Above normal bushfire season predicted for populated areas

The importance of an above normal assessment is that it points to places where it is likely that local resources will need assistance, due to the workload and extent of fire activity.

The assessment workshop also considers the likely timing of the beginning of the southern bushfire season. Most importantly, the assessment is really only relevant to the period until the New Year.

This is because the climate outlook is limited to three months ahead. Because

new climatic outlooks are regularly issued, the seasonal assessment is updated at least on a monthly basis when the monthly rainfall data comes in and a new climate outlook is available.

While much of inland Australia and Tasmania are expected to have a normal bushfire season this year, if population is considered, then it is the most heavily populated parts of the country that are expected to have an above-normal potential.

While local fire managers always have a good handle on their areas and their fire potential, the value of this sort of assessment is the 'big picture' view. While it is not always fully accurate, it has become a valuable planning and briefing tool both between agencies and government as well as between agencies and the community.

*Above: Bushfire at Grices Road, Tea Tree, October 2015.
Photo supplied courtesy of The Mercury.
Photo by Matt Thompson.*

*Left: Waterbombing on the east coast, October 2015.
Photo supplied courtesy of The Mercury.
Photo by Matt Thompson.*

The outlook for the **2015-16 bushfire season**

in Tasmania

Mark Chladil

Bushfire Planning and Policy Officer —
Bushfire Planning and Policy Unit

The outlook was assessed in light of the continuing dry spell. Simply put, Tasmania is in a decade-long dry period, and has had a relatively dry winter. There is no expectation of a wetter than normal spring and at least in the north, the subsoil is dry.

Since the initial assessment was made in August, Tasmania experienced its driest October on record.

This is continuing, if not reinforcing, the initial Seasonal Assessment, which points to above normal potential in the area along the east coast and inland to the midlands. This area of concern has expanded considerably and now covers most of the State.

Last year saw a very early Total Fire Ban day and considerable fire activity in spring and early summer. This year has already produced three Total Fire Ban days and a few long burning fires.

With respect to different fuel types, we can say:

- Moorlands and scrubs in the west and centre are currently wet (which is normal).
- Forests in the west, south and centre are currently wet, and will have suppressed activity until December (which is also normal).
- Forests in the east are somewhat drier, and will be more active in spring and early summer.

SOUTHERN AUSTRALIA SEASONAL BUSHFIRE OUTLOOK 2015-16: NOVEMBER UPDATE



- Grasslands in the Midlands and Central North have not received enough rain to recharge lower layers. This may induce early curing and also limit the amount of feed produced.

Further assessments will be issued should the picture change in any major way. Members are advised to check the Bushfire and Natural Hazards CRC website for the latest assessment, as well as the Bureau of Meteorology site for the rainfall totals, temperature anomalies, and information about the *El Nino* event.

MC

THE 2015-16 BUSHFIRE SEASON TASMANIAN STATEMENT

The potential for bushfire has been assessed as above normal across northern and eastern Tasmania, as well as in the midlands and the south-east. This is a significantly larger area than the September assessment. The bushfire potential in the remainder of the State is currently normal.

The first half of Spring has seen very low rainfall for almost all of Tasmania, especially in the west. Above-average daytime temperatures have increased evaporation rates, which further increases fuel dryness.

The bushfire season has commenced in the eastern half of the State, with many fires proving difficult to control because of the dryness of fuels.

Important links:

Bushfire and
Natural Hazards CRC:
bnhcrc.com.au

Bureau of Meteorology:
bom.gov.au

Access the published
Bushfire and Natural
Hazards CRC Hazard
Note at:

bnhcrc.com.au/hazardnotes/010

Emergency services trial new safety technology in Exercise Connect

Ian Bounds

Deputy Regional Chief—North

Tasmania Fire Service and the State Emergency Service boosted their teamwork and trialed safety-enhancing field information gathering in a joint, statewide exercise last October.

Exercise Connect involved over 150 people taking part in a range of roles in the field, within the Regional Fire Operations Centre (RFOC), State Fire Operations Centre (SFOC), and administrative support roles.

A number of brigades and units collected Structural Triage and Rapid Impact Assessments (RIA) from different locations using mobile tablets, and sent this data to their RFOC - providing 'real time' intelligence.

This data was then uploaded to the

mapping system, or Common Operating Picture (COP), for Operations to evaluate and share statewide.

The exercise also provided an opportunity to view the Active Vehicle Location (AVL) system in operation. A number of other brigades across the state participated with district training exercises or planned fuel reduction burns, and even actual incidents on the day.

The exercise culminated with a desktop scenario conducted on the Monday with people from municipal emergency management and recovery committees using the data collected by our people.

A big 'thank you' is extended out to all the brigades, units, and staff that gave their time to conduct the exercise.

IB

Are you working safely around aircraft? What to do when helicopters are over the fireground

John Holloway

Station Officer—State Operations

This summer, Tasmania Fire Service will once again be using aircraft to support our people on the fireground.

Whether they are being used for water bombing or provision of transport and equipment to remote areas, you are likely to see helicopters close above you throughout the bushfire season.

These aircraft can present a hazard to people working on the ground. It's important we know how to work safely when we hear and see them approaching the fireground.

Keep in mind these few simple points to ensure that you are safe when an aircraft

is operating in your area.

- Move away from the fire line when the aircraft is dropping water.
- Do not run or panic.
- Watch out for dead or suspended branches that could be knocked down by the water drop.
- Place hand tools well clear of you.
- Always have your helmet strapped on. The down draft of a helicopter could blow it off.
- Watch your footing.
- Wash exposed areas with cold water if they are splashed with foam or retardant.

Your Sector Commander or Operations

Officer on the ground should also know and understand the strategy being used by the aircraft, and may even be expected to liaise with the aircraft to help direct the aerial attack on the fire.

Remember, aircraft can be used for an initial attack on a fire, to help to construct wet control lines, quickly suppress spotting, and support ground crews in difficult situations.

However, they are unlikely to completely extinguish a fire. Firefighters still need to move back onto the fire line to extinguish and mop up the fire.

JH



Photo courtesy of Warren Frey.



Geeveston fire, October 2015.
Photo supplied courtesy of The Mercury.
Photo by Nikki Davis Jones.

HOW TO PROVIDE A GOOD SITREP

John Holloway
Station Officer—State Operations

When a fire threatens a person's home, they want to know two simple things:

- **What is happening?**
- **What do I do?**

Even people who have a Bushfire Survival Plan still need useful information to make that plan work well.

The best way a Tasmania Fire Service officer can help with public information is to get a good Situation Report (SitRep) in early, and keep them coming as the incident develops.

A good situation report should always include:

- A description of fire behaviour and fire intensity.
- Information on whether people and assets are in danger.
- A prediction of what the fire will do.

If you pass on a good SitRep, the Public Information Section in an Incident Management Team or FireComm will be able to send out the right message at the right time.

The Public Information Section may also ask you a few questions to clarify things. Officers don't need to ask for a particular kind of alert. Just sending in a SitRep that highlights who is in danger will be enough.

If you run your brigade's Facebook page,

share the advice from the TFS Facebook page, Watch and Act, or Emergency Warnings. Please **do not** write your own.

TFS posts have links to detailed and precise information directly related to the SitReps that come in from the fireground. Remember, if you add your own slant on the situation by editing or adding pictures or graphics, you could change the message enough to land someone in real trouble if they misinterpret the message.

If you would like to talk with someone about how to best use social media to support TFS, call John Holloway in TFS State Operations on 03 6230 8600.

JH

Work your brigade's social media like a pro:

Build a Facebook page you can be proud of

Debra Pope

Executive Officer, Internal Communications—Executive Services

Social media is now a powerful communication tool used by emergency management agencies right across Australia. It assists Tasmania Fire Service in providing up-to-date information on emergencies and sharing fire safety messages. It also provides an opportunity to recognise the good work done by our members—helping to build on the established relationship TFS has with the Tasmanian community.

However, we must also be aware that incorrect information or one careless comment on social media has the ability to significantly undermine our achievements or distort the public view of our members, and damage the TFS reputation in the community.

Please remember that there is never a guarantee that comments and interactions on social media remain private.

The distinction between an official TFS statement and independent comments can often become blurred. For example, if your profile picture shows you in TFS uniform your comments or posts on any subject may reflect on TFS—the

consequences may be unintended, but they are very real.

This is also relevant when considering what information you share or promote online. Please make sure you only share official TFS and other authorised emergency services messages, to ensure consistent messages are being received by the public.

If you require further information, please contact your District Staff, Deb Pope on 6230 8678 or check out the Guideline on *Use of Social Media by TFS Members* available on TFS Online.

DP

SOCIAL MEDIA... things to remember this bushfire season

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

Dunalley fire, January 2013. Firefighters prepare to protect key community assets.

BUSHFIRE SEASON: know your Response Plans

Chris Collins

Senior Planning Officer—
Bushfire Planning and Policy Unit

Tasmania Fire Service has a set of six Operational Priorities when bushfires are burning out of control.

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**

But, have you ever considered:

- Who and where are these vulnerable people? Why are they vulnerable? And, what should we do to protect them?
- Which community buildings or infrastructure should we prioritise for protection? Where are these assets, and why are they vulnerable to bushfire attack?

- Where should we send people to shelter from a bushfire? And what about evacuation?
- What's the operational communications plan for this area? Which radio channels should we use?
- Where can we get water for firefighting? Is the reticulated supply any good?
- Will the community receive emergency warnings? Are there communications blackspots?
- Are there hazardous materials or other features likely to endanger firefighters or the community? Specifically what are they, and where are they?
- Can I take a heavy tanker up this road? Is it safe? Can I turn around? What's up there?
- How many people are likely to be impacted by this fire?
- What's the predominant fuel type, and fire behaviour potential?

The answers to all these questions, and more, are contained within a Bushfire Response Plan.

Intended for use on the fireground and within Incident Management Teams (IMT), the Bushfire Response Plan provides the operational manager with community-specific and operationally critical information.

So, in readiness for this bushfire season:

- Get up to date copies of Response Plans for communities within your area.
- Make sure Response Plans are available, keep them in your truck, ute, helicopter, or moped.
- Get familiar with your community's plan.

Also make sure you refer to Response Plans during IMT operations.

Response Plans are available for download from TFS Online via the Community Bushfire Protection Planning button. Login via Emergency Managers—Bushfire Response Plans.

Alternatively, request copies of Response Plans through your District Officer.

CC

REMEMBER THIS ADVICE TO AVOID BUSHFIRE ENTRAPMENT OR BURNOVER

Debra Pope

Executive Officer, Internal
Communications—Executive Services

Bushfire incidents present many hazards, including the possibility of vehicle burnover if sudden or unexpected changes occur.

It is recognised that **fire appliances are not designed to provide survivable conditions in a high intensity burnover**. Therefore, preventing or avoiding situations where firefighters may become entrapped is the best strategy.

Taking refuge from an out-of-control bushfire in the context of **a burnover situation must be viewed as a last resort strategy**.

Actions must be taken to minimise the risk to personnel should a burnover situation

present itself. Firefighting tactics should always be planned to avoid this situation.

Prior to arriving at the fireground, the Crew Leader is responsible to ensure the appliance and crew are properly prepared for an entrapment/burnover situation.

Preparation should include:

- Familiarisation of emergency actions including the application of **LACES**.
- Ensuring all personnel have appropriate Personal Protective Clothing (PPC).
- Ensuring sufficient water is carried in appliance water tanks to provide personal protection and capability on the fireground. Plan for a reserve, approximately a quarter of the tank's capacity for crew protection.
- Checking that sufficient personal protective blankets for all crew

members are readily available, and that all crew members are aware of their location.

- Testing the operation of pumps, outlets and crew protection mechanisms (where fitted), including low water alarm/s if applicable.

Further information on bushfire entrapment and burnover, including tactical considerations and what to do if caught in a burnover situation is available:

- in the *Chief Officer's Operating Guideline – Bushfire Entrapment/ Burnover Procedures*, available on TFS Online; or
- watch the *Burnover* DVD available at your station.

DP

The **LACES** acronym is commonly used throughout Australia. It helps firefighters recall the key elements of safety during bushfire and prescribed burning operations.

L	LOOKOUTS post a competent firefighter at a safe vantage point to observe and report fire behaviour changes
A	AWARENESS watch the weather and terrain for triggers for fire behaviour changes
C	COMMUNICATION stay in contact with each other and your supervisor
E	ESCAPE ROUTES have pre-planned escape routes
S	SAFETY ZONES create areas where survival can be assured



Keep yourself safe this bushfire season

Diane Wilkinson

Manager—Organisational Health and Employee Services

*On duty at Campania, October 2015.
Photo supplied courtesy of The Mercury.
Photo by Matt Thompson.*

As a Tasmania Fire Service member, you work hard to keep our communities safe during the bushfire season. However, it's just as important to consider your own safety and wellbeing.

We ask you to keep the following tips in mind to ensure you stay safe over the summer:

1. Report any injury or medical condition that might affect your ability to perform tasks.
2. If you are called out, please consider whether you are fit to perform the task. You may put yourself and others at risk if you have an injury or medical condition.
3. Be aware of the effects of fatigue. Ensure you hydrate and get adequate rest—six to eight hours—between 12-hour work cycles.
4. If you are experiencing symptoms of fatigue, report them to your supervising officer. It is better to go home and rest, so you can return later.
5. Avoid driving when fatigued.
6. Make sure there is a communication plan if you are working alone at any time. Make sure someone knows where you are.
7. Stay out of the smoke wherever possible. Female members who may be pregnant are at particular risk, due to the possibility of damaging effects of carbon monoxide on the unborn child in the first trimester.
8. Make sure your PPE is in good condition and is cleaned correctly after the campaign is completed.
9. If you experience sleeplessness or anxiety following a major event, please seek assistance from:
 - Critical Incident Stress Management (CISM)—call 0427 11 207 or
 - Employee Assist (Converge International)—call 1300 687 327

Remember: it's a sign of strength to ask for help.

DW

Reminder:
ensure your personal information is correct before the bushfire season

Before the bushfire season, please update your personal information to ensure:

- **Your address and contact details are correct.**
- **Your next of kin details are correct.**

It is important that we can contact family in the unlikely event you are injured during a bushfire event.

You can update this information on TFS Online at fire.tas.gov.au—follow the link to Emergency Details.

Taskforce deployment

Ian Bounds

Deputy Regional Chief—North

Expressions of Interest (EOI) for Taskforce Deployment have been sent to all Brigade Chiefs and First Officers to distribute to members. If you are interested, please complete and return to Regional Administration for processing.

Things to consider:

- Are you, or any members of the crew, currently on sick leave, workers compensation, or restricted duties?
- Are you, or the members of the crew, currently fit to undertake arduous firefighting activities if assigned?
- Do you or any members of the crew have any special dietary requirements?

- Provide your current firefighting skill level and any special skills (tree faller, first aid, etc.).
- Indicate lengths of time most likely available.

For actual deployments:

- All personnel must fill out the Preparation Checklist and Information Form upon deployment.
- The form must be authorised by either the Brigade Chief/First Officer or Group Officer. The Brigade Chief/First Officer must be aware of the deployment.
- Deployments may be for periods exceeding single days (up to four to five days). This will be communicated when Regions are identifying personnel. It will be expected that you will have arranged for the requested period with both family and employer.

At incidents:

- Ensure T-cards are filled out and forwarded to your direct supervisor/Staging Area Manager.
- Where an Incident Management Team (IMT) is in place, two cards will be required—one for the IMT, and one for your direct supervisor (Sector Commander).
- When leaving the Sector, moving to another Sector, or leaving the incident, arrange to pick the T-card up from your supervisor. *This is to ensure you do not work excessive hours and the supervisor is aware of your location or that you have left the incident.*

IB



Strike team at Campbell Town—2014-15 bushfire season



Ian Bounds
Deputy Regional Chief—North

The rollout is continuing close to our original forecast. It is improving situational awareness for our operational commanders, and even more importantly, the safety for our crews on the ground.

A concentrated effort by Communications and Engineering Services prior to Christmas should see TFS hit the target of having 90 per cent of operational vehicles

Under operational conditions FireComm, Regional Fire Operation Centres (RFOCs) and Incident Management Teams (IMTs), as well as relevant fireground supervisors, will be able to view resources assigned to

IB

Operational food packs to improve fireground meals this bushfire season

Ian Bounds

Deputy Regional Chief—North

Tasmania Fire Service is continuing with a range of food ration packs across the organisation for the upcoming bushfire season.

Providing members adequate and nutritional food during operational periods has often been challenging, due to incident locations and accessibility to suitable suppliers. This challenge has been even greater during escalating incidents, when locating and accessing crews can be hazardous.

Food quality, storage, and safe handling have also been concerns in the past, often resulting in substantial wastage, or more importantly, a potential increased risk for food poisoning.

What does this mean for you?

A number of initiatives have already been instigated to improve food handling at established Staging Areas, including mobile fridge units. However, this still leaves the problems with incidents in the early development stages, when these facilities have not been deployed.

To address these issues, TFS has conducted considerable research through a multi-agency working group to identify a range of possible solutions. With assistance from AFAC partners, a number of products have been identified as meeting criteria defined by the working group.

Two products have been chosen from extensive trials for operational staff this season:

- Emergency Service Pack: to replace the previous 'Ratpack'.
- 12 Hour Pack: for extended operational periods on an optional/voluntary basis, and for Remote Area Teams.

All the products have a shelf life of two years, allowing substantial stocks to be carried. The 12 Hour Packs are supplied with heater packs (activated by 45ml of water) to heat the hot meals as required. Nutritional value ranges from 6000kJ up to 12,000kJ.

During this bushfire season, members will be encouraged to complete a simple feedback form and return this to their supervisor or regional headquarters, to help us to ascertain the continued value and suitability of the products.

These packs will be available from regional centres on a needs basis, with some small supplies carried by field staff and Group Officers.

All items in the packs are clearly marked with ingredients and allergy alerts. If you have an allergy or specific dietary requirements, please notify your immediate supervisor and also check prior to consumption.

