

Fireground

spring 2015



- A legacy of leadership: Chief Officer retires
- State Conference 2015: delegates farewell Chief Officer
- Sector Commander training: masterclasses for the frontline
- Dream comes true: Kingston Brigade supports Make-A-Wish



Tasmania Fire Service

Contents spring 2015



2



8



16



24

From the Acting Chief Officer	1
A legacy of leadership: Chief Officer announces retirement	2
Corporate Services Integration: the reason why it's happening.....	6
State Conference 2015.....	8
Delegates farewell Chief Officer	8
CAFS the future of firefighting	10
What happened at the conference?.....	11
Chief Officer's Special Awards	11
Are firefighting foams safe for the environment?	
EPA helps TFS to reduce the risk.....	12
Team Tassie rises to outback rescue challenge	13
Knowledge Management Project: rollout on schedule.....	14
Australian Fire Service Medal presentations	16
Enter now for the 2015 State Firefighter Championships.....	17
Gemini structural personal protective clothing rollout begins	18
Grassy opens new fire station.....	19
Isolated brigades receive donations that could save lives.....	20
Prospect Fire Brigade looks back on 30 eventful years	21
Interschutz: the leading exhibition for fire prevention, rescue, disaster relief, safety, and security	22
Have you considered taking an Urban Firefighting Course?	26
Introducing Sector Commander training: AIMS 4 masterclasses for managers on the frontline.....	27
TFS increases first aid capability: here's what you need to know.....	28
Learning by doing: Junior and Cadets take charge of fuel reduction burn	29
A day in the life of a Fire Investigation Officer	30
10 minutes with: Margaret Kean	32
10 minutes with: Bill Tiddy	33
10 minutes with: Lebrina Brigade.....	34
Rossarden Brigade back in action	35
Reflections on a great profession	36
FireComm farewells a cool-headed leader	38
Vale Eric Braithwaite	39
National memorial honours fire and emergency services personnel.....	40
Oldest crew keeps on keeping on	40
TFS volunteer wins with radom snap of kindness.....	41
On the Move.....	42
How the Fuel Reduction Unit is making communities safer	44
Bushfire-Ready Neighbourhoods now on international stage	46
Bushfire-Ready Schools: making vulnerable centres safer.....	47
New international framework for disaster risk reduction	48
Agfest 2015: Big freeze no deterrent for fire safety message.....	49
North West Regional Awards	50
Trevor Clark receives Order of Australia medal	50
East Coast District Group nights.....	51
Awards	52
Make-A-Wish and Kingston Fire Brigade make one boy's dreams come true	54
Give Me 5 for Kids: TFS pitches in for fundraising effort	55
Rob Valentine lends a helping hand to TFS families.....	55
Volunteers make winter warmer for disadvantaged children	56
Vinnies CEO Sleepout.....	57
White Ribbon campaign: violence against women and children is not okay	57
Step back in time: life in the Hobart Fire Brigade during the 1960s and 70s	58
From the archives	59
Missing truck tracked down.....	59
Historic fire vehicles showcased at landmark event.....	60
Tasmania Fire Museum	60
Photo competition	61
Letters.....	64



29



44



54



60

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Mike Brown
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Tasmania Fire Service

Official Journal of Tasmania Fire Service

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FROM THE ACTING CHIEF OFFICER



GAVIN FREEMAN

Welcome to the Spring edition of your magazine, *Fireground*.

Firstly, let me say it is a sincere privilege to be your Acting Chief Officer for the next seven months.

The Secretary of the Department and the Minister have both indicated that they intend to shortly commence a nationwide search for the new Chief Officer to enable the successful candidate to take up the position at the end of March. I intend to contest the position to the very best of my ability and in the interim period I feel privileged to be your acting Chief Officer.

Mike Brown has left us in a solid position and he will be missed; however, he can enjoy his retirement in the knowledge that he really did leave TFS in a better shape than when he took the reins six years ago. He has left us with many pearls of wisdom, but I single out Mike's departing words that we are certainly lucky to be part of this organisation.

Considering the interim change in leadership, I feel it is important to provide you my personal philosophy in order to set out my expectations and objectives for the term of my appointment. Please consider this my immediate guidance for how we (as an organisation) conduct ourselves and collectively meet the needs of the Tasmanian community.

My vision for our leaders

I consider and trust that every supervisor is a leader. Together, all leaders have a clear responsibility to build upon our excellent organisation for the future. Therefore, when you accept a leadership position know that it is no longer about you. It is about your people, and our TFS.

I expect:

- Consistent, values-based leadership.
- A non-regionalised (non-parochial) approach to TFS business.
- A focus to build future leaders in our brigades; and our communities.

My vision for our members

Together, it is our behaviour that shapes the TFS mission, vision and public opinion. Make your behaviour count towards success; and if it doesn't meet our values, re-think your decision. In particular:

- Strive for the three 'P's - be professional, be proud and be proficient at your job.
- Whatever we do, make sure we monitor and evaluate our actions. This way, we can make them better in future.
- We must imagine what is over the horizon – both good and bad, and balance future possibilities with what we are facing now.
- We must always have the courage to 'do the right thing'. Even in difficult and uncertain circumstances, a rapidly changing environment or changing priorities we must keep focused on our collective goals.

My organisational objectives

Collectively, we will:

- Be safe responders in practice and training.
- Build a safe and resilient community.
- Demonstrate excellence in interoperability.
- Provide a resilient and adaptable environment.
- Realise an investment in our people.

This is my very broad leadership philosophy and I look forward to working with you and building on the great work done by Mike.

Thinking about summer?

It is easy to dream about summer when we are feeling the effects of a particularly brisk winter! What is a little harder, is for us to convince people that they should be planning their preparedness for our bushfire season NOW! All members of TFS should be reinforcing the need to communities that we will always have a bushfire season in this State, while the length and severity can fluctuate, it only takes one fire on one day to make a terrible impact if we as a community are not prepared. We will probably have a limited window to reduce the hazards this year, so please, encourage people to be ready to capitalise on it.

What's your story?

At the start of this message I mentioned that this is YOUR magazine, I urge you to ensure that it continues to be timely, relevant and something worth reading by contributing articles and photographs. Don't leave it to just a few.

Stay safe.