More information:

quartermaster.com.au
portionpackfoods.com

IB

Hungerbuster Emergency Service Pack

– two-year shelf life

Contents:

Canned fruit
Cereal bar x 2
Creamed rice
Candy chocolates
Sweet biscuits
Cream crackers
Pretzels
Vegemite
Fruit grains
Mentos
Includes sanitary wipes and spoon

Energy – 6000kJ

QuarterMaster 12 Hour Pack

– two-year shelf life

Contents:

Hot meal (8 varieties)
Hotpack heater
Muesli bar x 2
Canned fruit
Electrolyte additive
Nut crunch
Mentos
M&Ms
Includes sanitary wipes and spoon

Energy – 6280kJ

WARNING

- Read instructions carefully for use of heater packs.
- When activated, heater packs become very hot and emit steam.
- Care should be taken to place in a safe location and wrap with towel or jacket to ensure adequate heating.
- Do not place on metallic surfaces, as this will detract from heating capacity.



The correct way to bag, seal, and label your PPC for laundering.

STAY SAFE: take care of your PPC

Steven Richardson

District Officer, Planning and Capability - Northern Region

TFS has adopted new structural personal protective clothing (PPC), which is being distributed to career and some volunteer brigades across the state (see *Fireground Winter and Spring 2015*).

This PPC looks very different to what you may be used to. It is made from a newer style of fabric and has a waterproof liner within the garment to increase protection to the wearer.

All of our existing PPC still meets the Australian Standards for protecting our firefighters while undertaking a range of activities. As we know, however, times and technology change. As we distribute the new gear, TFS will be a frontrunner well into the future for protecting its people.

The rollout of new PPC has required a change in how we launder our gear, to not only ensure a long lifespan of this new material, but also to limit, as far as possible, prolonged exposure from any contaminants you may come in contact with while working at incidents.

There is no change in the bushfire PPC at this point in time. However, you should consider the laundering procedures to be equally important to this PPC as it is for our structural gear.

The following procedures are to be applied for ALL PPC requiring laundering:

PPC is to be placed into separate alginate bags (jacket in one and pants in another), then sealed as shown in the photos, following WHS handling procedures, that is, P2 mask and gloves.

Your flash hood and gloves can go into either bag. All of the bags and labels should be supplied in your vehicles.

All bags are to be sealed using a gooseneck seal. This involves twisting top of bag closed then bending it over on itself prior to attaching seal.

1. Three Classifications to be used:

- General: soiled PPC.
- Contaminated: Unknown.
- Contaminated: Known—provide name of chemical/substance e.g. asbestos, blood.

2. Label to be attached by zip tie with the following details:

- Name.
- Classification as above.
- Incident number, if applicable.
- List of items that are in bag.

3. Only if PPC is dripping wet, place alginate bag in a heavy-duty PVC bag and seal.

4. Collection to be arranged via District Staff, or where available, placed within designated regional drop-off points for pick up by launderer.

IMPORTANT: No contaminated PPC is to be worn inside the cabin of an appliance or in any of our buildings.

And please ensure you have clearly marked your gear with your name and brigade, so we can return it to you after it has been laundered.

Post incident, the officer in charge should oversee the removal of PPC and ensure the correct handling and packaging procedures are applied as above.

Other contaminated items requiring decontamination, for example, BA equipment, are to be rinsed thoroughly, then sealed and labelled as above in the heavier type polyurethane bags.

Finally, this is an opportune time to remind you to check your PPC, including all seams and reflective tape, for wear and tear. If you find any defects, or something you aren't quite sure about, contact your District Staff. They can provide advice on what to do next, or arrange a replacement.

Remember: Your PPC is there for your protection. Please help us to ensure it is in the best possible condition—clean and free of any defects.

SR



A BlazeAid vehicle is washed down during the Dunalley fire, January 2013.

How to prevent weeds and diseases from spreading—even in an emergency

Michael Askey-Doran

Biosecurity Tasmania

In recent years, Tasmania has experienced some significant and, at times, devastating bushfires. These fires have had a dramatic impact on people, livestock, native animals, and agricultural and natural landscapes.

Responses to fires occur both in the immediacy, that is, controlling and extinguishing the fire, and over the long term, with clean up and actions to reduce future risk.

Controlling fires and managing for future fire risk is a complex undertaking that involves consideration of much more than just the fire. One important consideration is preventing the spread of weeds and disease during the control phase, as well as part of clean up and fuel reduction operations.

Cleandown procedures the key to weed hygiene

While procedures exist for weed hygiene, they can be forgotten, especially when emergency response is involved.

Weed spread is most likely to occur through plant material (seeds and vegetative propagules) being attached to vehicles and machinery. Diseases that affect plants or animals can also be spread on vehicles and machinery, but also via clothing (for example, boots) and water.

The most effective means of preventing the spread of weeds and diseases is

to ensure that all vehicles, machinery, clothing, and equipment are free of any weed material or diseases.

This can be achieved by having and using cleandown procedures that ensure everything is clean when it leaves the base and is once again clean before leaving a property.

In emergency situations this is not always possible, but other strategies can be employed to reduce risk, such as avoiding areas where there are weed issues.

Post-fire operations, such as removing or repairing damaged structures, and replacing fencing, often involves a wide range of people, including contractors and volunteers.

People may be travelling between multiple properties, and the risk of spreading weeds to new areas and properties can be high. In order to prevent spread, cleaning down before moving to new properties is essential.

Think about weeds and disease presence when planning

The key to avoiding these problems is to have well thought out plans and procedures in place. Strategic planning for fuel reduction operations should utilise available information on weed and disease presence for the area, and incorporate this information into route planning.

Avoiding infested areas can reduce the level of cleandown required. Where possible, water should be drawn from a single source that is known to be free

of diseases such as Chytrid and aquatic weeds.

Unfortunately, not all areas will have detailed information available on the presence of weeds. In these situations, standard hygiene protocols should be adopted.

Incorporating sound hygiene procedures into the general operating and vehicle maintenance procedures should help ensure that when an emergency occurs, no additional effort is required. This should also be the case for other operations, such as fuel reduction operations.

While fires have a devastating impact, and fuel reduction burning is important in reducing the risk of wildfire, the last thing we want to do is leave the landowner with a weed problem such as serrated tussock, which could take decades and thousands of dollars to remove.

More information

Biosecurity Tasmania has recently published a reference document, *Weed and Disease Planning and Hygiene Guidelines*.

The guidelines provide reference resource for those organisations, groups and individuals undertaking weed management planning or having a requirement to ensure they have appropriate hygiene controls in place to prevent the accidental spread of weeds or diseases. The guidelines may be found at dpipwe.tas.gov.au

MA



New 'sunflower' satellite to turn its face to bushfires

Mark Chladil

Bushfire Planning and Policy Officer—
Bushfire Planning and Policy Unit

A viewer that displays images from the new geostationary satellite, Himawari 8, is set to provide another vital tool in the detection of bushfires.

Himawari, which means 'sunflower' in Japanese, is a geostationary satellite that was launched in 2014, and which is operated by the Japanese Meteorological Agency.

The Bureau of Meteorology (BoM) has been receiving images from the satellite for some months, and recently announced the release of a viewer that provides a handy way for the community to see them as well.

The satellite collects data every 10 minutes in both visible and infrared wavelengths. These are received on the surface very soon afterwards.

The basic ground resolution is two square kilometres. Three visible bands combine to produce true colour images, and 13 infrared bands allow BoM to analyse a wide range of weather-related phenomena.

Work is now underway in Australia to use the new data for fire detection and smoke plume tracking. The pixel size means fires will need to be a reasonable size before they can be detected, but the high frequency of the images will still provide a major advance in the detection of fires across the landscape.

The tracking of smoke plumes will also allow better information to be provided to the community for smoke management for public health and commercial impacts.

Other potential uses so far identified are monitoring of sea surface temperatures, snow and ice coverage, clouds and water vapour, winds, volcanic ash, and cyclones.

There are exciting times ahead for both BoM forecasters and fire managers as they work out new ways of analysing data of such high frequency and in so many bands.

The AFAC Fire Weather Technical Group recently hosted a national workshop for researchers and fire managers, to accelerate the understanding and adoption of this new data and to guide the development of future products.

In the meantime, the BoM has produced a viewer that displays the true colour and infrared images over a mapping base.

See the Himawari 8 images at:
bom.gov.au/australia/satellite

MC



Phil Colbeck from Koonya Brigade, Robert Hawkins and 'Crusoe' from Eaglehawk Neck Brigade, Jen Milne from Tasman Council and Jamie Mison and Carine Griffiths from Eaglehawk Neck Brigade. Photo supplied courtesy of The Mercury. Photo by Roger Lovell.

Bushfire-Ready Neighbourhoods gets communities prepared for summer with events across Tasmania

Peter Middleton

Community Development Coordinator—
Community Protection Planning

The leadup to the bushfire season is a busy time for the *Bushfire-Ready Neighbourhoods (BRN)* program, with bushfire-ready events taking place statewide.

BRN events aim to work with communities to build resilience and capacity in bushfire prevention and preparedness in Tasmanian communities at risk to bushfire through a sustainable community development approach.

Events vary in location and type, recognising that we can't take a 'one size fits all' approach to how we work with communities. They have taken place in many locations, ranging from Flinders Island in the north east, Sisters Beach in the north west, St Marys on the

east coast, Pelverata in the south east, Lachlan in the Derwent Valley, and the Tasman Peninsula.

Examples of events the BRN team has collaborated with the community on include the establishment of a telephone tree network at Golden Valley, property assessment days in South Hobart and Leslie Vale, and touch table workshops at Lachlan and Koonya.

A community-led approach is integral to the program's approach—we work with community leaders, volunteer brigades, and various community groups.

To learn more and view some of the events taking place, visit the BRN page at fire.tas.gov.au

PM



Robert Hawkins and 'Crusoe' from Eaglehawk Neck Brigade. Photo supplied courtesy of The Mercury. Photo by Roger Lovell.



Main Road, Dunalley 2013

Bushfire Planning and Policy: a new unit for TFS

Chris Collins

Senior Planning Officer—Bushfire Planning and Policy Unit

The Community Protection Planning team and Bushfire Planning and Policy Officer recently merged to form the new Bushfire Planning and Policy Unit, led by **Chris Collins**.

The primary functions of the new unit are largely unchanged from those of the two previous areas:

- **Building for bushfire:** facilitating safe development in bushfire-prone environments through the development and review of legislation, policy, codes, schemes and practices.
- **Planning for bushfire:** facilitating the protection of bushfire-prone communities through developing, and advising on, legislation, policies, plans, guidelines, tools, and initiatives.
- **Bushfire risk management:** providing high-level specialist advice on technologies, practices, modelling, and research to enhance bushfire risk management.
- **Bushfire research:** identifying, conducting and/or supporting research that informs bushfire risk management and policy development.
- **Specialist training:** enhancing and supporting operational capability and bushfire protection activities through the provision of specialist training and development to TFS members and emergency management partners.
- **Fire behaviour analysis:** coordinating bushfire behaviour analytical capability to support operational decision-making and bushfire risk management.



Bicheno 2013



Daniel Hoar, Planning Officer

Contact the Bushfire Planning and Policy Unit:

planning@fire.tas.gov.au

bfp@fire.tas.gov.au

(for building or bushfire enquiries)

1800 000 699

Fire Permit Period now in place

A way to ensure controlled burns are conducted safely —not a ban on legitimate burning

The recent weather outlook supports that the present drier than average conditions are set to continue. With this in mind, a Fire Permit Period has now been declared for all of Tasmania.

It is important to remember this **does not mean a ban on burning**. A Fire Permit Period helps Tasmania Fire Service coordinate and monitor legitimate and controlled burning. It ensures fires are conducted safely, and brigades are not called out unnecessarily.

If you are a landowner who is planning to conduct burns, you are still encouraged to do so, but you must obtain a Fire Permit prior to lighting.

For information on how to obtain a Fire Permit free call 1800 000 699 or visit fire.tas.gov.au.

Total Fire Bans: what do they mean for rural land users?

Days of Total Fire Ban are declared by TFS when the temperature climbs, humidity is low, and the wind gets strong. The wrong mix of these conditions can make controlling bushfires difficult, if not impossible, in some circumstances.

The best way to protect the Tasmanian community during these times is to prevent fires being lit in the first place.

If you run a farm or work on the land, many normal work practices need to be adjusted when a Total Fire Ban is declared.

Any fires burning need to be extinguished before the ban begins, and any Fire Permit issued previously becomes invalid for the Total Fire Ban period.

Significant fires resulting in farming asset and housing losses have started because old burn offs have not been properly extinguished. Going back and checking old burns for any flare ups throughout the day is also a good idea.

TFS regularly attend fires ignited by machinery (including cars, trucks, and cropping and harvesting machines) used in scrub and grassland. There are a variety of reasons for these fire starts, and most of them can be prevented.

Avoid using a machine of any type in dry vegetation on a hot, dry, windy day. If it's critical to carry out the work, ensure machinery is adequately maintained.

An overheating bearing or unguarded exhaust coming into contact with dry crops is likely to start a fire that could not only damage the machine, but destroy the crop as well.

Being on the lookout for places where chafing can occur along fuel lines, battery cables, hot wires, tyres and drive belts will prevent wear and tear, stopping heat build-up and a failure that could start a fire.

The *Fire Service Act 1979* allows TFS to restrict the use of many types of machinery that could cause a fire but they utilise this power carefully.

If a type of machinery or equipment is banned, all restrictions are clearly identified in the declaration of the ban and are all widely advertised in newspapers, on the TFS website, and on social media.

TFS also has a variety of brochures with further information on safe farming practices during Total Fire Ban and other severe fire weather.

Find this information at any of the TFS Regional Offices, or at fire.tas.gov.au and click on the link to *Publications*.



What TFS is teaching the rest of Australia about tailor-made appliances

Leon Smith

Manager—Engineering Services

When asked to write an article to update our members on 'What's happening at Engineering' I find a smile on my face. My mind starts racing with enthusiasm and pride when I think of the achievements and impact that the engineering team has on not only Tasmania Fire Service, but the industry as a whole.

Generational improvements in effectiveness and safety

As an organisation, we have been recognised for our ability to rapidly integrate innovation and evolution very cost effectively into every generation of appliance that we design and manufacture, demonstrating significant increases in effectiveness, safety, and capability.

Since the commencement of the mass production of appliances and the concerted effort to provide tailored resources matched to specific application and risk in 2002, TFS has designed and fabricated 262 operational appliances.

It has also procured an additional 11 appliances through national bodybuilders from AFAC member agency contracts, which is a commendable effort for the team.

Engineering appliances that are fit for purpose

One thing that forms the basis of our work is a recommendation from the coronial inquiry into the Australian Capital Territory interface fires of 2001.

The inquiry noted it was essential that consideration be given to scoping the specific application of fire appliances to

ensure they are suited to the application, based on tangible considerations such as the environment in which they undertake their duties. The essence of this was an existing expectation that a single urban fire appliance was capable of application across all risks including vegetation firefighting, where it was found very vulnerable.

Proudly, we have 12 years of evidence to confirm our rationale and considerations in the design and manufacture of appliances that are fit for purpose, with a defined level of equipment and application.

CAF attracts attention from interstate—and overseas

During the last two years, we have had success on the national front with the validation of our developed Compressed Air Foam (CAF) capability at Hazelwood Coal Mine in Victoria. This led to an increased level of interest in CAF, and what we were doing in Tasmania.

The success of the appliance, and the success of the CAF medium, in this environment also stimulated interest from the USA. Several articles have been written and published in industry journals commending TFS on its ability to 'think outside the box' and bring new capability to the fore.

CAF not the 'silver bullet'

Validation of the capability, and the realisation that it works, allowed TFS to proceed with scoping and understanding CAF, and considering how we could best integrate it into our traditional operational capability.

Over the past two years, we have researched, evaluated and assessed how best to incorporate CAF into our armoury.

The lessons learned from global research and information through liaison with the agencies that had experience in CAF were that it is not a 'silver bullet', and that it needs to be another tool in the toolbox rather than the only tool available.

The fundamental premise of CAF not being the 'silver bullet' has been embraced by TFS. There is validation of the effectiveness and benefits of the medium in applications including protection, suppression and emission reduction. However, we have engineered solutions to provide CAF as an enhancement to existing appliance designs, allowing traditional methods to be used and CAF to be 'switched on' if it was deemed to be suitable in the specific situation.

Integrating CAF into urban and vegetation firefighting

To sum up this direction, TFS won't design and build a CAF truck. We will provide tailored operational resources, matched to specific roles and applications that have CAF as an enhancement. The second fundamental rule is that CAF capability integration will not compromise the existing capability of the appliance.

This direction and understanding has allowed TFS to integrate CAF capability onto a range of appliances for application in both the urban and vegetation roles.

The first of these was CAF 8-1. The latest 14 heavy tankers are CAF equipped, using the factory-fitted live drive engine PTO on the Hino GT chassis. We have fitted up two Scania urban pumpers with split shaft pumps, with PTO driven compressors. We are also proud to have developed the first medium tanker (Isuzu NPS 300) on a 7.5-tonne cab chassis with CAF integration.



Exporting our expertise

Given our established knowledge and insight into how to design, build, and use CAF, we have assisted the Victorian Country Fire Authority, South Australian Country Fire Service and Queensland Fire and Emergency Services in developing their own capabilities.

We also retrofitted an existing Iveco 4.4R CFA heavy tanker with CAF, which has been successfully integrated into service, and provided assistance to AGL in designing and developing a fire appliance with CAF integration for day-to-day use at its sites in the Latrobe Valley, Victoria.

Additionally, we have worked with Moore Engineering in South Australia to design and develop a bulk water carrier with CAF integration for the Country Fire Service, which was really the modification of a traditional BWC with CAF integration. It was very successful, and a fantastic process to participate in.

From a national perspective, there has been a significant increase in interest in CAF after recognition of the significant benefits, and understanding of how it works and how best to engineer reliability, efficiency, and ease of use.

We have hosted and participated in national forums to provide insight into our rationale, considerations, and direction, which has assisted other agencies on their journey towards embracing the technology with confidence.

Well done to my team at Engineering Services. I am very proud to be a part of a team of enthusiastic professionals who consistently demonstrate that anything is possible if you have the licence, skills, knowledge, and motivation.