Regards,

Gavin Freeman AFSM
ACTING CHIEF OFFICER



A LEGACY OF LEADERSHIP: Chief Officer announces retirement

Meaghan Newson

Chief Officer Mike Brown recently announced his retirement after dedicating 39 years to Tasmania Fire Service.

After a distinguished career that saw him progress from Cadet Fire Control Officer to the most senior levels of the organisation, he leaves behind a fire service that embraces all members—volunteer and career, operational and support—in its culture of leadership.

He says that transitioning TFS from an organisation that was governed by rules, to one that is now driven by values, was one of the key challenges he set himself on being promoted to the top job. Looking back, he's proud of the positive changes.

"When I became chief, I thought it was a good opportunity to consider our leadership strategy and develop that for the whole organisation.

"I didn't take over an organisation that was in any way broken. It was a good organisation from the word go, but I did grasp the opportunity that, if I was going to leave anything behind, it would be an improvement in culture, values, and behaviour—an improvement in performance through leadership and values.

"The organisation was governed by rules. If something went wrong, we made a new rule, and if someone broke the rule,

they were punished. Now, we look at our values. We have a discussion about whether a person's behaviour or response reflected the values.

"It has been really positive in terms of making a better workplace. We have improved morale, and motivation and productivity.

"One thing I was really clear on was not having some specialist programs and picking a few individuals and sending them off. We needed to bring the whole organisation along on the journey at the same time.

"It's a brave approach, too. Each and every member of TFS has the chance to look back at senior leadership (including me)—they can say, 'Mike, I don't think that's really being considerate, and we have consideration as one of our values.' You have to respect that will be a part of it as well."

Proving ground: the 2013 bushfire season tests leadership approach

The once-in-a-generation Dunalley fire was the critical proving ground for the values-based leadership approach.

"I think we got a good test in the major fires of 2013," says Mike. "I think most people would not only say we did a pretty good job, but that we did it right.

"One of our important strategic directions is 'trust'. We must have the trust of the community if we are putting out warnings—people need to think, 'If that is from TFS, they know what they're on about.'

"Six months after the fires the [Tasmanian Bushfires Inquiry] report came out and there were the adverse findings, but people would stop me in the street and say, 'We don't understand—you did a great job. Be proud and keep on supporting us as you have always done.'"

Mike always knew it was possible that TFS would someday face a fire like Dunalley.

"Over history there has been very bad fire weather in Tasmania, and in recent years it had been a bit more frequent—so it was going to come up one day.



Cambridge Training Complex 16 September-19 December 1985: Rear (L-R): Mark Cullen, Larry Monash, Mark Bowden, Ian Cawthorn, Jeff Harper, Chris Arnol, Andrew Adams, Gavin Freeman, Bill St. Ledger. Front (L-R): Training Officer (TO) Jeff Knight, TO Michael Brown, Deputy Chief Training Officer Gerald Crawford, TO Ted Hinds, TO Peter Copleman.

"One thing I'm very grateful for is sorting out what we needed to learn from the Victorian Black Saturday bushfires—what did we need to change so we could respond better, and ensure we minimise loss of life. The main one was that communities must be warned, with clarity and in a very concise way that doesn't mince words."

Senior TFS officers began preparing for the forecast catastrophic fire conditions some three days out, ensuring Strike Teams and Regional Fire Operations Centres were in place and the other firefighting agencies and emergency services were on standby.

"When the bad weather came on 3 January, we were ready for it. There were 40 fires all up on 3 January, and the following day was even worse. That was a really bad day, Catastrophic by lunchtime.

"That was the worst fire weather we had had since Black Tuesday in 1967. In some ways it was worse, because of the lightning and the hot fiery day the day before.

"That stretched things a lot. You don't have conditions like that very often. For all of us, it was a once-in-a-career event. We were looking at the huge white pyrocumulus cloud with the red glow underneath, and thinking that people were probably dying."

As Chief Officer, he says it was imperative to maintain a sense of calm during the crisis.

"People are looking for a sense of rationality and calm. There has to be some composure about it. There was a sense of not showing the concern too much. I learned a couple of weeks later that a lot of people were feeling the same way."

"The thing that was in the back of my mind was, 'This is only 4 January, and we still have more than six weeks of fire season to go.' If the fire at Molesworth [in February 2013] had started at the same time, we would have lost half of Hobart."

Mike credits the TFS Operational Priorities, which he says have been 'drummed in' to members, with helping to ensure no civilians lost their lives during the fire.

"We developed our six principles for when fires burn out of control, that turn normal firefighting principles on their head: issue warnings, protect vulnerable people, protect critical community infrastructure, fight building-to-building ignition, and then, when conditions allow, try to put the fire out.

"When we started plucking crew members out of Dunalley, they were saying, 'communications were difficult, the situation was confusing, and people were scared, but I remembered the priorities and that gave me comfort and confidence, knowing what I needed to do.'"

Close call: fire management or wool classing

Given his contribution to TFS, it's surprising to hear Mike say that a career in fire management was not necessarily his first choice of vocation when he was a school leaver.

"I didn't have parents who gave me fire trucks or anything like that," he says. "I worked on farms in the summer and liked that type of work, so I was going to go to Creswick to learn wool classing."

In the meantime, though, he had applied for four jobs in Tasmania, and landed three: at the Forestry Commission, the

Minister and Police Commissioner pay tribute

**Minister for Police and Emergency Management
Rene Hidding has paid tribute to Mike Brown's years of dedication to Tasmania Fire Service.**

"On behalf of all Tasmanians I would like to thank Mike Brown for his strong leadership, particularly in times of crisis," Rene Hidding said.

"Mike has been a trusted voice in emergency management, providing reassurance and inspiring confidence in the capability of the Tasmania Fire Service."

Police Commissioner Darren Hine praised the Chief Officer as a passionate supporter of the more than 5,500 TFS members.

"Mike Brown led a team of dedicated career and volunteer fire officers who responded in catastrophic conditions during the January 2013 bushfires; there's no doubt their efforts saved lives.

"He has been a strong ambassador for fire safety in the community, advocating community education and awareness programs, which have contributed to a reduction in residential fires and fire deaths by 50 per cent over the past 15 years.