LS



State Fire Operations and Regional Fire Operations Centres:

improvements to further enhance capabilities this bushfire season

Ian Bounds

Deputy Regional Chief—North

This bushfire season, Tasmania Fire Service will continue operating with State Fire Operations (SFOC) and Regional Fire Operations (RFOC) Centres structures to assist in support of incidents regionally and statewide.

A number of facility upgrades have occurred to enhance the communication capabilities of these centres, and with other initiatives using new technology, the ability to maintain situational awareness has been significantly improved.

Both structures will be activated in the event of increased fire risk or activity within Regions or the State as a whole.

The **SFOC** maintains oversight across all Regions and coordinates whole of government support.

The **RFOC** is there to provide initial planning and logistical support to local operations/incidents within Regions, as well as implement additional strategies such as pre-deployment of resources and Task Forces/Strike Teams to identified high-risk areas.

A reminder to all members: continue operating as normal by communicating with FireComm in the first instance for incidents. The RFOC will monitor these communications and expedite requests from the local Incident Controller, including assessing the need for Air Support and providing direction when required.

IB

Use this simple guideline and help the community recognise our emergency information



Tasmania Fire Service

Debra Pope

Executive Officer, Internal Communications—Executive Services

Tasmania Fire Service supports brigades using the TFS name and logo, as long as they adhere to the TFS Style Guide requirements.

The Tasmania Fire Service name and logo are an important part of the TFS brand. There are strict guidelines around their use to ensure that we maintain our strong and consistent branding.

Consistent branding helps TFS maintain its strong reputation. It assists the public relate to, and identify with, emergency information, as well as other services TFS provide to the Tasmanian community.

TFS members are encouraged to use the TFS name and logo, as long as they adhere to the conditions set out in the TFS Style Guide.

Your District Staff will be able to provide you with the exact requirements to avoid any confusion, or the TFS Style Guide can be found on TFS Online—search for 'Style Guide'.

- For the use on shirts or jackets, brigades **must** seek endorsement from their District Officer, who must approve a visual concept of the clothing **prior to ordering**.
- For social media sites, brigades may use the TFS logo as long as it adheres to the specifications set out in the TFS Style Guide.
- For any other clothing or merchandise items, requests should be forwarded to your District Officer who will seek approval from the Chief Officer through Executive Services.

If copies of the TFS logo are required, please email your request to ExecutiveServices@fire.tas.gov.au.

DP

Faster, more accurate dispatch system on the way

Glen Kelly

ESCAD Project Officer

The Emergency Services Computer Aided Dispatch (ESCAD) Project, which kicked off in early August 2015, will replace the legacy computer aided dispatch (CAD) systems currently used by TFS, Tasmania Police and Ambulance Tasmania with a single modern integrated CAD that will be used by all services, including SES.

FireComm has used the current CAD, Fire Incident Resource Management (FIRM), since 1996 to record incidents and track TFS resources.

The Victorian Country Fire Authority developed FIRM in the early 1990s. TFS took over its development in 2010 and has since upgraded its capabilities and functions, but it is becoming increasingly more difficult and expensive to develop.

Following the submission of a detailed business case in 2014, the State Government has budgeted approximately \$15.2 million for the project (\$6.6 million in 2015-16 and \$8.6 million in 2016-17).

ESCAD Project mission statement is: *Ensuring the safety of the Tasmanian community and emergency service responders by providing a contemporary integrated emergency service computer aided dispatch system.* Some of the many benefits the new CAD will bring to TFS and the wider community are:

- Quicker and more accurate geocoding of incidents, resulting in quicker dispatching of TFS resources.
- Ability to request assistance of Police and/or Ambulance resources directly from the CAD.
- Ability to monitor and track TFS resources faster and more accurately.



(L-R) Geoff Ryan and Glen Kelly - Ambulance Tasmania is generously accommodating the ESCAD project team in the Southern Region offices at 1 Melville Street, Hobart.

- Ability to monitor the welfare of TFS resources through automatic welfare check prompting.
- Integrated radio and telephony functionality.
- Information sharing across Tasmania Police, TFS, Ambulance Tasmania and SES.

The ESCAD Project team is aiming for the new CAD to be operational by late 2017. The scope of this project does not include moving to a single communications centre.

The ESCAD Project is overseen by a multi-agency Steering Committee comprised of TFS Acting Deputy Chief Officer Jeremy Smith, Deputy Commissioner of Police Scott Tilyard, Ambulance Tasmania Chief Executive Officer Dominic Morgan, Tasmania Police Assistant Commissioner Planning and Development Richard Cowling, DPEM Director Information Services and Communications Technology Scott Wilson-Haffenden, SES Director Andrew Lea, and DPAC Director e-Government Mitchell Knevett.

The ESCAD project team consists of staff from each of the services, and external consultants from a variety of backgrounds including IT, project management, call

taking and dispatch. The team will continue to grow and add staff as the project progresses.

ESCAD Project Manager Fiona Lieutier is a Tasmania Police Inspector of 13 years who has served in all regions of Tasmania. She has previously managed IT projects within Tasmania Police.

Two TFS members, Geoff Ryan and Glen Kelly, are currently seconded to the project. Considerable additional support is being provided by TFS from FireComm, State Operations and Information Services Branch (ISB).

Geoff Ryan has experience as a call taker/dispatcher, and has worked in FireComm for the last 20 years as a Leading Communications Officer and Communications Officer, recently acting as the FireComm Supervisor. He has also been a volunteer with Kingston Brigade over the last 30 years. Glen Kelly has an IT background and has worked in ISB for the past 8 years.

The project team is located in Ambulance Tasmania at 1 Melville Street, Hobart. TFS members are welcome to visit. The project team may be contacted at ESCAD@police.tas.gov.au or on 6173 2516.

GK

DPEM Corporate Services: meet the team

Andrea Heath

Project Manager—Corporate Services Integration

In September 2014, it was announced that the corporate functions for Tasmania Fire Service and Tasmania Police would be brought together through the creation of a Finance and Physical Resources Section and an Information Services and Communications Technology Section.

A Steering Committee, chaired by the Secretary and comprising senior managers from Tasmania Police, Tasmania Fire Service and Corporate Services, was created to oversee the establishment of the new business units for the Agency.

The integration of these areas is well into the implementation phase. It is timely to introduce the new management team and the role each business unit performs for the Agency.



Information and Communications Technology

Director Scott Wilson-Haffenden oversees this area, which comprises the following business units:

Information Technology Services

(ITS): ITS delivers technology solutions to achieve DPEM's business goals within a 24/7 emergency management environment. It provides the following services: Client Services, Infrastructure, Development, and Enterprise Systems.



(L-R) Alex Lee, Emsada Babic, Pat Cummins, Leon Smith, Scott Wilson-Haffenden, Iain Larnar, Todd Crawford, Bruce Ludeke, Kate Prenter, Murray Lawler. Absent: Garry Sullivan

Iain Larnar has been appointed to head up this area.

Communications Systems and Technology (CST):

CST advises, implements, and manages communications systems and services, with specialist support for operational networks and specialist equipment. It provides the following services: Communications Systems and Technology, Radio Systems Support, Traffic and Road Safety Equipment, Operational Networks Infrastructure, and Operational Support (24/7). Garry Sullivan has been appointed to head up this area.

Office of Information Services (OIS):

OIS provides contemporary information services across the Agency and to external areas. It provides the following services: Records Information, Business System Support, Forensic Procedures Compliance, Criminal History Services, Operational Information Services, and Traffic Liaison Services. Kate Prenter has been appointed to head up this area.

Information Security (IS): IS is responsible for managing all aspects of information security within the Agency, including strategy, policy, audit, advice, education, communication, and risk. Murray Lawler has been appointed to head up this area.



Finance and Physical Resources

Director Todd Crawford oversees this area, which comprises the following business units:

Engineering and Fleet Services

(EFS): EFS develops, implements, and manages a sustainable, fit-for-purpose, vehicle fleet. It provides the following services: Fabrication, Maintenance, Commissioning and De-commissioning, Electrical, and Strategic and Operational Fleet Management. Leon Smith has been appointed to head up this area.

Property and Procurement Services

(PPS): PPS provides services and systems to maximise the efficient delivery of fit-for-purpose buildings, facilities, and goods and services to members of the Agency. It provides the following services: Strategic Asset Management Plan, ensuring compliance with Treasurer's Instructions in relation to procurement and properties, maintenance management of equipment, uniform and accoutrement procurement and stores management, management of funding allocations for the area, management of capital projects, and the development and ongoing management of DPEM contracts. Pat Cummins has been appointed to head up this area.

Finance Services (FS): FS provides quality advice and services in relation to the allocation and management of financial resources within the Agency. It provides the following services: Budgets and Management Reporting; Financial Accounting and Reporting; TechOne Systems Administration; Payroll and Empower Systems Administration. Bruce Ludeke has been appointed to head up this area.

AH

Working with Children Registration: your questions answered

Lucas van Rijswijk

Coordinator Volunteer Strategy –
Human Services

Recent Tasmanian legislation requires anybody who has regular contact with children, either as part of their employment or as a volunteer, to apply for Working with Children Registration (see *Fireground Autumn 2015*).

What does the Working with Children Registration mean for you? Here are some answers to the questions you have asked.

Do I need to be registered?

All Tasmania Fire Service members carrying out the following roles must be registered to work with children:

- Anyone (member or non-member) who takes part in any TFS-related overnight activity involving contact with children.
- All **Junior and Cadet Coordinators**, and members who have access to children in brigades more than seven times each year.
- All **Brigade Officers** in brigades that have a **Junior and Cadet Program**, or where members have access to children in brigades more than seven times each year.
- All members of brigades that have children present at brigade training, meetings and/or social activities more than seven times each year.
- All **District Officers** and **Field Officers** who have direct responsibility for volunteer brigades.
- All **Group Officers**.
- All **Regional Chief** and **Deputy Regional Chief Officers**.
- **Manager, Community Education**.
- **Fire Education Officers** and **Fire Education Consultants**.
- **Community Development Officers**.
- **Community Protection Planning Unit staff**.
- **Building Safety Consultants**.
- **TasFire Equipment Officers**.

- **TasFire Training Consultants** and **TasFire Training Instructors** who provide services to schools.
- Firefighters on a case-by-case basis, when they are required attend any child-related service for emergency evacuation planning or drill, and the specific service requires that they are registered.
- Any member occupying a role servicing a client organisation that delivers a child-related service, and where the client organisation has determined that all contractors and service providers must be registered.

IMPORTANT: Being present with children while attending an emergency incident does not count as a contact.

My role is listed above but I actually do not have contact with children more than seven times a year. Do I still need to register?

Yes. Once a role has been identified as requiring registration all members working in those roles must be registered, even though they may not have more than seven contacts with children in any one year (or more than three in any four-week period).

Why is TFS making me register? It seems to be too bureaucratic and implies I cannot be trusted.

Registration to work with children is a legal requirement. It is an essential first step to ensure that anyone who may be a known potential risk to the safety of children cannot have access to them. Unfortunately, in the past, information about people who were a risk to children was often kept secret. This meant many children were harmed.

While it is inconvenient for the majority of people who do the right thing, registration is necessary and required by law. It is now a legal requirement and does not imply that you cannot be trusted.

I am a police officer, teacher, correctional officer, lawyer, doctor, or financial advisor, and I am exempt for my workplace. Why do I have to be registered?

Any exemption you have for these occupations only applies when you are working in these occupational roles. The legislation does not give you an exemption for any other role. You have to be registered for your volunteering or work with TFS.

I am already registered. Why do I need to tell the Department of Justice that I have a role with TFS and also give TFS my details?

The law requires that you tell the Department of Justice about all the places you work with children. The law also requires that TFS regularly checks the registration details of all members who have access to children in regulated activities. If you are already registered elsewhere you must:

- Add TFS to your registered details by going to justice.tas.gov.au/working_with_children and clicking on the link 'Change my Details'.
- Provide TFS with your name, application/registration number and date of expiry.

My role is not on the list. Can I register anyway?

No. If you are not required to be registered, then you should not apply for registration as it is unnecessary. It would only make more paperwork and you would not be entitled to a refund of your application fee.

Can a non-registered member have ongoing contact with children in our Junior and Cadet program as long as they are supervised by a registered member?

No. If a person has ongoing contact as part of a regulated activity like our Junior and Cadet Program, they must be registered. The legislation makes no distinction if a registered member is supervising them.

How do I register?

For a guide to registration as a TFS member, visit fire.tas.gov.au

For an explanation of the legislation, forms, and instructions, visit justice.tas.gov.au/working_with_children

LVR

Devonport takes out three-peat at State Competitions

Mark Dobson

TFBCA President

Devonport Black has taken out the Aggregate Winner title for the third year in a row at the 2015 Tasmanian Fire Brigades Competitions Association (TFBCA) State Firefighter Championships.

In a great result for North West Region, Sassafras also won in the juniors for the second year running.

33 teams competed in 17 events over 7-8 November at Invermay Park, Launceston.

This year's Championships featured a new senior event, Urban Pump Collector. In this four-competitor event, a 38mm delivery hose was run from the appliance to strike a target with water from the tank.

At the same time, two 65mm feed hoses were run from a standpipe to the appliance. Water needed to be delivered to the appliance in under 40 seconds to avoid a penalty.

It was evident that teams had worked hard training for events prior to the competitions, with a number of State records being achieved yet again.

Junior teams were extremely competitive, with minimal point margins between first, second, and third placegetters.

Claremont Blue took out the aggregate with the highest-ever combined total of 324

points, 97 points clear of the second place.

All results can be found on TFS Online and the Tasmanian Fire Brigades Championships Association Facebook page.

RESULTS

SENIORS	Points
Devonport Black	224
Claremont Blue	183
Rokeby	140

JUNIORS

Sassafras	151
Claremont Blue	141
Claremont Red	130

COMBINED AGGREGATE

Claremont Blue	324
Sassafras	227
Devonport Black	224



The TFBCA AGM will be held on Thursday 14 April 2016 at 1900 hours via videoconference in regional centres.

The executive committee strongly encourage member attendance. A maximum of two members per brigade are invited to attend.

Further information will be available on TFS Online and the Tasmanian Fire Brigades Championships Association Facebook page.

All Photos courtesy of Howard Colvin.





THANKS TO OUR PARTNERS

We acknowledge the outstanding ongoing support of our partners who make this weekend possible:

PLATINUM

BUPA
Draeger
Isuzu Trucks
FRM

GOLD

Tassie Instant Marquees

SILVER

Kidde

BRONZE

Andrew Walter Constructions
SPT Security
PT Hydraulics Australia
Bennetts Petroleum
Robert and Veronica Atkins
John Banks
New Norfolk Fire Brigade
TVFBA North





FROM THE ARCHIVES

State competitions throwback: can you help identify these champions?

This edition of From the Archives comes direct from the era of Ford Falcons, flares, and sideburns, showing the camaraderie at Rural Fires Board State Competitions during the 1970s and 1980s. **Gerald Crawford** provided the photos.

The Rural Fires Board Competitions commenced in 1968 and were held annually until 1979. The event's name was changed to the Tasmanian Volunteer Fire Brigades Competitions Association in 1980.

In 2008, the urban and volunteer competitions associations combined to form the current Tasmanian Fire Brigade Championships Association.

Can you help identify the people in the photos, or provide any further details about the competitions? If so, please send the information to fireground@fire.tas.gov.au or phone Gerald Crawford on 0418 124 782.



1975 Ranelagh Competitions: Fast Turnout event. Darrel Walker from Braeside Brigade (pictured holding a clipboard) is one of the judges.



1975 Ranelagh Competitions: Rescue event. Adrian Martin from Channel Brigade is on the left hand end of the stretcher and Lionel Duggan from Cradoc Brigade is holding the drip torch.



1975 Ranelagh Competitions: one of the all-women teams competing in the GP Pumper event.



1975 Ranelagh Competitions: women's GP Pumper event.



1972 Richmond Competitions: Tanker Trailer event.



1975 Ranelagh Competitions: Knapsack event.



1984 Campbell Town Competitions: Hobart City Council Crew from Mountain Park competing in the Ladder Log event.



1975 Ranelagh Competitions 1975: GP Pumper event.



1975 Ranelagh Competitions: Women's Knapsack event. Richard Lang and James Cox of Kempton Brigade can be seen in the crowd on the left hand side of the photo.

AFAC CONFERENCE 2015: learning from our peers

Chris Ryan

Fourth Officer—Cambridge Fire Brigade

I recently had the opportunity to attend the Australasian Fire & Emergency Services Authorities Council (AFAC) annual conference as a Volunteer Firefighter. The experience was a privilege and I came away with the belief that there is a genuine collaborative approach to firefighting and emergency management in Australia.

It was impressive to see a conference with such diversity in its program. The program included researchers and academics providing contemporary information and analysis, emergency service personnel

and agency representatives sharing their experiences and learnings from past events, and an extremely impressive exhibition of firefighting and emergency appliances, equipment and clothing in one room.

As a TFS member, it was great to see our involvement in presenting and chairing a number of information sessions. Tasmania Fire Service is well regarded by its peers.

TFS also displayed two appliances at the event, the CAFS 3.1 Hino and CAFS 4.1 Isuzu. Both of these appliances attracted a lot of interest from agencies, particularly the CAFS 4.1 Isuzu, with its 2,000-litre water capacity and CAFS capability being another significant asset to fight vegetation and campaign fires.

The conference was not only about the traditional fire and emergency event, which we attended at all hours of the day and night. There were a number of sessions and discussions on the topics of diversity, culture, and leadership, and how these have the ability to positively impact volunteers when implemented in an appropriately structured and planned way.

If the opportunity arises to attend an AFAC Conference in the future, you should take it up, as you will come away with some good information and ideas.

Thank you to all the TFS staff and fellow volunteers who attended, as there was a genuinely inclusive approach at the conference and networking events.

CR

Search and rescue conference: enhancing our capability

David Meldrum

Training Officer—Learning and Development, North West

Adrian Gil

Training Officer—Learning and Development, North

The International Urban Search and Rescue (USAR) Conference, held in South Australia in October 2014, highlighted the need for Tasmania to continue finding innovative means to build its rescue capacity.