"We thank Mike Brown for his service to emergency management and wish him the very best for the future."

Department of Agriculture, and the newly formed Rural Fires Board. The latter option provided the best promise of a structured career path.

"After a lot of thought, I decided to go with this new organisation. I started as a cadet fire control officer, working in various regions throughout the state supporting brigades.

"I did some structured training with the Forestry and Parks people, and at the end of three years of training, we went to the Country Fire Authority training academy in Victoria. I came out qualified as an officer."

Stepping up

After spending some years training firefighters and in operational roles throughout the north west of the state, Mike was promoted to Deputy Regional Chief in Launceston, and shortly after that, Regional Chief. At the time, he says, he felt that was going to be the highpoint of his career.

"I was really happy there and I was working with a great team. I didn't really think too much about further career progression. But then the position of Deputy Chief Officer became available and I thought if I was going to take a step, that was the step to take. I was successful for that and did that job for three years.

"Then the chief at the time, John Gledhill, announced his retirement. He went on extended leave, so that gave me eight months to act in the job. A bit like a test drive.

"I quite liked it—I found I liked the support of good people around me. I also found I had a lot to learn. I had to learn a lot more about government, and governance, but I worked through that to the point where I thought, 'I can do this.' So, I applied for it in 2006 and was successful."

Mike believes a key to his career progression was the tertiary education that mentors within TFS encouraged him to achieve.

"I couldn't have advanced into positions such as Regional Chief and beyond without tertiary qualifications.

"I didn't have them, but working for TFS, I was encouraged by good mentors to enrol in tertiary education courses, which I have to say, I probably did reluctantly. But I found I could do it, and they improved me a lot in the way I could better understand organisations.

"I did a Bachelor of Social Science specialising in Emergency Management. That opened the doors for the Institute of Fire Engineers, and I succeeded in qualifications for that.

"Then I found I could apply for a scholarship to study at the Executive Fire Officer Program in the United States. I applied for that scholarship, and won it."

Such achievements did not come without some personal costs though.

"Family takes a lot of sacrifices over your career, particularly if you have children. I've never had a full summer holiday. You miss out on summer camping trips and things like that. It's just part of the job."

Leaving on own terms

Mike says he's looking forward to making up for some of that lost family time, with travel, home renovations, and landscaping at his shack on the Tasman Peninsula. Some consultancy work in organisational cultural development might also be on the horizon.

He's grateful that he's been able to depart TFS on his own terms.

"Most of my peers in other states have not left of their own choice. They've been damaged by some sort of operational inquiry, or some sort of ethical, political, or behavioural matter.

"The world just gets more complicated—there's now an Ombudsman, an Equal Opportunity Commissioner, an Integrity Commissioner. There's a lot of oversight now around behavioural and ethical elements and expectations.

"It's really hard for TFS because 90 per cent of our people are not employees, and they can walk if they want to. We have to meet demands such as minimum training standards, assessment, OHS, and behaviours.

"It's really quite challenging and probably not well understood by any government.

They talk about what your budget is, what your full time equivalents (FTEs) are. We only have 470 FTEs—but there are over 5,000 volunteers in addition.

“Those people can’t be taken for granted. They’re not for nothing. Those people need care and guidance, resources and leadership.”

Mike Brown’s retirement will commence in March 2016, but he will be on extended leave from 24 July. Deputy Chief Gavin Freeman will be Acting Chief Officer while a national recruitment process takes place.

MN



A Midlands District farewell for the Chief. (L-R) District Officer Midlands Gerald Crawford, Lachlan Brigade Chief David Gleeson, Chief Officer Mike Brown, Brigade Chief Colin Triffitt, Magra Second Officer Paul McMaster.



(L-R) Glen Kelly, Stuart Parker, and Mike Brown.



Mike Brown and Claudio Muench.



Personal Assistant to the Chief Officer Margaret Kean and Deputy Chief Officer Gavin Freeman present Mike Brown with a farewell gift.

Corporate Services Integration: the reason why it's happening

The integration of support roles across the Department of Police and Emergency Management (DPEM) will reduce duplication and allow additional effort to be put into supporting the operational arms, says Acting Chief Officer Gavin Freeman.

"At the end of the day, we are here to provide public safety. It is our collective responsibility to explore every opportunity to work together to achieve even better outcomes for the community we serve.

"This project is all about creating a better support service for our frontline people, which will in turn mean that the community receives a better service from us."

The corporate services integration will see the separate finance, engineering, communication, and information functions based in Tasmania Fire Service and the Department Police and Emergency Management, of which TFS is already a part, merged into one agency-wide unit. The project commenced in December 2014.

The big picture: community service

The Secretary of DPEM, Darren Hine, says the change is being driven by the community's needs, rather than cost savings.



Based on the Golden Circle by Simon Sinek.
More information: startwithwhy.com

"It all comes back to the community. It's about doing things on a greater scale so that our service to the community is better. Any savings that we do make will go into the frontline services that provide the direct support to the community," he said.

"The integration does address the need to reduce duplication and increasing efficiencies, but you wouldn't do that unless there was a bigger reason.

"And that is it's going to improve the way that we will deliver our services. We'll end up having more streamlined services, we'll have access to greater knowledge bases, which will give us greater creativity in terms of what we do, and how we do it.



"TFS is already one of the operational arms of DPEM. This project will help to clarify that, and contextualise where it sits within DPEM."

"For the volunteers on the ground, this will help to build on those very good relationships that are already there with Tasmania Police and the State Emergency Service."

Greater depth of support for the frontline

Gavin Freeman says the integration will bring many opportunities for people in both operational and support roles.

"Frontline people will find that they will have more depth to their service. If there's a major bushfire or flood, or a major incident that Tasmania Police are taking the lead with, staff in the corporate area can be brought in to provide support."

"The bushfire season is obviously a peak period of the year when there will be access to broader support. There will be more people to draw on if there is a prolonged event."

More career opportunities for support staff

He says the integration will also create more opportunities for support staff.

"It will create career opportunities, training opportunities, and more diversity in their work. They will be able to support all frontline activities—Police, TFS and SES."

"We will have a more diverse workforce. There will be a whole series of flow-on effects for individuals. They will get to see that over the next 12 months, if they are not seeing it already."