Our state's isolation as an island hit home when delegates were asked how they would respond to Tasmania in the unlikely event all of the airports were unavailable.

After a pause, they replied that they would

respond by boat from Victoria, if one was available within the first six hours of an incident—a situation that could leave Tasmania isolated for up to 24 hours.

This contrasts with the emergency response to the 2011 Christchurch earthquake, when two internationally deployable search and rescue teams were responded by air from Australia within six hours.

While the scenario was just food for thought, it emphasised the need for Tasmania to continue to maintain our capability and enhance our people through training and development opportunities. As one of the smallest states, we are constantly looking for ways to boost our capacity and make it interoperable for all services.

Currently, Queensland and New South Wales have the only two internationally deployable teams in Australia. New

Zealand also recently attained this qualification.

The world of urban search and rescue is ever evolving, and as such, we need to keep pace from an organisational perspective. Tasmania Fire Service has empowered us to be involved in this discipline for the protection of our community.

Being part of these workshops enhances our instructors' thought processes and ensures we maintain the standards set by the bigger organisations.

The conference was a tremendous opportunity to network and share resources from around Australia and New Zealand. Thanks to our leadership team for the opportunity to sit at the table, and bring back ideas and training to develop our organisation into the future.

DM & AG



Become a Volunteer Training Instructor and help members to build critical skills

Darren Gye

Training Officer—Learning and Development, South

Just about every member of Tasmania Fire Service would know a Volunteer Training Instructor (VTI).

They are the hard working, knowledgeable, and respected volunteers who ensure our new and existing volunteer members receive high-quality training.

If you have operational experience, Certificate IV in Training and Assessment, and a desire to provide high-quality training, the role of a VTI may be for you.

Our VTIs have a wide range of expertise and experience in bush firefighting, pump operation, breathing apparatus operations, and remote structure firefighting.

They also bring a wealth of experience and knowledge from their various employment backgrounds. Many of our VTIs work in their paid employment prior to commencing training sessions, and on the weekends, they sacrifice time that could be spent with family and friends.

VTIs attend workshops and professional development nights to ensure that their skills and knowledge remain relevant and up to date. They also help to shape our training, to ensure it meets the needs of our volunteer brigades, big or small, statewide.

VTIs hold, or are working towards, Certificate IV in Training and Assessment. This ensures the training they provide is best practice and meets TFS's obligations as a Registered Training Organisation (RTO).

We have about 50 VTIs statewide. Consider some of the tremendous work they do—between mid-February and the end of October 2015, Learning and Development offered 378 courses to 3400 participants statewide. (Some of this number attended more than one course).

Courses included:

- 27 bush firefighting courses
- 141 breathing apparatus skills maintenance courses
- 26 pump operation courses
- 30 first aid courses
- 28 structure/mobile property firefighting courses
- 31 advanced resuscitation courses

This impressive output of courses would not have been possible without the dedication our VTIs bring to their role.

Are you interested in becoming a VTI? Contact your District Staff for further information.

DG

VTIs Brian Hall and Dave Jacobs conducting a Volunteer Advanced Bushfire course



New Brigade Basics set for release in 2016

Olivia Tamlyn

Executive Officer—Learning and Development

An updated Brigade Basics program, including training material and a new digital video, is set for release in early 2016.

The Volunteer Brigade Basics training program is conducted on-station at each brigade over a period of time for new volunteer brigade members. The updated resources allow for flexible delivery, ensuring the training can take place on-station, in the District, or at a Regional Training Facility.

The new video, filmed in June 2015, covers the following topics:

- Personal protective clothing and equipment
- Manual handling, including mounting and dismounting appliances
- Introduction to bushfires, mobile property fires, and structure fires
- Burnover
- Appliance identification and small gear
- Hose use and maintenance
- Branches and ancillary equipment
- Hydrants and standpipes
- Ropes, knots, and lines
- Ladders
- Radio operations
- Map reading
- Theory of combustion and extinguishers

'Train the Trainer' sessions will be scheduled to implement the new program. Brigade Mentors and Trainers will have the opportunity to view the new material and look at different ways to deliver the training to new brigade members, ensuring an interactive and consistent program can be delivered across the State.

Brigades will be notified of the implementation plan for the new Basics program, and provided with the opportunity for their Brigade Trainers to be inducted into using the new video in these sessions.

The development of the digital video as an extra training aid will greatly enhance Brigade Basics training and assessment, ensuring a consistent standard is applied across all TFS volunteer brigades.

It will also increase the skill levels of new members, so they will be ready to undertake higher-level training courses.

TFS developed the video with funding from the Emergency Volunteer Fund (EVF). The EVF is a competitive grants program that recognises the significant frontline role emergency management volunteers play in reducing bushfire vulnerability and enhancing community safety in Tasmania.

The EVF aims to provide additional support to local, regional, or statewide recruitment, retention, and training initiatives.

After the funding was received, TFS formed a focus group of members who have been involved in the development or

It will also increase the skill levels of new members, so they will be ready to undertake higher-level training courses.

delivery of training, including the current Basics program, to Volunteers.

This group included members of the Learning and Development (L&D) team, a Field Officer, and volunteer representation including a Brigade Chief, Volunteer L&D Reference Group member, and Volunteer Training Instructors.

The group reviewed the material that is currently delivered to Brigades, including a reference manual, mentors' guide, and assessment checklist. It also developed training objectives, a video script, and produced the video itself.

Along with a full review of the *Basics* sessions, the L&D Team also worked with Engineering Services to update the *Burnover* video so that it reflects the latest improvements in appliances. This video also incorporates new guidelines received from AFAC and recommendations from other fire agencies, based on their experience in burnover events.

A huge amount of work has gone into this program to ensure it captures current and consistent practices.

L&D recommends all brigade members view the material when it is delivered, especially the *Manual handling* and *Burnover* chapters. These chapters provide important information that should be reviewed regularly, to ensure personal and crew safety at all times.

OT





New Trainees put through their paces in time for bushfire season

James Preece
Trainee Firefighter

James Preece was one of the nine new Trainees—from a field of 230—to pass the rigorous TFS selection process and embark on the challenging Trainee Firefighter Development Program for 2015. Here, he shares his reflections on the journey so far.

At the time of writing this, we have just completed week five of our fifteen-week firefighter trainee course.

Subsequently, we have yet to have been let loose on a fire, so it is with a very naïve view that I'm writing of our experience so far and a look at what the future holds.

Although we feel like we have all come a long way from day one, we are all acutely

aware that we have only just started to scratch the surface of what remains for us—not just in the next ten weeks but in the first years of our new careers.

Like most courses to go before us, we are an eclectic bunch from a variety of backgrounds. Considering the recruitment process that we all completed, it is clear that your previous employment only accounts for a very small percentage of the recruitment criteria.

Along with a firefighter direct from the Country Fire Authority and Northern Territory Fire and Rescue, a Parks and Wildlife Service Firefighter, a TasFire Equipment Officer, and a paramedic, we have a builder, plumber, fisherman, a Woolworths manager, and me—an office dweller for the past 10 years.

Despite our varied experience and backgrounds, we all agree that we feel very privileged to have been selected for the course after such a long and detailed recruitment process. For some, it was the culmination of many years of trying to secure a position.

Although we have all come from quite different backgrounds, we have found the first five weeks of the course to be both a great leveler and rapid learning curve for us all (maybe excluding the current firefighter, but he has done a great job not rubbing this in, and subtly helping us out when needed).

The big picture is now becoming a lot clearer, as we are slowly introduced to the full spectrum of skills that will be expected of us before being unleashed onto shifts.

The scope of skills needed across urban and bush firefighting, road crash rescue, HAZMAT, and first aid are both very exciting and daunting at the same time. They give us an idea of the variants of the job once on-station.

In the short period of time we have been at Cambridge, we have covered a prevent injury unit, first aid, pumping, and breathing apparatus, and have started on respond to urban.

The learning environment has been very fast paced, and expectations are obviously very high.

However, so far through the instruction, advice and 'constructive' feedback of Station Officers Lowe, Townsend, Blizzard, and Acting Station Officer Salter, we are steadily progressing.

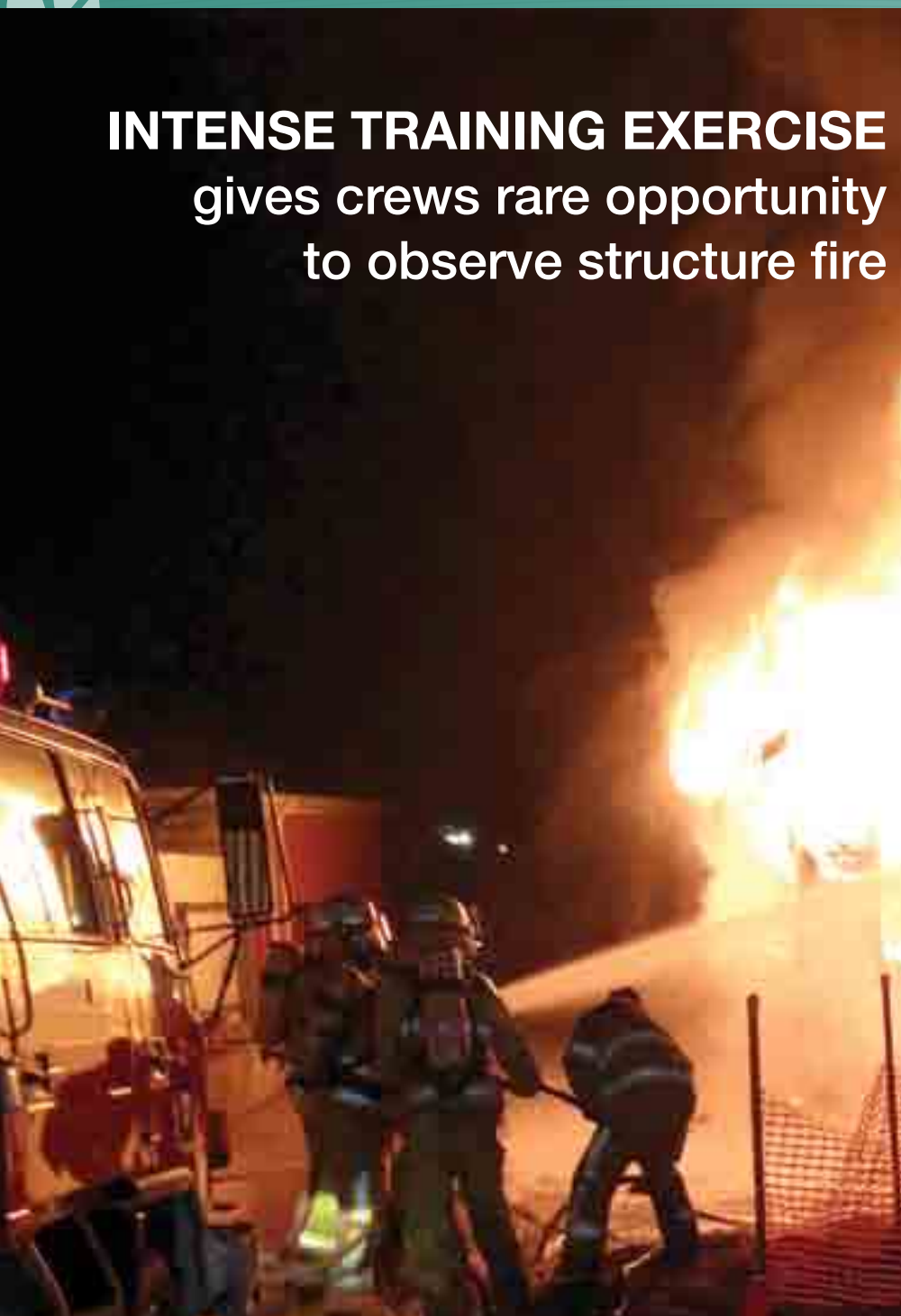
We have also benefited from meeting and learning from guest instructors, who are not only subject matter experts but have also given us a little more insight into life on shift and their expectations of us when we arrive.

We have all bonded well as a group and are looking forward to the remainder of the course and moving onto our stations, ready to continue learning.

JP



INTENSE TRAINING EXERCISE gives crews rare opportunity to observe structure fire



A Spreyton house set for demolition provided the Devonport Fire Brigade with a valuable opportunity to observe and learn from a structural fire in October.

The house, donated to Tasmania Fire Service by property developer Sheridan Construction, was set alight in three scenarios: a kitchen fire, and two bedroom fires.

Crews were tasked with locating and evacuating dummies located within each of the rooms. Whereas on a normal training exercise they would face temperatures of around 100 degrees Celsius, on this blaze, they contended with heat in excess of 800 degrees.

Firefighter Pete Bradow told Southern Cross News the scenario was 'pretty intense.'

"It was smoking hot, and we had to do a search on the way. It was in a semi-controlled scenario with someone helping us along the way. Tonight was a lot of valuable experience."

Rather than immediately extinguishing the fire, the crews' main focus was on observing how it took hold, how smoke behaved, and eventually, the way in which the house collapsed.

Station Officer Ken Russell said the exercise involved many hours of planning and obtaining permits.

"Newer career members gained experience in pump operations and actual structural firefighting in a realistic environment.

"The night went off well, with a series of smaller scenarios through to a fully involved structural fire."



Photos: Ken Russell



NO GEAR NO GO



Personal **P**rotective **E**quipment
It's there to **PROTECT** you!



Tasmania Fire Service



David Russell-Green and Hansen Yuncken Work Health and Safety Supervisor Glenn Sutton. Photo courtesy of Warren Frey.

Jason McSherry and Hansen Yuncken Work Health and Safety Supervisor Glenn Sutton. Photo courtesy of Warren Frey.

Scaling the heights at Parliament Square

Tim Crellin

Acting Station Officer – Southern Region

The busy Parliament Square construction site recently became the location for a simulated vertical rescue for Hobart Fire Brigade, which had the opportunity to train on the Hanson Yuncken tower crane.

The main focus of the training was to establish a working relationship with the on-site Hanson Yuncken emergency response crew, and to gain valuable familiarisation with the crane itself.

The tower crane provides an excellent training structure. The driver's cabin is roughly 40 metres above the ground, and there is an additional 50 metres of crane boom on top of that.

The day was broken into three main scenarios:

1. A simulated medical emergency involving the crane driver. This involved accessing, assessing and packaging the crane driver before lowering him to the ground in a safe and controlled manner.
2. Designed to simulate a compliant intruder who had scaled the crane and could not get down, this scenario involved a rescuer being lowered to the victim, who was 'clinging' to the outside of the tower's structure below the cab.
3. This rescue scenario simulated a worker who had fallen on a fall arrest lanyard while undertaking works out on the crane boom.

The first two scenarios were completed using Hanson Yuncken workers as the casualties, and provided realistic training for all staff involved.

A special mention must go out to Hansen Yuncken Work Health and Safety Supervisor Glenn Sutton, who was looking particularly nervous before his first 40-metre descent. However, after we safely lowered him to the ground, he was straight back up the crane for a second go.

Unfortunately time got the better of us on the third exercise. Even though we achieved only some of the objectives, valuable lessons were learnt in the process. We will have to save that one for another day.

Thanks to all involved from Tasmania Fire Service and Hansen Yuncken for a memorable day in one of the best rope rescue training environments in Hobart.

TC



Tim Crellin and Warren Frey.



Tim Crellin. Photo courtesy of Warren Frey.

CAREER FIREFIGHTERS MAKE THE GRADE FOR PROMOTION

Phillip Harvey

Senior Station Officer, Operations—Burnie and Devonport

Five career firefighters have been promoted to the rank of Leading Firefighter after successfully completing final assessments at the Cambridge Training Centre.

The candidates—Burnie Fire Brigade's Heath Batten, Devonport Fire Brigade's Damien Hopkins and Jeremy Ripper, Launceston Fire Brigade's Justin Smith, and Hobart Fire Brigade's Sandra Onn—had spent a minimum of two years preparing for the assessment.

The candidates, and those who have done it previously, will admit the assessment is quite stressful, because all the hard work leading up to it comes down to this final practical scenario based assessment.

The incident response assessments this year were conducted over one week at Cambridge. These assessments require

considerable organisational commitment and coordination, as various assessors are sourced from around the State and from different work areas.

Assessment scenarios are developed by subject matter experts. During the week, candidates were required to adequately demonstrate their leadership ability, referred to as command and control, in moderate and complex fire related incidents, road crash rescues, drills, and vegetation fire table top scenarios.

It is pleasing to report that all candidates this year passed the assessment block and it was evident that they will now return to their brigades and continue their development towards promotion to Station Officer and beyond. This development not only involves leading shift crews at incidents but working in the Districts, Learning and Development and other areas of Tasmania Fire Service.

Senior Firefighters interested in participating in the development program are required to complete an application, and to have their supervisor's support. Regional Management provides the approval for the candidate to participate in the two-year program.

During the two years, Senior Firefighters are mentored by supervisors and other industry experts, participate in TFS structured courses, skills development blocks, and undertake some self-paced learning.

The final assessment is holistic. It assesses the candidate's learning of TFS-related legislation, people management, leadership, and his or her ability to effectively and efficiently control an emergency incident.

PH

At this time of year, many Tasmanians are keen to say thanks to our employees for all their work.

**THANKS
IS ENOUGH**

Members of the public and businesses sometimes want to do this by giving gifts to public sector employees — a bottle of wine, memorabilia, a six-pack, a voucher or a store card, just to name a few.

We appreciate the gesture, but we want you to know that 'thanks' is enough.

Giving us gifts can be a risk to our high standards of ethics and integrity. This is true all year round and the festive season is no different.

So that's why we say 'thanks is enough'.

Instead of a gift, we'd prefer that you send us a simple card, a letter or an email.

We'd appreciate it!





Deputy Regional Chief, North Ian Bounds congratulates Leading Firefighter Damien Hopkins.



Deputy Regional Chief, North congratulates Heath Batten on his promotion to Leading Firefighter.



Chief Officer Mike Brown presents Leading Firefighter Sandra Onn with her Certificate IV in Public Safety (Firefighting Supervision).



Deputy Regional Chief, North Ian Bounds presents Devonport Fire Brigade's Jeremy Ripper with his Leading Firefighter epaulettes.