You will be able to contribute

While until now the focus has been to map out the immediate way ahead, the work areas will be seeking your contribution to the process.

"The project team has been looking at how we can create a new culture for the integrated areas, so that it has its own identity within the agency," said Gavin Freeman.

"The first thing they've focused on is a roadmap of how that can be done, and as we bring people together, what it might look like."

"But it's a matter of empowering people in doing that—involving people to look at what they like about how we do business, and what they would like to change."

"We recognise that we don't have all the answers, and that this is going to be a process over a number of years. We want people to have input into the process within a structure that empowers them to come forward with ideas."

Support is available

If you want to explore what the change means for you personally, help is available.

"A lot of people are looking forward to the change, while some staff have questions, and need answers to those questions. We do have processes that we are putting in place to try to deal with that."

"It's important to remember that there is a greater purpose to the integration."

In times of doubt, people can know the reason for it is right."

Want more information?

See the Corporate Services Integration page on the TFS intranet or contact Change Consultant Katherine Street at katherine@flourishing.com.au

Need to speak to someone?

Confidential counselling is available from Converge International under the TFS Employee Assistance program. Call 1 300 687 327

Don't miss the deadline for the Summer 2015 edition of Fireground!

Fireground is your magazine—get involved!

If you or your brigade have an article, or photo for the photo competition, which you would like to include in our Summer 2015 edition, please send it to fireground@fire.tas.gov.au by 14 September 2015.

Please remember that digital photos need to be 300 dpi, or at least 1MB in size.



STATE CONFERENCE 2015

Delegates farewell Chief Officer

David Claridge

Firefighter—Prospect Brigade

The Country Club Casino in Prospect was flooded with firefighters on July 18. However, they were not responding to a call—they had gathered to attend the annual Tasmania Fire Service Conference.

Around 360 people, including career, volunteer and support staff, as well as representatives from Tasmania Police, State Emergency Service and Ambulance Tasmania, were present to learn how the last twelve months has affected the fire service.

Minister for Police and Emergency Management Hon Rene Hidding gave the opening speech at the conference.

"This is a great opportunity for TFS to bring the operational arms all together as part of a family to talk through what the Tasmania Fire Service is doing," Mr Hidding said.

"The fire service, with volunteers

and career firefighters, is a unique arrangement in Australia.

"Elsewhere they are quite separate, and in a special Tasmanian way we've got this one group of people who would normally be apart but work together.

"It's a wonderful outcome, not just for safety but in terms of efficiency," he said.

Mike Brown played an important part in what would be his last conference as Chief Officer.

"We've been running these conferences for a long time, more than twenty years," Mr Brown said.

"It gives us a golden opportunity to talk about what our experiences have been for the past twelve months.

"Also, what changes are coming up for the next period and to bring in interstate people to talk about their experiences," he said.

Chief Officer Brown is sad to be leaving the fire service but has already planned how he will be spending his time.

"If the weather is good I'll be fishing, if it's not so good I'll be doing some landscaping," he said.

Group Officer of Tasman Group and the Nubeena Brigade Chief Garry Cooper came to the conference to get valuable information to take back to the brigade.

"I'm here mainly to catch up with people that I've met through the fire service," Mr Cooper said.

"I'm always interested in Alf's [Leon Smith's] talks on new vehicles. It's a highlight of the conference to see what is in the pipeline with new vehicles."

"In a lot of respects we are getting better, equipment wise and with new technology.

"But we still seem to have problems retaining volunteers. They've addressed it a bit but it's an ongoing issue," he said.

The conference was streamed online and is available for all TFS personnel to view on the members page of the TFS website.

DC



State Fire Management Council Chair Ian Sauer.



Minister for Police and Emergency Management Hon Rene Hidding.



Mike Brown with wife Patricia after being presented with a parting gift.



District Officer Steve Richardson makes a presentation about restorative practices.



Patricia and Mike Brown.



Country Fire Service Deputy Chief Officer Andrew Lawson makes a presentation about the 2014-15 South Australian bushfire season.



TFS Conference Delegates.



Les Drellich makes a presentation about restorative practices.



Director Human Services, Robyn Pearce talks about integrity, one of the TFS values.



Mike Brown and Personal Assistant Margaret Kean.



Mike Brown and Ron Jones, who presented Mike with a National Award for Excellence on behalf of the Australian Institute of Emergency Services.



SES Director Andrew Lea makes a presentation about TFS/SES collaboration.



STATE CONFERENCE 2015

CAFS the future of firefighting

David Claridge

Firefighter—Prospect Brigade

CAFS: the four letter acronym that has members of the TFS and other Australian fire agencies frothing at the mouth.

Considered the future of firefighting technology, the Compressed Air Foam System is a revolutionary advance that will be added to the TFS fleet in the near future.

Bridgewater Brigade Fourth Officer Aleks Long was available to give an explanation on how his brigade used the first CAFS Heavy Tanker in the TFS.

"CAFS is essentially air that is injected into the already existing Class A foam solution that we use for firefighting. This is done post pump, in the delivery manifold," Aleks said.

"Application-wise it has lots of benefits. It takes toxins out of the smoke by trapping them in the bubble structure, rapidly reduces temperatures, and conserves water usage, which is a major benefit on larger campaign fires.

"You still need to use water for certain things, but it's just another tool to use in what we do."

Before Bridgewater could use CAFS they had to undergo training.

"The training is full on, we did about seven training sessions in a fortnight, mainly theory based, but it gave us everything we needed to know to use the new appliance and system.

"But once you do that and you put it into practice it becomes very much second nature." He said.

"Credit goes out to Leon 'Alfy' Smith and the entire Engineering team. Throughout our use of the prototype truck, Engineering Services have been open to all of our feedback on the appliance, be it good or bad. They have also taken the feedback and adapted the latest build to better improve the fleet moving forward."

The TFS CAFS capability has seen national use at the Hazelwood fire in Victoria, where it generated a lot of interest (see *Fireground* Winter 2014).

In Tasmania to date, the CAFS capable appliances have mostly gone to vegetation fires in the south.

Manager, Engineering Services Leon "Alfy" Smith was at the conference to unveil the plans for expanding the use of CAFS.

"CAFS will be an integral part of our capability moving forward," Leon said. "We've developed technology that is really cost effective to integrate."

"We want to give people the traditional capability they've always had, and the integration of CAFS into the vehicle isn't to the detriment of traditional tactics."

He said that firefighting agencies in Europe and the United States have been investing a lot into CAFS systems because it's nine times more effective as an extinguishing medium, uses less water and foam, and requires fewer crew to use.

There are three main components to make compressed air foam, the water pump, an air compressor, and foam.

Knowledge gained from the initial testing and feedback will be applied to future uses of CAFS.

Senior Environmental Officer for DPI/PWE John Gorrie talked at the conference about the environmental concerns surrounding CAFS.

"We did a trial on the comparative effectiveness of water and CAFS on a time trial," John said. A tyre fire was used to compare the differences.

"After using 1,500 litres of water over seven minutes, the tyres were still burning. CAFS coming from the same hose took seventeen seconds to put out the same fire."

From an environmental and firefighting perspective CAFS is also going to be helpful.

"As soon as I saw that I was sold on it, that CAFS is an incredible tool," John said.

Studies are still being conducted about the long-term effects of the use of foam in the environment. However, CAFS does not appear to have a serious environmental effect, as tests have proven it can be retrieved from solid ground and bodies of water.

DC

For more information about the environmental effects of CAFS, see story page 12.



Open forum panel.

Delegates reflect on this year's event

This is what some of the attendees from around the state had to say about this year's conference.

"The conference was a good chance for networking, also to learn a little bit about what is going on with the organisation."

First Officer Wayne Preston,
Hadspen Brigade.

"It was my first time to the conference, I've enjoyed all of it so far and hope to come back next year."

Second Officer Chris Richardson,
Port Sorell Brigade.

"I've been to every conference since they started. The reason we started them in the first place was to get everyone from the state together."

Brigade Chief Graeme Brown,
Latrobe Brigade.

"The most interesting thing so far was the information about CAFS and the fires in South Australia."

Third Officer Sharon Clarke,
Hillwood Brigade.

"It's very noticeable that we have similar interests [with Ambulance Tasmania], but first impressions on the conference are that you have a good corporate brand. The way that people get together, it's very obvious that people in the organisation know where they belong."

Ambulance Tasmania Duty Manager
Lynden Ferguson.

"I think the new bushfire protection plans are the most interesting."

Group Officer Western Tiers,
Errol Gleeson.

"There is heaps of organising, pretty much one conference is finished and we start working on the next one. It's great to see that the fire trucks are progressing and that we are in front of many other fire agencies, we're pretty proud."

Fuel Reduction Unit Senior Clerical Officer, Kylie Cornish.

"The best thing about today was seeing Mike Brown – although it was for the last time – and that brought a tear to my eye."

Firefighter Vikki Rowe, White Hills Brigade.

What happened at the conference?

- The 2014-15 South Australian bushfire season: Lessons learned about the Simpson Flats fire.
- NSW floods coverage by the State Emergency Service
- Corporate Services Integration
- *Bushfire-Ready Neighbourhoods* and Community Protection Planning: Changing Behaviour and Having an Impact.
- Fighting Fire with Fire: the Fuel Reduction Program
- Advancements in firefighting technologies
- SES/TFS collaboration: now and into the future
- TFS Knowledge Management Hub
- Working with Children registration
- Integrity: one of our values. What does it mean for emergency service workers?
- Critical Incident Stress Management
- Restorative Practices
- Racism. It stops with me.

Chief Officer's Special Awards

The Chief Officer presented five Special Awards to TFS members at this year's state conference.

SANDRA WHIGHT—Fuel Reduction Unit: in recognition of outstanding commitment and leadership to the Fuel Reduction Unit and support to the State Fire Management Council.

PETER MIDDLETON—Bushfire Ready Neighbourhoods: presented to Peter Middleton and the BRN team for their outstanding contribution to community safety.

CHRIS COLLINS—Community Protection Planning: presented to Chris Collins and the CPP team for their outstanding contribution to community safety.



Mike Brown presenting Carol Davey with her Chief Officer's Special Award.

CAROL DAVEY: in recognition of outstanding support and leadership to the Northern Region and TFS administration.

MARGARET KEAN—TFS Conference Planning: in recognition of professional assistance in planning and logistics for the TFS Conference for more than two decades.



Are firefighting foams safe for the environment? EPA helps TFS to reduce the risk

John Gorrie
EPA Division—DPIPWE

For the past 12 months, the Environment Protection Authority Division has been assisting Tasmania Fire Service to meet its goals for managing the environmental impacts of firefighting activities.

The EPA Division is part of the Department of Primary Industries, Water and the Environment. Its personnel are predominantly scientists and engineers, and it is their role to provide support to the Board and Director of the Environment Protection Authority.

This cooperation was initiated by TFS Manager Engineering Services, Leon “Alfy” Smith, when he contacted the EPA Division seeking a presenter to provide an overview of the environmental considerations related to foams, especially the compressed air foam system (CAFS).

The EPA Division gave a presentation at the national seminar on all things CAFS at the Police Academy in Rokeby (see *Fireground* Summer 2014).

Prior to the seminar, EPA and TFS carried out a trial to compare the effectiveness of water, nozzle aspirated foam (NAF) and CAFS when extinguishing burning tyres at an EPA approved trial at a remote location. The results are provided in the following table.

MEDIUM	VOLUME USED	TIME TO EXTINGUISH
Water*	Approx. 1500 L	>420 seconds
NAF	Approx. 170 L	Approx 115 seconds
CAF	Approx. 50 L	Approx 17 seconds

* After seven minutes foam had to be used to extinguish the tyres

The EPA officers were very impressed with the effectiveness of CAFS compared with NAF, especially in light of the difficulties TFS had experienced managing the Longford tyre fire in February 2012, where only water was used.

It was obvious that the Longford fire would have resulted in significantly less public distress, TFS resources, and environmental harm, if CAFS had been available then.

While foams in general, and CAFS in particular, are powerful tools for firefighters, foams do cause environmental harm, especially if they enter waterways. Two major impacts result from toxicity and the removal of dissolved oxygen (D.O.) from the water.

The EPA Division and TFS conducted a range of trials to assess the impact of CAFS on D.O. The results were surprising in that there was no measurable decrease over a 24-hour period. This was probably because CAFS does not interact with the water on which it is floating.