Justin Smith promoted to Leading Firefighter

Scott Hunter

Firefighter—Launceston Fire Brigade

Launceston Fire Brigade's Justin Smith has been promoted to Leading Firefighter.

Justin started with Tasmania Fire Service on Recruit Course 1/1999, and was stationed at Launceston on completion. He completed 12 months with LFB before moving to the North West Region and settling at Devonport.

In January 2014, he returned to Launceston and took up a spot with D Shift to further enhance his career within TFS. For the last 12 months,

Justin pursued his interest in becoming a Leading Firefighter, and actively set out to successfully complete all elements required.

He also managed to fit in additional development to become an instructor for the Compartmental Fire Behaviour Training program, in which he is proving to be a great asset.

Well done, Justin. Your professionalism, positive attitude, and passion for the job will make you a first-class leader in the years to come.

SH

District Officer, Operations - Launceston Fire Brigade Stephen Lowe promotes Justin Smith to Leading Firefighter, Launceston Fire Brigade, 31 August 2015.

Watch the TFS State Conference — anywhere and any time

If you didn't have the opportunity to attend the 2015 TFS State Conference, you can now watch the interesting and informative sessions online.

Some of the sessions include:


- 2014-15 South Australian Bushfire Season: lessons learnt
- NSW Floods: coverage by SES
- Community Fire Safety Programs: changing behaviour and having an impact
- Fighting Fire With Fire: the Fuel Reduction Program

- Technical Innovation: advancements in firefighting technologies
- TFS and SES Collaboration: now and into the future
- Integrity: one of our values
- Critical Incident Stress Management
- Racism: it stops with me

So jump on TFS Online Members Area, select *State Conference* from the menu on the left, and check out the above presentations and many more.



SES Director, Andrew Lea presenting at the 2015 TFS State Conference.



The newest candidates learning how to manage projects effectively.

A NEW PATHWAY FOR FUTURE LEADERS: Senior Station Officer Development Program

John Holloway

Station Officer—State Operations

Recent changes to the Public Safety Training Package have seen Tasmania Fire Service seize an opportunity to create a new officer development program.

Learning and Development, in collaboration with stakeholders, have created a new professional development pathway for career officers. It will guide participants from Station Officer to District Officer qualification, and address the future needs of TFS.

A TFS District Officer requires a broad skill set, ranging from leading and managing operational response at emergency incidents, conducting mitigation programs and coordinating a district's training needs, to the more general human resource and financial management of a district (sometimes all in one day).

To ensure our officers are confident when taking on these challenges, the new development program focusses on aligning training to the core skill sets required and expected of these leadership positions.

A focus on the skills required to do the job, rather than on acquiring units of competency, has created an integrated, one year program.

Participants attend three, two-week blocks of intensive classroom training. Between each block, the officers will be required to practice their new skills during their day-to-day work.

By producing reports and assignments related to TFS community education and mitigation programs, and attending incidents, participants will have an opportunity to validate their new skills and build their confidence and experience in their new role.

Leading and managing significant projects and practical application of human and physical resources coordination also plays a part in the officer development program.

Training resources for the program have been developed jointly by TFS and a federal funding grant. District Officer Danny Richardson managed the funding grant in conjunction with South Australian, Australian Capital Territory and Northern Territory fire service representatives, which concentrated on incident management functional role training resources. TFS concentrated on the development of resources for the leadership and managerial skills required of officers.

By tying both programs together, we have developed the complete skill set needed for our future District Officers. These

resources are also valuable assets for the current Senior Station Officer and District Officer group, providing a useful resource for professional development.

Effective leadership can be of value in any area of TFS and is a major theme of the new program. Participants are encouraged to utilise new people leadership and management techniques that are strongly aligned to our Fireline Leadership and Life Styles Inventory (LSI) programs.

Our retired Chief Officer Mike Brown, and current Chief Officer Gavin Freeman, both endorse this focus, stating that TFS has deliberately engaged a leadership philosophy underpinned by its values.

The program is currently being run as a pilot with participants from Burnie, Launceston and Hobart. On completion of the program, participants will gain a Diploma of Public Safety (Firefighting Management) and advance to the rank of Senior Station Officer.

Review of the pilot program is already underway and we are hoping a second program can be scheduled to begin in 2016.

JH

Spirited win for SES Team

Andrew Lea

Director—State Emergency Service

The Tasmanian SES Southern Regional Unit Team won the Hori Howard Spirit of the Competition Award at the National Rescue Disaster Challenge (NDRC), held on 5-6 September in Canberra.

Although the team came fifth overall, scores were close, and the team won the storm and flood response stand—the bread and butter of all SES organisations.

The NDRC baton for the next challenge in 2017 was handed over to me at the awards night. We are planning to hold this event in the greater Hobart area around October/November 2017.

The team did us all very proud and the participants learned a lot from their experience. Team members were Team Leader Kerry Gray, Dale Fletcher-Jones, Mathew Fishwick, Andy Summers, Curtis Salter, and Lyndon Bounday.

Adrian Webster (Southern Regional Training Officer) also represented Tasmania SES as a judge, and did an outstanding job. The team was well managed by Southern Regional Officer, Mark Dance.

AL



The SES Volunteer Team being awarded the Hori Howard Spirit Award.





Firefighters Alex Wilson and Ryan Woolford (below) participating in confined space rescue training.



Confined space rescue course upgraded to one of the best in the country

Stewart McKinlay

Station Officer—Hobart Fire Brigade

A series of courses recently run throughout the state have showcased one of the best training resources for Confined Space Rescue in Australia.

These courses were held to upskill instructors and to enable the acquisition of skills necessary for development to Senior Firefighter.

The instructors will be rolling out further courses over the next few months, in line with refresher training for this discipline.

Station Officer Simon Pilkington put together the course structure. He did a fantastic job at updating the training resource kit, which was overdue for an overhaul.

Each course imparted valuable skills in recognition, hazard mitigation, and rescue techniques, involving rope skills, breathing apparatus, and atmospheric monitoring.

There are many instances when people from industry need to access confined spaces for inspections, utility servicing, cleaning, and maintenance, to name just a few.

Entry into these confined spaces involves inherent risks. Very occasionally, these risks are realised and Tasmania Fire Service is called to mitigate any further issues that may arise.

The course scenarios were all undertaken in real confined spaces, with live



'patients' giving a sense of realism and providing valuable feedback from a care perspective.

It is hoped that these skills are never called upon, but if they are, the general public can rest assured they are in safe hands.

A big thank you to Simon Pilkington for his tireless work in this area.

SM



Pictures: Chris Cooling—Margate Brigade.

Juniors and cadets have fun while showing off their skills

Michael Laing

Third Officer—Sandfly Brigade

Jim Mulder

Second Officer—Margate Brigade

Margate and Sandfly Brigades enter a joint team each year for the Southern Region Junior Development Day. This year's event, hosted by New Norfolk Brigade, was held on 19 September 2015. Enjoyment and participation were the key parts of the day.

We started fortnightly combined training in May, and added a couple of extra days towards the end. Margate had four members and Sandfly, twelve members. On the day, fourteen were able to attend.

The day started at 0645hrs, when we left our stations and met just out of Kingston to go to New Norfolk in convoy.

Transporting so many young members and their Coordinators was a logistical challenge, but thanks to South West District staff and Snug Brigade, we were able to achieve this with two medium tankers and two group vehicles. Added to this were our event judges in Sandfly 5-1.

Keeping with tradition, breakfast was had at McDonalds New Norfolk, where they went from no customers to immediately having 20 or more.

Registration complete at New Norfolk Station, we were soon off to our first event—which was our own. How many buckets of water in a 25 and 38 mm hose? Pump, teamwork, and equipment use were the main components of this exercise.

Twelve more events ranging from novelty events to pump, fire extinguisher, and hose work.

A barbecue took place at the end of the event, followed by presentations. We came second overall, which was a great result.

Congratulations Kingston on your win. Thanks to all the brigades that attend this fantastic fun day. Without your attendance the event wouldn't continue.

Thanks must also go to James Lusted and his crew and New Norfolk Brigade for hosting and running an excellent event. A lot of work resulted in a well-run event.

Well done Sandfly and Margate Juniors.

ML & JM





Sandy Whight wins prestigious award for fuel reduction work

Catherine Clemens

Media and Communications Officer
—Fuel Reduction Unit

Sandy Whight has won the prestigious Laurie Lavelle Award for 2015, in recognition of her work in establishing Tasmania Fire Service Fuel Reduction Unit, which oversees Tasmania's first statewide, tenure-blind, fuel reduction program.

Sandy admits she was surprised to win the prestigious award, which was presented to her by Laurie Lavelle at the AFAC conference in Adelaide in September.

"The nomination was a surprise, not just winning the award," Sandy said.

"You're always proud to win, but at the same time you recognise that this isn't an award for me. This is an award for the whole team, who put in all the hard work.

"Particularly Rochelle Richards, Sam Ferguson and Kylie Cornish who were the team when a lot of this work was undertaken. That work has been recognised in the award."

Fuel Reduction Unit Planning Manager Rochelle Richards nominated Sandy for the award. The nomination commended Sandy for her work in the last 12 months, and for her "outstanding leadership by building a cooperative, science-based, and tenure-blind approach to managing bushfire risk in Tasmania."

Sandy has led the development of an innovative bushfire risk analysis for the whole of Tasmania, which includes recommendations for strategic fuel management. She has also led the establishment of 10 Fire Management Area Committees, involving community, land managers, and fire services in the development of fire protection plans for each area.

Sandy has been responsible for the daily establishment and implementation of the new Fuel Reduction Program, the objectives of which are to:

- maximise bushfire risk reduction through fuel management.
- facilitate local level involvement.
- build capacity in the public and private sector.
- improve public understanding of the role of fuel reduction.

In addition to the Fuel Reduction Unit, Sandy is also responsible for managing the work of the State Fire Management Council.

Sandy admits it's been a busy time setting up the unit, employing staff, setting objectives and priorities, undertaking burns, working with the community, and liaising with the Parks and Wildlife Service and Forestry Tasmania.

"It's been challenging. It's a lot to work through," she said.

"It's been great though. It's a rare opportunity anyone gets in their career to pick the group of people that they get to work with. I recognise that it's been a privilege."

"I've felt incredibly well supported by senior management of TFS, Parks and Wildlife Service and Forestry Tasmania throughout this process. It could have been a lot harder if I didn't have the support of those people around me the whole way."

Over the last 12 months, Sandy has put processes in place that have led to a more coordinated and targeted approach within Tasmania Fire Service to mitigating bushfire risk to communities.

Working together, the Fuel Reduction Unit and the Bushfire Planning and Policy Unit provide a suite of different mitigation options for high-risk communities.

Sandy said she is enjoying the role she has with the Fuel Reduction Unit.

"It's challenging. It's exciting."

"I really feel we can achieve a safer Tasmanian community. It's a privilege to be part of that."

CC

Laurie Lavelle Award

After a distinguished career with the Melbourne Fire Brigade, Laurie Lavelle is chairman of a fund, established after the Ash Wednesday bushfires, which provides assistance to the families of emergency services personnel who are killed or injured in the line of duty.

The Laurie Lavelle Award, introduced in 1997, recognises individuals who have made an outstanding contribution to emergency services in any one year. Recipients of the award are people who have demonstrated a significant commitment to an emergency service agency, and who have enhanced the skills, operations, performance or public profile of an emergency service agency. Sandy Whight shared this year's award with a Victorian team. The 2014 award was presented to Mark Wright of Tasmania Police, for a project undertaken while on secondment to the State Emergency Service. In 2011, it was won by TFS Manager Engineering Services, Leon Smith.

A day in the life of... State Operations



State Operations Team – Station Officer John Holloway, Senior Station Officer Phil Smith, FireComm Supervisor Michael Jones, District Officer Greg Butters and Senior Firefighter David van Geytenbeek.

*Phil Smith is acting District Officer, State Operations while Greg Butters is Acting Regional Chief, South.

“Over the bushfire season, we concentrate on what’s needed to support the regions.

We become very operationally focussed.”

Greg Butters is the District Officer for State Operations, a diverse role that includes responsibility for FireComm, contracted and ‘call when needed’ aircraft, public information, media management for operations, and emergency provisions such as the declaration of Fire Permit Periods and Total Fire Bans. When a State Fire Operations Centre (SFOC) is stood up, Greg has the responsibility of making sure everything runs smoothly and the various operational units are adequately resourced. He tells Meaghan Newson how a day at work might look for him.

“I’m part of a very good team—there’s myself, John Holloway, David van Geytenbeek, and Michael Jones has recently been appointed the FireComm Supervisor. Paul Symington also worked with us for an extended period while John was seconded to Learning and Development.

“We’re a very tightly-knit team that’s able to meet the needs of the organisation

when required.

“It’s fairly busy in State Ops. We have a lot of balls in the air, and some days it feels like ‘which one do we pick today.’ It can also be very reactive.

“Over the winter months, we concentrate on ensuring all our planning is right. We are constantly preparing for emergency incidents.

“Over the bushfire season, we concentrate on what’s needed to support the regions. We become very operationally focussed.

“I work also fairly closely with the FireComm Supervisor. We ensure the appropriate staffing levels are maintained, and that we are at a constant state of readiness. Day-to-day over summer, we ensure FireComm can handle the expected increase in fire calls.

“We ensure our aircraft are being managed appropriately, the bills are being paid, the contracted and local operators have their needs met, and the regions can access the aircraft when required.

“Over summer, we have five contracted helicopters available to us in the State. They’re on contract for a period of 70 days, which can be extended if our bushfire season continues into autumn.

“There are three in the south and two in the north, but they are statewide resources. We can move them around, depending on the greatest risk.

“We also have a fixed-wing firebombing aircraft that’s available to us, from Ballarat. We can call for that aircraft as and when required, and have it based in Tasmania within 24 hours.

“On top of that, we have a number of local ‘call when needed’ operators around the State. They can boost our numbers on particularly bad bushfire days. The local operators have provided an excellent service over a number of years.

“We ensure public information is disseminated in a timely manner, and ensure the media side of things is working

as well. We have very good arrangements with most media outlets, which is critical to providing the community with up-to-date incident information.

"We're all available throughout the bushfire season. We're fairly pro-active in looking at fire weather. We know four or five days out what the weather is going to be like, and based on that, we start making decisions about whether we will be standing up the SFOC. The team will come in at a phone call. We're pretty much available 24/7.

"When the Deputy Chief or the Chief require the SFOC to be stood up, we look after that to make sure it's working properly and we have the appropriate level of staffing. We also perform functional roles within the SFOC.

"If the SFOC is stood up, the first thing that happens is that the State Fire Controller receives a comprehensive briefing on the fires that are currently active around the State. That could be in any one of our three regions—North, North West, or South.

"The SFOC also includes representatives from Parks and Wildlife, Forestry Tasmania, Tasmania Police, State Emergency Service and Ambulance Tasmania. We ensure all our stakeholders and partner agencies stay well informed, so they can distribute that information within their own organisations. It's very important that we communicate and engage with our stakeholders.

"FireComm also now provides support to Incident Management Teams, to make sure we are getting appropriate messaging out to our people on the fireground. That's something we've ramped up over the last couple of years, and is proving to be very beneficial. The FireComm operators are great people to work with.

"We also prepare briefing notes for the Chief or the Deputy Chief and for Government, if they have inquiries about any operational matters, such as our contract aircraft or Total Fire Bans. It's not always totally structured in State Ops, but certainly if something is needed, then we are there to do it.

"The biggest challenges we face are the

number of projects on our books. There's a lot of work we have planned, but you can only do what you can with the staff you have.

"We are going to get a lot busier, so how we structure ourselves moving forward will be very important. With climate change, and changing demographics in Tasmania, I think we will be more challenged in the future.

"We have a State Ops plan and prioritise based on what's required, which involves the Deputy Chief in particular. During incidents, our main functional roles become the focus.

"There are ongoing changes with aircraft legislation and procedures, changes with FireComm procedures, and changes in staffing.

"We also continue to provide training in relation to public information and media management.

"I worked in Learning and Development for about ten years, and thought a change would be good. When this job came up, I applied for a transfer.

"It was a very steep learning curve when I started. The hardest part was getting my head around the political side of things, in terms of the Fire Permit Periods, working with the Acts and Regulations, and the procedures for initiating Total Fire Bans. That was difficult in itself. There's a lot of paperwork involved—a lot of regulation and approvals.

"I work fairly closely with the National Aerial Firefighting Centre (NAFC), which is part of AFAC. It was also quite difficult to get an understanding of how the contracted aircraft side of things worked.

"An emerging project we have with NAFC at the moment relates to remotely piloted aircraft. We will have to start planning for its use in an emergency context, and also for how we can prevent people using unauthorised remotely piloted aircraft during an emergency.

"I was the Incident Controller for the first four days of the Dunalley fire. That was the busiest period of my life, and a fire that I would not like to occur again.

"It was a surreal feeling managing the

incident from inside at our Incident Control Centre at Cambridge, when you consider we had temperatures of 40 degrees and wind speeds close to 100 kilometres an hour outside.

"The Dunalley fire took off in a hurry around lunchtime, and the firefighters on the ground were chasing it for the rest of the day and into the night. It was a very intense 16-hour day. Time flew.

"I've been with TFS now for 28 years. Dunalley was the busiest fire I've ever been on. It has been said the Dunalley fire was the worst bushfire we've had since the '67 fires. It would normally be a 'once in a career' fire, but the way climate change is, I wouldn't bet on that.

"I was caught up in the 1967 fires. I was three years old, and still remember that day. My grandparents' house at Turnip Fields burnt. I remember being caught in my grandparents' ute as we tried to evacuate.

"That ute had no windows and everything in the back caught on fire. Sparks were coming into the cab, and my sister's hair caught on fire. My mother's clothes were on fire. She was put in the gutter and a man on the side of the road hosed her with a little garden hose while there were flames in the bush opposite on Huon Road. It was a pretty scary time.

"The best part of the job is the people I work with. I'm fairly lucky. I have a group around me that is very helpful. They've taught me a lot of things and I still enjoy coming to work. It's a really good job.

"I also enjoy the 'not knowing what will happen today' scenario.

"I hope over the Christmas and holiday period our volunteer and career staff stay safe, all their families stay safe, and obviously the community remains safe as well."

MN

10 minutes with:

Linda Lacy
 Human Services Support Officer
1. What is your role?

I have been the Human Services Support Officer for last the 10 years. Prior to that, I was Supervisor of Information and Records and the Southern Region Office. I was also Editor of *Fireground* for 10 years while doing these other roles.

2. What has been the biggest change you have seen during your time with TFS?

I have worked with three Chief Officers over my 22 years at TFS—Gerry Lowe, John Gledhill, Mike Brown, and now Acting Chief Officer Gavin Freeman. They all have very different styles and personalities, but I have loved and respected them all.

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

I have so many memorable experiences with TFS—working on Incident Management Teams at the Victorian fires, Flinders Island, King Island, Tarraleah, Taranna, Coles Bay, and many more. I also worked many hours on the Forcett fire, where I met Prime Minister Julia Gillard.

4. What is one thing people would be surprised to learn about you?

A surprise to many is that I am going on leave in late November and will be retiring. We will be going on a cruise straight away to celebrate our wedding anniversary and my retirement. I have loved working at TFS. It feels like family and I have been very happy here.

5. Biggest challenge to overcome

I suffered a serious bout of depression in 2010. That was when I realised that I needed to give up *Fireground*, as it was taking up too much of my life. Giving it up was extremely difficult. I had nurtured it for 10 years and it was part of me.



Linda with her husband Tony.

6. Favourite TV show

The *Big Bang Theory*. I love Sheldon.

7. If I am not working I am...?

Playing golf, or visiting my grandchildren

8. What frustrates you?

Golf sometimes frustrates me! I usually enjoy it, but some days

9. Most hated chore?

I can't really think of one—I have a wonderful husband, Tony, who is already retired and does absolutely everything for me.

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

I would like to meet my ancestors, in particular, my grandfather's brothers and sisters who all served in World War I. The four sisters and two brothers were fortunate to all return home.

11. What are you most passionate about?

My family. They mean the world to me. I'm sure I suffer from 'withdrawal' when I don't see them. I have the most gorgeous grandchildren.

12. Describe your perfect day

A sunny day at Tarraleah playing golf with my friends, then sitting back afterwards relaxing and laughing.

13. What is your worst habit?

I'm a perfectionist. I also see everything in black and white, right and wrong. I have changed a lot over the years and I am now seeing things in 'shades of grey' (no pun intended).

14. What is your favourite ice cream flavour?

Rum and raisin.

15. Don't get between me and my ...

Family. They are my greatest achievement and the love of my life.

16. What do you wish you had invented?

A golf ball that emits a sound like a key finder, so you can find it when it gets lost. We spend a lot of time looking for the occasional lost ball at golf. Mine don't get lost though—I don't hit them out of sight.

17. Tea or coffee?

Fruit infusions, actually.

18. Dogs or cats?

Our fur child Bubba is a dog.

10 minutes with:

Robin Howlett Group Officer—Coal River and Brigade Chief—Campania

1. What is your role?

I'm the Group Officer for the Coal River Group, and also the Brigade Chief of Campania Brigade. I'm involved in the normal brigade work—anything that comes into play during the bushfire season—and I also do group work. I'm involved in doing Brigade Inductions and training people to brigade level.

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

I've been with TFS for 47 years. The biggest changes are the trucks—newer and better appliances—and the command structure in the big fires. Once it was left to the locals to do their stuff, but now Incident Management Teams come into play.

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

It would have to be when I received the AFSM medal in 2014. I was also lucky enough to go to Sydney in 2001. I went to Putty Road in the Blue Mountains to assist with firefighting operations. We have big fires here in Tassie, but nothing like what they have up there. When we arrived, there were about 50 heavy tankers and 30 medium tankers, as well as a Strike Team. We hardly saw a flame above knee level where we were, though.

My other main memory is the 1967 bushfires. I was 16 at the time. My parents lost half their farm, fences and stock. We saved the house and sheds. Our property was between Campania and Colebrook. Our little old tractor had broken down and we had decided to buy a new one. The machinery chap was showing us this new tractor and we could see the smoke billowing. It got worse and worse and within 10 minutes it was there. We were lucky we had three or four men there to help us. I still have very good memories of that. In a situation like that, you think the fire is only impacting

on you. It's only when you see the news at night that you realise how many fires there were.

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

How long I've been around TFS. I'm also a spraying contractor. I have a couple of trucks and do contract work.

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

Country brigades go through phases of membership numbers. In 2006, we only had about six or seven members. Then we had a new station built and some new people came. As time has gone on, new people have come into the town and members want to join. All you need is a good bushfire season, and people come out of the woodwork. We came back from a fire one night and found a couple of blokes on the doorstep wanting to join.

6. Favourite TV show?

I like watching sport and the news. I try to keep up with what's going on.

7. If I am not working I am...?

I go fishing. I share a boat with Frank Howe at Engineering Services. We go down Marion Bay, or around Dodges Ferry.

8. What frustrates you?

People not paying attention when you are trying to tell them something.

9. Most hated chore?

Mowing the lawn. That's why I have a gardener.

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

I'm a St Kilda supporter, so I would have to say Nick Reiwooldt.



11. What are you most passionate about?

My family and friends.

12. Describe your perfect day.

When I get up and go to work, and everything runs smoothly without any breakdowns.

13. What is your worst habit?

I say I'm going somewhere for an hour, and then get talking with friends and the time just goes. Then I'm late getting home, and I'm in trouble.

14. What is your favourite ice cream flavor?

Boysenberry.

15. Don't get between me and my ...

Family.

16. Tea or coffee?

Both.

17. Dogs or cats?

Both. I've had a couple of dogs, and we now have a cat who was here when we bought the place. The lady who was moving said she didn't want him, and asked me to shoot him if I didn't want to keep him. I said, "No, I won't shoot him. He'll be right." He's a bit strange when people are around, but he lives inside with us. My partner is an animal lover.

10 minutes on:

King Island with Group Officer —Rod McGarvie



1. When were the King Island brigades founded?

There are four brigades on the island—Currie, North King Island, Naracoopa, and Grassy. The brigades were formed after the 1967 fires. We had eight brigades at that stage. It was quite a solid group. Over the last 15 years, the brigades have been amalgamated and come back to the four.

2. How many members do the brigades have?

There are 15 in the Currie Brigade, 10 in North King Island, 10 in Naracoopa, and the Grassy Brigade has just re-formed—it has eight members at the moment.

The Grassy Brigade was functional until about three or four years ago, and then it fell by the wayside because of [low] numbers. They've built a new, very nice station, and now we have the brigade functioning again. It's going quite well. Grassy has the best chance of getting bigger in the future. If the mine goes ahead, that should boost the numbers.

Volunteer numbers are always a bit of a problem, particularly on north King Island, which is purely rural. There's not a lot of training, which isn't ideal, but they are all there when the time comes.

There are a lot of young ones in the Currie Brigade, and they are really enthusiastic. I've been really impressed with them. Turnouts are great, and it's a real pleasure to work with them.

In practice, Currie Brigade turns out to every fire, because of the numbers. Currie can also turn out to a fire faster than we can muster a crew in the north of the island. It takes a considerable time to get people out of paddocks.

3. What was the last call you attended?

It was yesterday, actually. We had a burn off that flared up. We had another one only two weeks ago—a structural fire in town where a car caught on fire and burnt a shed down.

The biggest one we've had of late was the pharmacy fire. It was a major blow to the community. We can only be absolutely

proud of the way that the young people particularly handled that fire. We limited it to where it was, which was good luck but also good management—and I'm not saying that because I managed it.

4. How do the brigades train?

Most of the training is done by trainers that are sent over. The last full-on training exercise was a little bit before the pharmacy fire.

We also now have a couple of the Currie Brigade people registered to do training. That was a drawback before. We could get members in and do their inductions, but we couldn't do their initial firefighting course.

5. What is the most memorable incident that's occurred on the island?

We had the experience in 2001, and then again in 2007, of having large fires on the east coast. They both went on for a couple of months. The 2007 fire was the most savage initial bushfire I've ever been to. It was one of those really bad days.

2001 was our first experience of having an Incident Management Team, which was a learning curve for everyone. The same happened again in 2007. We've worked out that if we have a fire that's beyond our capabilities, which you find out pretty fast, we have that safeguard of being able to call volunteers in from the mainland. That's worked out really well.

The pharmacy fire was a big incident. Obviously it was in recent times, but it's still in our memories.

To be perfectly honest, the most memorable fires are the ones that don't happen.

6. What are the brigades most passionate about?

The main reason for people being in our brigades is to protect the community, whether it be in bushland, or urban structures.

People really want to protect what's left of our bushland. Bushfires are a real concern, and the brigades are very passionate about making sure they don't get too far.

Being an urban-based brigade, Currie's emphasis is definitely on town, and making sure if we have a structural fire, it doesn't get any further.

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

We have our Christmas Eve parade down the main street. That has been going for at least 50 years. It used to be just the Currie Brigade, but now the other brigades take their units down the street with Santa. I usually have the unenviable job of driving the unit down the street.

8. What types of appliances do you have on the island?

We're really well equipped with appliances. Currie has two 3-1s and a 4-1, Grassy has a 4-1 and a 5-1, North King Island has an old Mercedes 3-1, and Naracoopa has a 4-1.

9. What has been the brigades' biggest achievement?

Our progression and acceptance of changing times. It's very easy for a small community like this to live in its own little world. You become very self-sufficient and learn to look after yourself. That's why we found Incident Management Teams difficult at the start, but the way it has evolved has been really good. It has meant a lot of adjustment on both sides—there were changes from the top down, as well as from the bottom up. Now we all consider ourselves to be a part of TFS statewide. That's one of our better achievements.

10. What changes have you seen in the last five years within TFS?

It's been more over the last ten years, but the biggest change has been the improvement in our appliances. We're really well equipped now, rather than having somebody's second-hand units, as it was in the past. We're in a pretty good position, particularly with the Grassy Brigade starting up again.

Volunteer firefighters meet Prime Minister

Representatives from the Council of Australian Volunteer Fire Associations (CAVFA) met with former Prime Minister Tony Abbott in August to discuss issues relevant to volunteerism at a national level.

Amongst the topics discussed was the Council's objective to ensure strong volunteerism remains core to supporting and building community capacity for a safer Australia. The Council found this resonated strongly with the Prime Minister given his own volunteer service with the NSW Rural Fire Service. Mr Abbott discussed at length his own experience



as a member of Davidson Rural Fire Brigade in Sydney's Warringah District.

The Council reinforced the professionalism and dedication of volunteer firefighters across Australia and communicated its keen interest to ensure that government, the community, private enterprise and individuals understand the essential nature of volunteers in emergency management and the need

for there to be legislation and support arrangements to encourage, maintain and strengthen volunteerism.

In addition, the Council thanked the Prime Minister on behalf of the 250,000 volunteer firefighters across the nation, for his involvement in the inaugural National Memorial Service for Fire and Emergency Services Personnel on 1 May 2015.



Chief Officer Gavin Freeman farewells Elisa Lang with the best wishes of the TFS family.

Fond farewell to Elisa Lang

Nicholas Wilson

Principal Staff Officer—Executive Services

In October, Tasmania Fire Service said goodbye to a longstanding, much valued employee. Elisa Lang has been with TFS since commencing as a trainee in 1997.

Throughout the last 18 years, she has fulfilled a range of appointments, including demanding roles in Community Fire Safety, Engineering Services, FireComm, Team Leader—Southern Region, and most recently, as an Executive Officer with Executive Services.

Additionally, Elisa contributed widely in Operational Support roles

for almost every bushfire season throughout the duration of her employment.

In every job her professionalism, level of commitment, and knowledge have been of the highest order. This, combined with her humour and impeccable interpersonal relations, ensure she will be greatly missed.

Elisa leaves the TFS family to pursue a career with the Southern Midlands Council. This follows a recent family move to Oatlands, so her travel circumstances will certainly be more favourable.

NW

On the Move

A list of recent personnel changes within TFS



The following Volunteer Brigade Officers have been elected by their brigades

BRIGADE	OFFICER	APPOINTMENT	BRIGADE	OFFICER	APPOINTMENT
Avoca	Max Rak	Brigade Chief	Port Arthur	Peter Williams	Brigade Chief
	Peter Squires	Second Officer		Christopher Richards	Second Officer
	John Barnes	Third Officer		Tim Watson	Third Officer
	Dave Moss	Fourth Officer		Craig Wellard	Fourth Officer
Cygnnet	Aaron Woods	Second Officer	Primrose Sands	Michael Podeschwa	Brigade Chief
Deep Bay	Kai Juvakka	Second Officer		Kelvin Emerton	Second Officer
	Chris Petterd	Third Officer		Robert Klingsporn	Third Officer
	Michael Kelly	Fourth Officer	Rocherlea	Adam Patterson	Fourth Officer
Deloraine	Simon Sherriff	Brigade Chief		Colin Buller	First Officer
	Ricky Walker	Second Officer		Ian Heyward	Second Officer
	Daniel Watson	Third Officer	Ross	Darren Badcock	Third Officer
	Corey Youd	Fourth Officer		Richard Dowling	Brigade Chief
Fern Tree	Garry Sullivan	Brigade Chief		Fiona Doe	Second Officer
	Philip Sansom	Second Officer	Smithton	Edward Freeman	Third Officer
	Christopher Wagstaff	Third Officer		Luke Rapley	Fourth Officer
	Terence Gill	Fourth Officer		Trevor Kingston	Brigade Chief
Franklin	Roger Grace	Second Officer		Craig Porteus	Second Officer
	Brett Knowles	Third Officer	Triabunna	Christopher Gray	Third Officer
	David Hart	Fourth Officer		Glen Ralston	Fourth Officer
Lilydale	David Cleaver	Brigade Chief		William Sullivan	Brigade Chief
	David Dornauf	Second Officer		John Ashlin	Second Officer
	Ricki Trickett	Third Officer		Danny Sullivan	Third Officer
	Tyler Pinner	Fourth Officer		Daniel Rimon	Fourth Officer
Magra	Randal Garwood	Brigade Chief	Woodsdale	Anthony Scott	Brigade Chief
	Paul McMaster	Second Officer		Greg Sizer	Second Officer
	Michael McNaughton	Third Officer		Aaron Green	Third Officer
	Timothy Mann	Fourth Officer	Yolla	Russell Clifton	Third Officer
Old Beach	Dion Grace	Brigade Chief			
	Daniel Maher	Second Officer			
	Chris Hogan	Third Officer			

The following Career personnel changes have occurred

ARRIVALS

Fuel Reduction Unit	David McIntee	Community Engagement Officer	18 August 2015
Learning & Development	Jeremy Coles	Trainee Firefighter	24 August 2015
Learning & Development	Richard Boon	Trainee Firefighter	24 August 2015
Learning & Development	Owen Britt	Trainee Firefighter	24 August 2015
Learning & Development	Thomas Chapman	Trainee Firefighter	24 August 2015
Learning & Development	Lindsay Millington	Trainee Firefighter	24 August 2015
Learning & Development	Alex Moore	Trainee Firefighter	24 August 2015
Learning & Development	James Preece	Trainee Firefighter	24 August 2015
Learning & Development	Marlon Von Moger	Trainee Firefighter	24 August 2015

DEPARTURES

Human Services	Suzanne Bacon	Manager, Organisational Learning	20 July 2015
Human Services	Robert Prestedge	Systems Coordinator, Organisational Learning	28 July 2015
Executive Services	Elisa Lang	Executive Officer, Support	8 October 2015
Human Services	Fran Ferraro	Clerk	12 October 2015
Southern Region	Garth Mackey	Station Officer	28 October 2015

ELEVATIONS

Southern Region	Colin Attrill	Senior Station Officer	10 June 2015
Southern Region	Claudio Muench	Senior Station Officer	18 June 2015
State Operations	Michael Jones	Leading Communications Officer, FireComm	27 July 2015
State Operations	Jodie Lidden	Leading Communications Officer, FireComm	4 August 2015
Southern Region	Michael Goldsmith	Senior Station Officer	3 September 2015

REDIRECTIONS

Northern Region	Jeffrey Harper	Regional Chief	1 July 2015
Learning and Development	Danny Delpizzo	Trainee Firefighter	24 August 2015



Speak Up! Stay ChatTY

is a charity that encourages people to speak out and seek help if they have problems or mental health issues.

It organises community events and fundraisers, and presentations at workplaces, clubs, and schools. Mitch McPherson founded the charity after his brother, Ty, took his own life in 2013. For more information, call 1300 364 277 or visit staychatty.com.au

Rokeby Brigade gets ChatTY

Hayden Williams

First Officer—Rokeby Brigade

Mitch McPherson, founder of the suicide prevention charity Speak Up! Stay ChatTY, has encouraged Rokeby Brigade members to be aware of the warning signs of suicide.

He attended the station in September to make a presentation and raise awareness about mental health and suicide.

Mitch touched on his own personal experience with suicide, an experience in which I was also personally involved. He also spoke about the origin of the charity, as well as how it has grown from a bumper sticker tribute to Mitch's brother Ty to an easily recognisable charity doing lots of good work.

The charity aims to break down the stigmas associated with mental health and suicide, and reaches out to our young people, through school and sporting club visits.

He conveyed a number of the main warning signs of suicide, with the key take home message being to be aware of changes in people's demeanour and usual character, and to lend a non judgemental ear.

At the conclusion of the evening, we were happy to announce to Mitch that our

annual \$200 charity donation had been made to Speak Up! Stay ChatTY.

After Mitch left, a number of members opened up and shared their own personal experiences with mental health and suicide, from dealing with mental health issues as family members, through to the impacts of having to deal with constant exposure to suicide and mental health as a first responder.

HW



#TeamChatTY

TFS on the way to becoming a White Ribbon Workplace

Jeff Harper

Regional Chief—North

Tasmania Fire Service, as part of the Department of Police and Emergency Management, has enrolled in the White Ribbon Workplace Accreditation Program.

Violence against women—whether it occurs in or beyond the workplace—impacts on the health and safety of women at work, their wellbeing and their productivity.