A word of caution is that the toxicity was not assessed. The foam would

be expected to have an environmental impact through removal of D.O. and toxicity after it breaks down and mixes with the water.

The next group of trials used ‘vac trucks’ to assess whether CAFS could be easily removed from the terrestrial and marine environments to minimise the potential impact of CAFS. The marine trial included Tasports staff and equipment.

Both those trials were reasonably successful, and further work will be undertaken to modify some equipment to improve the effectiveness of the cleanup.

The EPA Division is also assisting TFS in organising places, and cleanup techniques, to allow more training using foam (NAF and CAFS). Details about this collaboration were provided at the recent TFS State Conference.

To date, the collaboration has been very useful for both agencies in that EPA Division have been able to use their capabilities to assist TFS, and TFS have provided a better understanding of the issues that confront firefighters.

The goal of this collaboration is to assist TFS improve environmental outcomes, while not impacting on the safety or effectiveness of firefighters.

The views in this article are those of the author and not necessarily those of the EPA or EPA Division.

JG



Team Tassie rises to *outback rescue challenge*

James Newstead
Station Officer—Northern Region

Team Tassie's results
Placed 6th Overall
Placed 6th Overall for Crew Leader
Placed 4th Overall for the Technical Team
Placed 7th Overall Medical Team

Tasmania Fire Service has been sending teams to the Australasian Road Rescue Organisation competitions since 2008, with the aim of developing our personnel's skills in the discipline of Road Crash Rescue.

This year's Australasian Rescue Challenge, held in July 2015, was a three-day event held in Alice Springs and aptly named 'Outback Rescue.' It focused on community education and highlighted the challenges of road crash rescue response in remote locations.

This year, a team from the Northern Region, comprising a team from Launceston Fire Brigade and a paramedic from Ambulance Tasmania, represented TFS.

Each team in the challenge consists of six members who include a team leader, a medic, and tool operators. Team Tassie—comprising Team Manager Dale Lapham, Incident Controller Steve Johnson, Medic/Technical Tool Operator Robert Nimmo, Paramedic Matthew Buck, and Technical Tool Operators Mark Batt, Andrew Clarke, and Scott Anderson—spent over 100

hours over the past eight months training for the event.

The team was grateful for the opportunity to attend and represent Tasmania Fire Service.

Tasmania was also well represented by another team in the competitions, the State Emergency Service Southern Region Unit Managers Team.

In all, there were a total of 17 teams competing from around Australia, New Zealand and Asia who enjoyed the hospitality, scenery, comradery and learning opportunities that this year's event had to offer.

The Australasian Rescue Challenge has been operating formally since 1996. Until this year, all Australasian jurisdictions, with the exception of the Northern Territory, had hosted the event at least once.

The Australasian Rescue Challenge brings together rescuers from SES, fire and rescue, and mines rescue organisations. The annual challenge attracts teams from all states in Australia, several teams from New Zealand, as well as a number of teams from Hong Kong and Singapore.

The event includes three days of gruelling

scenario-based rescue challenges across four disciplines: controlled, time critical, entrapped and trauma.

The teams are assessed on their ability to undertake a rescue (or rescues) in three scenarios that are time critical and patient focussed, and which are spread across the three days.

They are assessed by a team of ARRO subject matter experts on their command, medical, and technical abilities in the trauma, time critical, entrapped, and controlled pits, where each scenario reflects actual 'on road' incidents.

Outcomes of the Australasian Rescue Challenge have seen the development of knowledge and skills in road crash rescue, which ultimately save lives.

The event also included a learning symposium, which consisted of a full day of lectures, technical demonstrations, and workshop sessions, including presentations on vehicle technology, medical response, and remote outback rescue.

Next year's challenge will be held in Victoria, and it will be North West Region's opportunity to compete.

JN

KNOWLEDGE MANAGEMENT PROJECT: ROLLOUT ON SCHEDULE

Nick Wilson

Principal Staff Officer—Executive
Support Unit

*“...in today’s
environment, achieving
and maintaining
contemporary and
relevant expertise is not
a simple task.”*

A big welcome from the desk of the Principal Staff Officer (formerly the Manager, Policy Doctrine).

As you will have noted from the last few issues of *Fireground*, Tasmania Fire Service has recently embarked on a knowledge management project to redefine how we use, maintain and update our operational procedures and techniques.

That is not to say they were bad in the first place...after all, our collective level of professional mastery has long resulted in us, together with other emergency management partners, routinely being voted the state’s most trusted profession.

But we must acknowledge that in today’s environment, achieving and maintaining contemporary and relevant expertise is not a simple task.

Training, competency maintenance, personnel retention and many other stressors play a critical part in influencing our success criteria. Historically, these areas have been mitigated through a narrow and deep investment in experience—where the membership of an agency by a practitioner will span an entire career (both paid and volunteer).

However as the environment rapidly changes, so does the workforce and the media in which it communicates.

It follows that ‘traditional’ methods of knowledge maintenance—word-of-mouth instruction, standard operating procedures (SOPs) and a relatively small policy basis—are no longer sufficient. And as audits, investigations and commissions all seek to interrogate our written word, so must we strive for an endless quest for certainty.

To that end, the **TFS Doctrine Model** was conceived to provide a hierarchy for TFS operational methods and procedures. You have heard me speak of this previously, but let me give you a ‘soldier’s five’ on what the rationale was in building your knowledge library...

The Doctrine Project commenced in

March 2014. To remind you the term ‘doctrine’ in the TFS context is applied to those documents traditionally referred to by titles such as ‘standard operating procedures’, ‘standard operating guidelines’, ‘operational instructions’ and so on.

It represents our hard-won experience, and it incorporates not only industry best practice initiatives, but of course the endorsement of our leadership.

At the commencement of the project, problem identification was not difficult. The TFS system of doctrine control had become diluted and decentralised. This has been a cumulative reality over time, borne from lack of sponsorship or ownership of the product(s), changing software solutions and version control problems.