The Workplace Accreditation Program recognises workplaces that are taking active steps to prevent and respond to violence against women, accrediting them as White Ribbon Workplaces. This process takes approximately 58 weeks and is independently assessed for compliance prior to being accredited.

White Ribbon Workplace Assessors are specialists with expertise in organisational development, business management, organisational change, quality improvement, gender equity, and accreditation.

White Ribbon Workplaces are centres of respect and proactivity in relation to the safety of women in the workplace, and are members of a truly leading-edge cohort, both nationally and internationally.

The program is an award-winning initiative, which is complementary to women's empowerment initiatives. It strengthens the organisation's stance in relation to anti-bullying legislation.

JH

White Ribbon is Australia's national, male-led campaign to end men's violence against women

Vision: All women live in safety free from all forms of men's violence.

Mission: Making women's safety a man's issue too.



Fran with John Green and Iain Lerner and below with Mike Brown and Gavin Freeman at her farewell morning tea.



FRAN FERRARO SAYS GOODBYE AFTER A QUARTER CENTURY

Dianne Wilkinson

Manager—Organisational Health and Employee Services

Fran Ferraro is well known to many through her work as the Human Services Clerk. Fran's work has touched many, through her processing of leave, recruitment administration, and workers compensation.

Fran leaves us after 41 years in the public service, and more than 25 years with Tasmania Fire Service. She came to TFS from Tasmania Police following an amalgamation. She never returned to Police, having come to enjoy her role in

TFS and the team with which she worked.

Fran's original duties were working in an administration role within Corporate Services under John Thompson. She was located in the Pay Office and worked with Shelley Ryan and Judy McGuffie (who has now left us). Her role was later relocated to Human Services, where she remained until her retirement on 12 October 2015.

Fran is looking forward to a change in pace and to having time for travel, her garden, and learning new skills. Her recent farewell was well attended, and gave her the opportunity to say goodbye to her TFS family. I am sure we will see her from time to time and hear of her many adventures.

DW

Cambridge Brigade marks Centenary of Anzac with new war memorial

Chris Ryan

Fourth Officer—Cambridge Fire Brigade

Cambridge Brigade, in conjunction with Cambridge Primary School, marked the 2015 Centenary of Anzac by opening a new community war memorial.

The brigade successfully applied for a grant to construct the memorial through the Anzac Centenary Local Grants Program, an Australian Government initiative.

We started planning once we had received advice that our grant application was successful, and with support from the Clarence City Council, it was agreed that we would construct a memorial at the entrance to the Cambridge Memorial Oval.

After many planning meetings, design discussions, and construction days, the Cambridge Community Anzac War Memorial was officially opened on Friday



Group pic: Standing (L-R) Greg Dare, Frank Howe (representing the Tasmania Police Pipe Band), Lyndsay Suhr, Shane Clark, Gary Sparks, Geoff Kent, Dean McKibben, Mark Brazendale, Tony Schults, Senator David Bushby (representing the Minister for Veteran's Affairs), Michael Van Ek, former Chief Officer Mike Brown, Chris Mayne, Chris Ryan, Matthew Fenton, Sam Hibberd. Kneeling (L-R): Clint McConnon, John Tyrrell, Brad Menzie, Scott Massie, Leon Smith.

24 April. Cambridge Primary School and Cambridge Fire Brigade held a community memorial service to mark the occasion.

The service was very well attended. The entire school took part in the commemoration, with students placing individually made poppies around the memorial.

Representatives from the Australian Government, State Government, Clarence City Council and Returned and Services League of Tasmania attended and, along with Tasmania Fire Service representatives, participated in a wreath laying service.

The land on which the Memorial Oval is situated was donated to the community by the Maxwell family, who were long-term residents of the area. Fittingly, the Cambridge Fire Station entrance is off Maxwells Road.



We were pleased to be able to locate and invite descendants of Mr and Mrs Maxwell to the service. They were very appreciative of the work done, and the construction of the memorial.

The local community was also very impressed with the construction of the memorial, which will be used for many years to come. It is a great example of a local brigade becoming involved in community activities.

CR

Step back in time:

Life in the Hobart Fire Brigade during the 1960s and 70s. The final of our five-part series.

Last time, DK Tomes recalled the daily life and customs in the Hobart Fire Brigade for new recruits and experienced firefighters. In the final part of this detailed history, he recalls how the 1970s became an era of change, with a new Chief Officer and the start of modern rostering, superannuation and annual leave requirements for firefighters.



Pump operating backyard, Moonah Fire Station.

A breath of fresh air

A breath of fresh air came in 1971, when the Hobart Fire Brigade board appointed a new Chief Officer—a former long-serving Station Officer from Queensland.

He changed the Fire Service from the horse and buggy days to a modern firefighting service in a very short time.

One of his first actions was to purchase modern international fire appliances from the Queensland Fire Service.

These appliances had rear mounted pumps, water tank, high-pressure hose reels, roller compartment doors and a combined crew compartment with access to the officer and driver.

Although these appliances were a mile in front of any currently in service, one major problem was that they were underpowered for the Hobart terrain with the steep hills.

These were the same trucks used as delivery vehicles by the Swallows biscuit factory in Melville Street, Hobart; they were therefore always referred to as Bickie Vans.

They were slowly replaced with locally built units that incorporated all of the modern Queensland ideas.

The next item on the Chief's agenda was to build a breathing apparatus-training complex.

This was built into the basement under the hose room. Firefighters spent many hours rescuing dummies and stacking

bags of sawdust in smoke and heat. Personnel came out sweat-soaked and exhausted.

A fire prevention department was formed with the main object of perusing plans for new buildings and inspecting existing premises.

This eventually involved three full-time officers. Smoke alarms for general households was a major push by this new department. These officers spent a lot of time talking to various clubs and interested groups, helping to spread the fire prevention message.

Fourteen months later, the Hobart Chief Officer was appointed to the position of Chief Officer of the Tasmanian Fire Commission, giving him control of all fire stations in the state. He retired in May 1977.

Modern working conditions

The Hobart Fire Brigade board initiated a claim to alter the 56-hour working week to a 42-hour week.

The union also placed a claim for 42-hour week, but proposed a different working roster to the one preferred by the board, with two 10-hour day shifts and two 14-hour night shifts, followed by four days off.

The board was successful with its claim, and the new roster was known as the zombie shifts. This consisted of two day shifts from 7:00am until 5:00pm, two afternoon shifts from 5:00pm until 11:00pm, and two night shifts from 11:00pm until 7:00pm, and two days off.

This roster did not work. Many of the old hands could not handle these hours as they felt continuously tired, and there was a mass exodus from the service. Recruits started work and quite often quit and walked out within hours of starting.

Many called in sick and shift numbers were often extremely low. It wasn't long before the board decided that the union roster was a better alternative. This 42-hour union roster is now in service Australia-wide.

Superannuation was five years' salary for superintendent and above for death or retirement and three years' salary for the remainder of fire staff.

Being continuous shift workers, annual leave was set at seven weeks per year. The Union placed a claim to split this leave into two periods. This claim was successful and a 28-day period and a 32-day every six months was implemented.

The Tasmania Fire Service today is a very efficient specialised service, the fire equipment first rate, with a dedicated staff.

DKT



Storytelling project to mark 50th anniversary of 1967 fires

Leonie Fahey

Journalism Work Placement Student—University of Tasmania

Lesley King

Community Development Officer, South – Community Education

February 7 1967. It's a date etched in the memories of many Tasmanians. It marked one of the worst disasters in Australian history: a catastrophic firestorm that swept across 2,600 square kilometres of Southern Tasmania in just five hours.

The *Bushfire-Ready Neighbourhoods* (BRN) program is embarking on a collaborative storytelling project to commemorate the 50th anniversary of the 1967 bushfires.

Over the next 18 months, people, businesses and organisations will be invited to tell their survival stories and share any images and artefacts that they may still have as mementoes of the event.

The project aims to collect many of these stories at major community venues and events occurring across Tasmania. Depending on the personal preference of the storyteller, they will be recorded as digital, audio, video, or submitted as written pieces.

The completed stories, which will be collected in a video booth and at workshops, will be featured on the BRN section of the TFS website, displayed at the Tasmanian Museum and Art Gallery (TMAG) and major community events, and become part of Tasmanian historic archives.

Do you have a story from 1967?

It's hard to find anyone in Tasmania

who doesn't know someone with a 1967 bushfire story. Some Tasmanians experienced the terror of that day first hand, while others have grown up with the stories, told to them as children.

These stories have earned themselves important places in Tasmanian folklore. The fires of that day radically altered the physical landscape, but they also changed Tasmania's cultural landscape.

The disaster had a huge impact on the psyche of the community. It reminded Tasmanians how vulnerable they were to the spectre of bushfire and its unpredictable and deadly potential.

It also created a legacy of survival. While the 1967 stories detail experiences of incredible horror, loss and hardship, in many cases they are also inspirational tales of recovery, community connectedness and resilience and ultimately courage and strength.

Cameraman recalls bearing witness

Cameraman David Brill was a trainee with ABC News on the day of the fires. He was responsible for capturing most of the enduring footage from the event, which



Above: Engulfed: a house on Brushy Creek Road, Lenah Valley, is destroyed by fire on 7 February 1967. Image supplied courtesy of Mrs Marjory Woolford.

Left: After the firestorm: view from 39 Brushy Creek Road, Lenah Valley. Image supplied courtesy of Mrs Marjory Woolford.

would eventually be seen around the world and prompt a massive humanitarian response.

David described how it felt to bear witness to those catastrophic scenes.

"I was pretty young. I felt very guilty that I was appearing with a camera, like it was a Sunday picnic. At one stage I thought, "Blow this" and threw the camera down and said, "Can I help do something?"

Contributions preserved for perpetuity

Recollections of this event will become permanently preserved for future generations. At the same time, these stories will help remind the community of our current day bushfire risks and of the need to plan and prepare.

To find out about how you can register interest in telling a story, volunteer with the project, or lend or donate artefacts for the TMAG exhibition, contact Community Development Officer, Lesley King on 6225 8504 or lesley.king@fire.tas.gov.au. You can also register online at www.fire.tas.gov.au/brn

LF & LK

1967 fires: counting the cost

The 1967 fires changed the Tasmanian landscape dramatically, and the numbers tell the story.

- 110 fires claimed the lives of 62 people, injured 900 others, and left many thousands homeless.
- 1,293 homes and over 1,700 other buildings were destroyed.
- 80 bridges were razed, along with 4,800 sections of power lines, 1,500 motor vehicles and over 100 other structures.
- It was estimated that at least 62,000 farm animals were killed, with the impact on native animal numbers untold but undoubtedly unimaginably high.
- In total, the estimated damage cost amounted to \$40 million in 1967 Australian dollar values. That's the equivalent of almost half a billion dollars today.

HOW WOULD YOU SURVIVE IF YOU ENDED UP SLEEPING ROUGH?

How I learned what it's like to live on the streets in Hobart

Robyn Pearce

Director—Human Services

When you see a homeless person, don't look away. Look them in the eye. If it looks like they want to engage, smile at them and say hello. Don't pretend they don't exist—they need to be acknowledged as fellow human beings.

In September, I was privileged to have the opportunity to participate in the Sleeping Out for the Salvos fundraising campaign, together with State Emergency Service Assistant Director Operations Brian Edmonds.

Tasmania Fire Service has been supporting this event for a number of years, with former Chief Officer Mike Brown and Chief Officer Gavin Freeman as previous participants.

The Sleeping Out for the Salvos fundraiser supports the Salvation Army's Street 2 Home program (S2H).

S2H helps the growing number of people who are sleeping rough in the greater Hobart area. It helps connect them to

services that homeless people may have difficulty accessing because of medical conditions, substance abuse, or disabilities.

S2H workers seek out homeless people where they are living—be that in tents, alleyways, on the Domain, or in the city.

Nearly 40 Hobartians slept out this year. Our night started at the Hotel Grand Chancellor, where we would be sleeping in the forecourt. After a pasta meal around the fire pot, talking to other fundraisers or some of the homeless and former homeless, we took off on a bus tour.

Our first stop was the Salvos store in New Town, where we were set a challenge in small groups to dress one of the group in suitable clothes for an interview. We were allowed to spend \$30 on this challenge.

The Salvos do this often to help people with job interviews or, more frequently, court appearances. While \$30 may not seem a lot of money to many of us, to a homeless person, or a person on a pension, it's a significant amount of money.

When someone turns up to the Salvos destitute, the Salvos will allow them to purchase a basic wardrobe to the value of \$50—that's for all the items they may need—and it will usually get them a full wardrobe.

Each of the teams was able to successfully achieve the goal of dressing a person appropriately for an interview for \$30. The 'interviewee' on our team liked his outfit so much that he bought it. Not bad to be able to purchase an Yves St Laurent suit for \$15.

On leaving the Salvos store, we went up to the Domain where we heard the stories from one of the people who used to sleep rough, but now lives at Common Ground in the city.

The Domain and Cenotaph areas in Hobart are common places for people to sleep rough. The first person to share his story with us helped us get an insight into the way that mental health plays such a big part in homelessness, particularly for teenagers, which was the stage in life that his illness and life choices started heading him down the road to homelessness.





"I don't think I've ever spoken with a homeless person before, and felt speaking to him would be outside my comfort zone and somewhat challenging. But I also didn't want to miss the opportunity to try and connect with somebody I would normally never be able to form a connection with."

After leaving the Domain, we went into the city, where we were shown some of the places where homeless people used to sleep. Many of these places, such as Hobart Rivulet, can no longer be accessed.

The story shared with us this time was from a woman who left home at a very young age to escape abuse. With nowhere to go, she ended up living on the street and took to prostitution to survive.

It's hard to describe the impact some of the stories have, particularly the stark reality of how unsafe it is on the streets for women, with the reality of rape not being uncommon. I'm not giving you the full details in recognition of the privacy of the individuals.

On returning to the Hotel Grand Chancellor, we prepared for the night's sleep. There was a vast array of different sleeping arrangements. Some used cardboard in the sleeping bag to sleep on, some had swags, some had inflatable mattresses.

We were lucky that it was a reasonably mild night. There is no doubt that we did not experience the full impact of sleeping rough. It would be hard to imagine doing this day in, day out, carrying your belongings with you during the day to make sure they aren't stolen.

It was a reasonably decent night's sleep, albeit an early start the next morning as traffic picked up on Davey Street.

It was in the morning that I probably had

the most profound part of my Sleeping Out experience. While talking to one of the Salvos workers the previous evening, he pointed out a certain homeless gentleman to me and suggested I talk to him if I wanted to understand a homeless person's perspective.

I'd noticed this man earlier in the evening, and also noticed he seemed alone a lot of the time. I didn't get to talk to the man that evening. On waking, I knew it was a conversation I wanted to have.

I don't think I've ever spoken with a homeless person before, and felt speaking to him would be outside my comfort zone and somewhat challenging. But I also didn't want to miss the opportunity to try and connect with somebody I would normally never be able to form a connection with.

The opportunity came up after grabbing a hot drink, and coming out of the tent, who happened to be there but this gentleman. So I said, "Good morning," and he responded the same.

We started to talk, and more importantly, I listened. I had made a conscious decision not to judge anything that was said to me but just to hear as much of his views and his experience as he wanted to share.

He told me he'd been sleeping rough for 20 years. We talked about what it's like to sleep in the snow, what it's like to interact with organisations who are there to work with homeless people, what are some of the risks, and a little bit of his story. After someone joined us, I drifted off into talk to

other people then it was time to leave.

When leaving, the same gentleman was leaving too and heading in my direction. We walked back up the street together talking more. He told me how he got started down the path of being homeless and we shared stories as we walked up Campbell Street.

We kept talking until we got to Common Ground where he was going to pick up his medication, and we needed to part ways. We stood chatting on the footpath for a bit longer and then as I was leaving, he stepped in and gave me a hug and I gave him one right back.

We had connected and it was a connection that I never would have made without Sleeping Out for the Salvos.

I have a new appreciation of what I can learn from talking to people that I don't know, when I suspend judgement and am open to understanding.

I realise that so many of us, our friends, or relatives may only be one step away from sleeping rough as well. The choices we make as we grow up are one part of it—and didn't we all make great choices as teenagers?

Throw into the mix the mental illness that is so common in our society and a tight job market, and I realise how easy might it be for me, a friend, or a family member to end up being homeless.

I've seen the same gentleman in the street since I left him that day. We've stopped and chatted. It was great to talk to him again. He's a lovely guy, very open, but just needs someone to start talking to him. He just wants to be treated as a person, the same as all of us do.

So how about the fundraising campaign? Did it work? Thanks to the people who sponsored me—friends, family, and particularly colleagues in State Headquarters who bought so many cakes and gave donations—I managed to raise \$885.

The campaign overall raised over \$46,000 for the Street 2 Home program. It was a great outcome for the homeless people, the Salvos, and certainly a great experience for me.

RP

Bicheno gives a warm welcome to the Walking Wounded

Nicole Pou

Second Officer—Bicheno Fire Brigade

Bicheno Fire Brigade recently had the pleasure of playing host to Walking Wounded, a charity committed to supporting the psychological recovery of wounded Australian soldiers and supporting the Families of the Fallen (Afghanistan).

It was set up by 51-year-old war veteran Brian Freeman, who is currently traversing Australia under his own strength, walking, running, and kayaking from Cape York to Tasmania's South East Cape, raising funds and awareness to assist in the psychological rehabilitation and recovery of returned Australian soldiers who are experiencing hardships after their time in service.

Brian's commitment to the cause has led to hundreds of thousands of dollars being raised to fund and support returned soldiers and Families of the Fallen to take these journeys.

His visit to Bicheno was just a small part of his *Tribute to the Anzacs*, which sees him take a Roll Of Honour containing the names of 41 Australian soldiers and 10 New Zealand soldiers killed in Afghanistan.

The Brigade put on a barbecue as part of the welcome to Bicheno, and also organised some other not-for-profit organisations to come along, and where possible, bring some money to donate to this worthy cause.

The Brigade managed to get a member of the RSL Club to come along with a



Brian Freeman holding the Roll Of Honour.

cheque for a donation, and the Brigade itself also gave a cheque for a donation.

The Bicheno Fire Brigade wishes Brian and his team all the best on their journey.