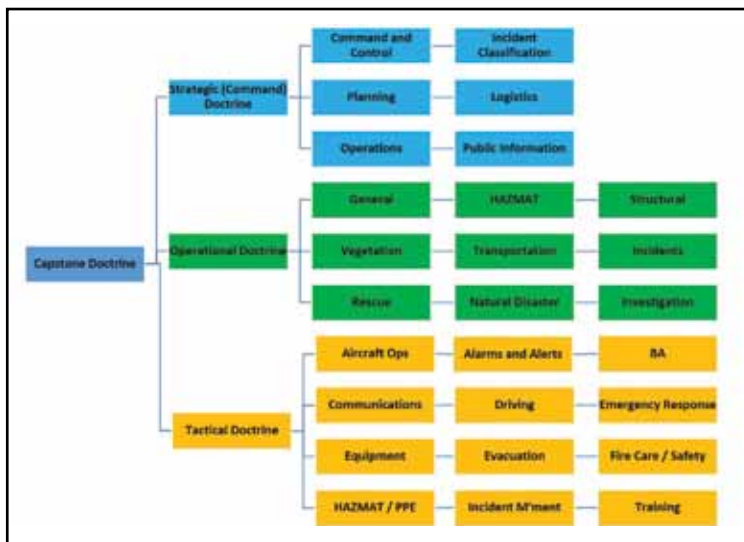
Moreover, procedures had been adapted between regions without a higher authority approving, and staff movement between functional coordination roles was proving problematic.

The project scope identified two possible courses of action. The first option was a fully inclusive doctrine model, incorporating but not limited to all facets of operational information such as procedures, forms, learning material, resource kits, safety alerts and action guides.

The second option provided for a limited model focussed purely on operational procedures and instructions. While the scope was obviously narrower, it presented a more tangible solution in the short term, with the ability to expand it further once consolidated throughout the operational workforce. Therefore, option two was adopted as a framework for development.¹

The TFS doctrine model was subsequently built with similar conventions to that of modern western military forces, namely a standard hierarchical functional library. You’ve seen it before, but to cement your understanding it looks like:

¹Choosing the second option also recognised that written material was often used by investigators, auditors, Royal Commissions, Integrity Commissions et al to demonstrate fault. Therefore, a model that presented only what needed to be considered as unambiguous, clear guidance to the user was highly preferable. This allowed for key decision-making against workplace values (mission command).



A synopsis of the layers and the intended audience for each is shown below:

1. The **Capstone Layer**. A single document that details the agency mission, vision, ethos and objectives. This level provides the authority for all subsequent publications.
2. The **Strategic Layer**. This level, known as *Command Doctrine*, deals with incident management and largely concerns those members in authoritative appointments who need to make decisions in relation to command, control, incident classification, planning and functional responsibilities. Accordingly, it broadly follows the headings and methodology of AIMS 4.
3. The **Operational Layer**. This level consists of *Chief Officer's Operating Guidelines* (COOGs) arranged by broad hazard type (e.g. HAZMAT, structural fire, vegetation fire, transportation incident, rescue and so on). These documents provide tactical considerations specific to incident; but allow for flexibility in application dependant on individual circumstances.
4. The **Tactical Layer**. This level is entirely procedural, and is issued as a directive or an instruction. It deals with such topics as the use and maintenance of breathing apparatus, personal protective equipment, driving, training and aircraft deployment.

Additional to the four fundamental layers, a chapter also exists for Joint Doctrine. This consists of inter-agency and/or multi-jurisdictional procedures with fire, emergency and landscape partners.

Topics such as seasonal bushfire information, inter-agency protocols, interstate deployment agreements and Memoranda of Understanding between agencies for operational activities are featured here.

It is important to note that the cycle is enduring and the maintenance of the model will be a challenging requirement. We still need to do a great deal of work in identifying and refining a suitable lessons-learned process to inform the model in the longer term.

Accessibility of the model across a diverse workforce is also an issue requiring significant investment. While we currently maintain an electronic site on the intranet, a hard copy publication will be issued to volunteer brigades for the first tranche. This will become untenable as updates occur, so an application-based system should be scoped as soon as practicable.

So...how do you find the product? Noting the hard copies will be distributed separately, the electronic version (or 'e-Doctrine' as it is known) is on the main menu of the TFS intranet. Simply click and navigate through the easy reference library as required.

NW

More information will be provided separately. In the meantime, any questions can be directed to Nick Wilson on 6225 8501 or nicholas.wilson@fire.tas.gov.au

Australian Fire Service Medal presentations

The following members of Tasmania Fire Service were presented with Australian Fire Service Medals on Friday 15 May 2015 at Government House by Her Excellency Professor the Honourable Kate Warner, the Governor of Tasmania. The Australian Fire Service Medal is awarded only for distinguished service by a member of an Australian Fire Service.



Jeffrey Andrew Harper
Regional Chief—North West

Mr Harper commenced his career with the Tasmania Fire Service as a recruit firefighter in September 1985. A keen and committed firefighter, he worked and studied at the Launceston Fire Brigade and was promoted to Station Officer in 1991.

After five years in an operational supervision role, Mr Harper transferred to work in Building Fire Safety undertaking building fire safety inspections for proposed developments and general fire safety compliance.

After a return to brigade operations, Mr Harper then applied to work in the specialist role of Fire Investigation; a field in which he specialises and provides key leadership across the state.

Following some experience as a Field Officer supporting volunteer brigades, Mr Harper was promoted to District Officer in 2004 providing key support, advice and leadership to the brigades of the North Esk.

He was promoted to Deputy Regional Chief—North in 2009 and Regional Chief—North in 2010. On occasions Mr Harper has also acted as Deputy Chief Officer and State Controller.

Mr Harper has worked in assisting interstate agencies on several occasions, including the Victorian Black Saturday Fires and Cyclone Yasi.

He has been awarded the National Medal plus clasp and the National Emergency Medal for his work in supporting Queensland local government authorities in the wake of Cyclone Yasi.

Mr Harper has served Tasmania Fire Service with distinction over many years.



John Edward Duggan
Volunteer Firefighter—Cygnet Brigade

Mr Duggan commenced his firefighter service when he joined the Cradoc Rural Fire Brigade in 1976. He remained there until 1996 when he made the move to the Cygnet Brigade, where he remains an active member to this date.

Mr Duggan has held a variety of positions in the officer ranks at Cygnet, including the position of Brigade Chief and functional roles coordinating juniors and cadets and health and safety.