For anyone wishing to donate to this worthy cause, you can head to the website, walkingwounded.org.au, or you can follow their journey on their Facebook page, Walking Wounded.

NP



Brian Freeman flanked by support crew Brad Todd (L) and Steve Shultz (R).



Brigade Chief Adam "Boof" Gluth presents a donation to Brian Freeman.



Linda and Don Birt holding the Roll of Honour, in which their son's name and photo is included, along with 40 Australian soldiers and 10 New Zealand soldiers.



RSL representative and member of Coles Bay Fire Brigade Tony Marriott presents donation to Brian Freeman.

Awards



A LIST OF RECENT AWARDS PRESENTED WITHIN TFS

Loc/Brigade	Name	Award	Loc/Brigade	Name	Award
Bagdad	Anthony Kenner	Long Service (35 years)	Ross	Edward Freeman	National Medal
	Bradley Finlayson	Long Service (15 years)	Southern Region	Tim McKay	Long Service (20 years)
Bothwell	Andre Datlen	Long Service (30 years)		Sean Mennitz	Long Service (15 years)
Bradys Lake	David Hean	Long Service (35 years)	State Operations	Gavin Kerstan	Long Service (25 years)
Bridgenorth	Andrew Eyles	National Medal	Weldborough	Kerry Singline	First Clasp to National Medal
		Long Service (15 years)			Long Service (30 years)
	David Wright	Long Service (35 years)		Peter Grose Jnr	National Medal
	Ray Jaenke	Long Service (25 years)		Jenny Singline	Long Service (25 years)
	Jim Jetson	Long Service (20 years)	Wesley Vale	Robert Atkins	Third Clasp to National Medal
	Marcus Byard	Long Service (15 years)			Long Service (45 years)
	Timothy Scott	Long Service (15 years)		Kordel Dick	National Medal
Glengarry	Jade Hall	Long Service (15 years)			Long Service (20 years)
Huonville	Ben Wallis	Long Service (15 years)		Veronica Atkins	Long Service (30 years)
Kempton	Dale Foster	Long Service (35 years)	Winnaleah	Arthur Taylor	Second Clasp to National Medal
Legana	Scott Hayes	National Medal			Long Service (40 years)
		Long Service (15 years)		Frank Wagner	Long Service (30 years)
	Edward Binns	Long Service (45 years)		Rhonda Wagner	Long Service (30 years)
	Anthony Doughty	Long Service (25 years)	Woodsdale	Michael Cooke	First Clasp to National Medal
	Malcolm Apted	Long Service (20 years)		Anthony Williams	Long Service (25 years)
	Michelle Clifford	Long Service (20 years)		Anthony Scott	Long Service (20 years)
	Adam Clifford	Long Service (15 years)	Wynyard	Jon Bakker	First Clasp to National Medal
Lenah Valley	Eric Percival	Long Service (50 years)		Damian Poke	National Medal
	Colin Quon	Long Service (30 years)			Long Service (15 years)
	David Devereux	Long Service (30 years)		Christopher Neilson	Long Service (25 years)
	John Wilson	Long Service (30 years)		Stephen Brown	Long Service (20 years)
	Kevin Donovan	Long Service (30 years)			
Magra	Wayne Marshall	Long Service (35 years)			
Middleton	Kevin Lawler	Long Service (20 years)			
New Norfolk	Gerard Garwood	Long Service (25 years)			
Northern Region	Paul Catterall	Long Service (20 years)			
Ouse	Craig Farrow	Long Service (25 years)			
Pyengana	Bill Rattray	First Clasp to National Medal			
		Long Service (35 years)			
	Michael Le Fevre	First Clasp to National Medal			
		Long Service (30 years)			
	Greg Oldham	Long Service (35 years)			
	Vaughan Oldham	Long Service (35 years)			
Risdon Vale	Nathan Woolley	Long Service (25 years)			
	Michael Glowacki	Long Service (20 years)			
	Wade Stewart	Long Service (20 years)			
	Michael Petterwood	Long Service (15 years)			



AIES Young Achiever of the Year, Laura Smith, on board the Young Endeavour.

Lessons in leadership on the voyage of a lifetime

Laura Smith

Firefighter—Rocherlea Fire Brigade

In 2014, I was thrilled to be named the recipient of the Australian Institute of Emergency Services' (AIES) Young Volunteer Award.

This award is open to Australian emergency services volunteers aged 18–23. It recognises the outstanding commitment and contributions made by the volunteer to their chosen organisation, and to the wider community.

Included in the award is a fully sponsored voyage on the Sail Training Ship *Young Endeavour*. The *Young Endeavour* is a brigantine-rigged tall ship, gifted to Australia by Great Britain in 1988 as part of the bicentenary celebrations.

The Australian Government decided that the ship should be used to provide sailing, teamwork, and leadership training to young Australians, and so the *Young Endeavour* Youth Scheme was created.

A challenge, not a cruise

The ship is crewed and maintained by the Royal Australian Navy. Since the Scheme's inception, the STS *Young Endeavour* has been sailed by over 12,000 young Australians aged 16–23, on over 500 voyages around the country and around the world. I consider myself extremely fortunate to be one of those 12,000.

Standing on the outside looking in, a *Young Endeavour* voyage looks like this: eleven days of sail training, with Command Day (youth crew in control of the ship for 24 hours) at day eight, and then back to real life.

However, experiencing a *Young Endeavour* voyage is so much more than that. It is not a cruise. It is not an excursion. It is 100% challenges, 100% of the time. Even sleeping is a challenge!

Attitude is everything

This is where I learned my first lesson on board, or had a very old lesson reinforced: attitude really is everything.

The *Young Endeavour* is not a big ship, and there was no such thing as genuine 'alone time'. I shared a berth with five other girls, and we each had one school locker for ten days' worth of gear.

We had 60-second showers. Meals were virtually inhaled, lest they become battles for elbow room. Every emotion, good, bad

or otherwise, was experienced in view or in earshot of at least one other person.

Then throw in the fact that we were all strangers to each other, all struggling to take on board new knowledge and skills. Finally, add in the open waters, and the vomit of 27 young Australians, and you've got yourself a recipe for full-blown pandemonium. Or not, depending on how you choose to look at it.

I got seasick. I hated being seasick. It is really hard to learn how to set the mainsail when you are vomiting. But at some point, a choice had to be made—I can lie down and wait to die, or I can get on with it. I chose to get on with it, and I was fully recovered in 12 hours.

I was then able to help my fellow crew members scrape themselves off the deck, and by the time we sailed into Jervis Bay, our stomachs were calm and our bonds were forged. Those who vomit together, stay together!

Shared values the key to overcoming difference

We were a rag-tag team, to say the very least. Being just five weeks shy of 24, I was the oldest of the youth crew, and our youngest was barely 16. We came from the city and the country, all over Australia. 27 completely different lives, crammed into a 44m vessel. How could it possibly work?

Because shared values are powerful in overcoming differences and strengthening diversity. That was lesson number two for me, something that I had never seen with such clarity before.

At the commencement of the voyage, we were split into our three watches (go White Watch!) and we sat down together for a full value contract meeting. Thanks to some excellent facilitation from our watch leader, Dougie, we were able to speak frankly about what we wanted to get out of the voyage.

Some of these goals were tangible (for example, I wanted to lay aloft the topgallant yard, and I did), but most were intangible, such as wanting everybody to feel included and valued as a team member.

I don't know exactly what went into the contracts of the other watches but it can't have been too dissimilar, because despite



the extraordinary circumstances we found ourselves in, we absolutely thrived.

It would have been so easy to constantly bicker with one another, or go 'full aggro', or completely shut down. Instead, we chose to be gentle with one another, and it made a huge difference to our time together.

So, with the team well and truly built, and our sailing skills developing at a rapid pace, Command Day was upon us. On Command Day, the youth crew elects a team of officers and takes control of the ship for 24 hours (unless it looks like we're about to sink the ship, in which case the staff crew jump back in and save us).

Leadership is about service

I'm sure I'm not alone when I say that I sailed on the *Young Endeavour* to challenge myself, and I decided early on in the voyage that part of that challenge would be to take on an officer's position come Command Day.

The position of Captain was the first to be elected, and I put my hand up to nominate myself. I was sure that there would be others who would nominate. I wanted others to nominate, because there were many who were just as, if not

more, capable than I to lead the youth crew on Command Day.

But nobody did, and I was extremely honoured to be elected youth Captain of voyage 15/14. As the elections continued, I found myself surrounded and supported in my role by a team of competent, confident people and I began to understand my third lesson: leaders are facilitators and humble servants, growing and guiding their people.

It was not my place to chart the ship's course: I had a navigator for that. It was not my place to devise and execute a sail plan: I had a sail master for that. Essentially, my job was to unite everybody so we could all see the big picture of what we were trying to achieve, get them the assistance they needed to be successful, and then stand back and let them do their thing.

Letting go of that control was really hard. It was also very empowering. We had an incredibly busy Command Day, and space was at a premium both in and out of the Harbour, sailing the *Young Endeavour* alongside super-maxi yachts like *Wild Oats XI*.

The stakes were high, but we absolutely excelled and we all had a blast. The sense of achievement and pride we felt as we

handed the ship back to Captain Gav and the staff crew will be hard to top.

I enjoyed the experience of a lifetime on board the *Young Endeavour*. However, it could not have happened without the support of many.

Firstly, thank you to the AIES for creating and supporting this award. It's been an incredibly valuable experience, one that I hope the Institute will continue to provide for young volunteers.

I'd also like to sincerely thank Regional Chief Jeff Harper, and retired Regional Chief Andrew Comer, for their recognition and nominations.

A big thanks and shout out to everybody at the Rocherlea Fire Brigade, for giving me my start with TFS eight years ago, and for supporting me along the way.

Finally, much love to my awesome family, blood or otherwise. As firefighters, we could never thank our families enough for allowing us to be who we are and do what we do. Without the support of my family, none of this could be possible.

LS



(L-R) Firefighter of the Year Shaun Hutchison, Brigade Chief Bruce Corbett AFSM, Life Membership recipient Fourth Officer Stephen Brown, and Recipient of National Medal, Third Officer Damian Poke.



Bruce Corbett presents the Firefighter of the Year Award to Shaun Hutchison.



Third Officer Damian Poke accepts his National Medal from Bruce Corbett.



Brigade Chief Bruce Corbett presents Life Membership to Fourth Officer Stephen Brown.

Awards mark 101 years of service for Wynyard Brigade

Bruce Corbett

Brigade Chief - Wynyard Fire Brigade

Wynyard Fire Brigade celebrated its 101st year with a dinner and presentation night on 1 August.

Brigade Chief Bruce Corbett presented Fourth Officer Stephen Brown with Life Membership for over 20 years' service to the Brigade. Waratah-Wynyard Mayor Robbie Walsh also presented him with a Certificate of Appreciation for service to the community.

District Officer Shane Batt presented service badges. National Medals and Clasps were presented to Firefighter Jon Bakker and Third Officer Damian Poke.

Andrew Taylor and Rob Atkins, representing the Tasmanian Retained Volunteer Firefighters Association, presented Tasmania Fire Service Volunteer Medals and Clasps to Firefighters Jon Bakker, Greg Duckett, and Greg Smith.

Bruce Corbett then presented the Noel Hodgetts Memorial Firefighter of the Year Award to Firefighter Shaun Hutchison. Shaun earned the award for his dedication to the Brigade, being the first member to come through the Junior/Cadets program run by the Brigade.

BC



7XS HONoured

for 20 years of the Emergency Services Volunteer Worker of the Year Award

The Australian Institute for Emergency recently presented radio station 7XS with a shield marking its 20 years of involvement in the Emergency Services Volunteer Worker of the Year Award.

(L-R) 7XS Station Manager Helen Wiggins, AIES President Ron Jones, and former 7XS Station Manager Steve Aldermann.



*1st Place: Back L-R: Julian Foale, Cam Stuart, Robert Boost
Front L-R: Darren McGinniss, Rob Oakley and Shaun Skelly.
Photo: Shaun Skelly.*



*Geeveston 5.1 unit helping the local
community with its fuel reduction
burns. Photo: Amelia Franklin.*



*2nd Place: Devonport Fire Brigade members involved in structural
fire training - see article on Page 36. Photo: Ken Russell.*





PHOTO COMPETITION



Fuel reduction burning, September 2015. Photo: Alex Bradley.



Bagdad 3.1 on structural protection, Victoria Valley Road fire, Osterley, 5 October 2015. Photo: Tristan Smith.



Crew changeover, Victoria Valley Road fire, Osterley, 5 October 2015. Photo: Tristan Smith.



Bagdad 3.1, Midlands 0.2, and Upper Derwent Group 7.1 below a spot fire on McGuire's Marsh Road, Osterley Road fire, 5 October 2015. Photo: Tristan Smith.



Devonport C Platoon attends a vehicle fire, August 2015. Photo: Damien Hopkins.



Launceston Brigade Senior Firefighter Brent Machen attends a vehicle fire, October 2015. Photo: Jason Luck.



Grant Faulkner at St Marys Anzac Day service 2015. Photo: Jackson Spilsbury.



3rd Place: Latrobe 41 and waterbomber at Grices Road, Tea Tree, October 2015. Photo: Mitchell Dutton.



Devonport A Shift Snorkel Training, September 2015. Photo: Andrew Geard.

The Hon. R Hidding
Minister for Police and Emergency Management
Minister for Infrastructure
Level 1, Franklin Square
HOBART TAS 7000

22nd September 2015

Dear Sir,

AMBULANCE AND FIRE SERVICE EFFORTS IN HOBART

I write to offer "praise where praise is required."

My Mother-in-Law, [REDACTED]

[REDACTED] appeared to have either fallen and sprained her left arm over the period 4- 6 September 15. This resulted in significant swelling to her left arm to the extent when I visited on Monday 7th Sep, I found her wedding ring had cut off circulation to her left ring finger & other fingers to a substantial extent.

A call to her General Practitioner, minutes away, resulted in reception staff stating they did not have any doctors available to assist and to contact the Ambulance Service. Contact with the Ambulance Service non-urgent telephone number provided me with a male officer who was able to triage the issue, and whilst Ambulance did not have a "ring-cutter" to relieve the swelling, the "Fire Service" did.

We eventually had the Fire Service on site at [REDACTED] with three Fire Service officers working to remove the ring, with string and other means, eventually they were forced to cut off the ring which was very sentimental, as she had worn it for approximately 60 years.

I can only offer our significant thanks to the Ambulance Service and the Fire Service for their efforts and empathy in removing the ring and achieving a result that could well have resulted in long term hospitalisation.

Would you please pass on our thanks to the members concerned.

Yours sincerely,

Susan Moore

Susan Moore

From: Graham McLean
Sent: Monday, 10 August 2015 4:14 PM
To: Crawford, Gerald (TFS)
Subject: Dave McGuinness

Dear Gerald

I wish to sincerely compliment Field Officer Dave McGuinness of the Midlands District for his exceptional and compassionate assistance extended to me and my partner recently.

I had skidded on ice and rolled my bus on the Lakes Highway a few kilometres north of Liawenee early on the morning of 2/07/15 and Dave happened to be passing by while we were trying to sort the mess out.

He unselfishly offered to run us home (to Glenfern) for which we are in his, and the Service's, debt, as I have no idea how we would have extricated ourselves from there on such a bitterly cold morning.

He was considerate, thoughtful, reassuring and very professional. He is a credit to the Service and we'd be pleased if you would pass on our thanks to him.

Graham McLean
Tasmanian Wilderness Experience

From: Maunder, Jeff

Sent: Monday, 9 November 2015 3:07 PM

To: Freeman, Gavin (TFS)

Cc: Wilson, Nicholas (TFS)

Subject: Mission Command assistance - Melbourne

Gavin

Just a quick note to convey my personal thanks for your support with our (NZFS) mission command aspirations, by providing Nick's time and expertise for our two days in Melbourne.

It was of immense value to me and hopefully to the NZFS as we look to move down the Mission Command/ Doctrine path to meet the changing EM environment we all live in.

Nick's experience, enthusiasm, work and skill, along with the TFS path already trodden provides a fantastic basis for developing our own journey and for that we are very grateful.

Should you need a hand or anything in the future, please feel free to ask, more than happy repay your favour if we can.

Kind regards

Jeff

Jeff Maunder
Assistant Area Commander
Manager Operational Efficiency and Readiness
NZ USAR (NZL1) Management Team

DEAR FIRE PERSONNEL,

I WISH TO SINCERELY THANK THE FIREMEN WHO ATTENDED A TRAFFIC ACCIDENT ON THE 15TH JULY, 3:30PM AT THE CHURCHES CROSS HIGHWAY INTERSECTION BETWEEN A GOV - TRAILER AND RED HISSAN 4X4.

**I JUST CAN'T
THANK YOU ENOUGH!**

THANKYOU FOR THE PROFESSIONAL CARE & SUPPORT GIVEN TO MYSELF, MY WIFE AND 3 YOUNG GIRLS. PARTICULAR THANKS TO THE FIREMAN WHO OBTAINED MY 4 YEAR OLD SON WITH A COLLARING BOCK, SHOULDS AND A 12 IN THE FOREHEAD.

WITH KIND REGARDS
LYNDIE & MARK WHITE SMITH
SAMUEL, BENJAMIN & DANIEL

From: Judy Moore

Sent: Monday, 5 October 2015 4:47 PM

To: Middleton, Peter (TFS); Ridge, Colleen (DPEM)

Subject: TVIN Emergency Preparedness Project

Dear Peter and Colleen,

Just wanted to say thank you to you both for your unqualified support for our project – without which it wouldn't have got off the ground. Your support from our first meeting onwards gave us the confidence and ability to put forward our case for funding which was critical to getting it delivered. The fact that it came together so seamlessly is a tribute to your professionalism. Given the early start to the bushfire season this year it's good that we were able to deliver it in such a timely way.

I should also thank you for encouraging us to enter the Awards – who would've thought the project would be receiving this level of recognition when we first sat down to nut it out!

Once again a huge thank you to you both it's been an absolute pleasure working with you.

Kind regards

Judy Moore

Executive Officer | Tasmanian Visitor Information
Network Inc.

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