Mr Duggan's interest and commitment to fire safety lead him to a career with the Tasmanian Parks and Wildlife Service as a firefighter specialising in remote area firefighting and fuel reduction burning in all areas of the state.

He commenced in 1998 in a seasonal capacity, but the role developed into a full-time position in 2003. He now holds the leadership position of Fire Crew Manager, overseeing the operations and development of all Parks and Wildlife specialist firefighters.

Mr Duggan has undertaken several task force deployments in recent years, including to the United States in 2006 and the Victorian Black Saturday Fires in 2009. He is an experienced firefighter and holds qualifications in incident control (at the highest level) and operations coordination.

He was awarded the National Medal for his dedicated service to Tasmania Fire Service in 1992. First and second clasp were awarded in 2002 and 2012, and he received the National Emergency Medal for his service in Victoria in 2009.

Mr Duggan has served Tasmania Fire Service, his local community and the Tasmanian Parks and Wildlife Service with distinction over many years.



John Alexander White

Retired Brigade Chief—Heybridge Brigade

Mr White resigned from the volunteer ranks of Tasmania Fire Service on August 2014 after freely giving service for 37 years.

He joined as a volunteer firefighter with the Ridgley Brigade in 1977.

While at Ridgley, Mr White developed a keen interest in operational training and competitions and led brigade activities in both of these areas.

After moving house in 1989, Mr White joined the Sulphur Creek Brigade and within one year he was elected by his peers to the leadership position of Brigade Chief.

In this position Mr White proposed a move of the brigade to a more suitable location at Heybridge, and motivated brigade members to provide hundreds of hours of labour to assist with the station construction, landscaping, and the development of several innovative training props.

Mr White also led and supported the development of brigade juniors and cadets and held the position of Fire Management Areas Committee rep, Health and Safety rep and the local Fire Permit Officer.

Mr White held the position of Brigade Chief up until his recent retirement—a true acknowledgement of his commitment and leadership.

At all times Mr White had strong support from his wife Avis.

Mr White was awarded the National Medal and clasp. He is now due for his second clasp.



Enter now for the 2015 State Firefighter Championships

The State Firefighter Championships will be held at Invermay Park, Launceston from 7-8 November 2015.

Enrolment forms and further information are available online at www.fire.tas.gov.au/championships.

Entries close Friday 16 October 2015.

This year's events will include:

Senior Events

- Urban Pump Collector
- First Aid Reel & Pumper
- GP Pumper Relay
- Siamese Valve
- Hose, Hydrant & Extinguisher
- Hose and Hydrant
- Wet Hose Marshall
- Hose Hydrant & Pumper
- Sealed Event
- Tanker Rescue

Junior Events

- GP Pumper Relay
- Siamese Valve
- Hose, Hydrant & Extinguisher
- Hose and Hydrant
- Wet Hose Marshall
- Hose Hydrant & Pumper
- Tanker Rescue





Gemini structural personal protective clothing rollout begins

Shane Batt

District Officer—North West Region

Photo courtesy of *The Advocate*.

The rollout of the new Gemini structural ensemble has now commenced, with career and volunteer firefighters receiving their new ensembles as storage modifications are completed.

Volunteer firefighters who are currently qualified in Urban Firefighting and Breathing Apparatus at Wynyard, Ulverstone, George Town, Burnie, Devonport, Kingston, New Norfolk and Rokeyby should have received their new personal protective clothing now, or be very close to it.

The second rollout of the new ensemble during the 2015-16 financial year will see another 12 volunteer brigades from across the state receive their garments, thereby providing our firefighters with the latest technology in protective clothing.

Health and safety induction essential

As reported in the last edition of

Fireground, the new ensemble will cause greater heat build up and will feel hotter than the current lime green Nomex used by the TFS today.

Firefighters have already noticed an immediate impact with all reporting that there is a significant difference, with an increase to metabolic heat build up for the wearer.

This was expected and confirms the importance of the induction to all end users to ensure health and safety issues have been identified.

Ensure regular hydration

Remember, water is the recommended hydration agent for all TFS incidents. Cool water is naturally preferable, if it is available. However, never chill your drinks as this can quickly quench your thirst without providing you with adequate fluid. It can also cause stomach cramps and may fool your body into thinking it's cooler than it actually is.

Excessive consumption of electrolyte replacement drinks is not recommended as it may cause renal damage due to the hydrogen ion load, dental erosion due to low pH, and diarrhoea due to high sugar levels, and also exceed salt requirements.

Regular re-hydration drinks provide carbohydrate energy to working muscles, but that carbohydrate energy also replaces burned calories with new calories.

The electrolytes contained within regular balanced meals are usually sufficient to replenish any loss through sweat. Therefore, electrolyte re-hydration drinks are not always required if an adequate diet is sustained.

Operational firefighters are reminded of the importance of hydration, and this should be done on the way to the job, as well as during and after fire operations.

SB



Tyron Clark, Shane Batt, Andrew Rhodes, Mike Brown, Rod McGarvie and Ian Bounds. Photo courtesy of King Island Courier.

Grassy opens new fire station

Shane Batt

District Officer—North West Region

The close-knit community of Grassy is now better protected from the threat of fire after the opening of a new fire station.

On Friday 17 April the Chief Officer Mr Mike Brown officially opened the new Grassy Fire Station twelve months after its actual completion.

Representing the State Fire Commission were Bruce Corbett and Rod Sweetnam, who agreed the station was an important investment in the safety of the community at Grassy and would provide emergency

response with the re-opening of the Scheelite mine.

The Grassy Fire Brigade has been protecting the local community for over 50 years now and the new fire station is recognition of the important part the brigade plays in keeping residents safe.

The \$300,000 fire station offers a much-improved working environment for the brigade's contingent of volunteers and members. Features include a new two-bay fire station, parking and amenities for members and volunteers, storage for firefighting equipment and a large training room.

The old fire shed, which was riddled with asbestos, housed the fire service tankers before the new station was built. This is a major upgrade that will help the brigade meet the future needs of the community.

Newly appointed Brigade Chief Andrew Rhodes said the Grassy Fire Brigade is not only there to protect the local community but also to assist with major fires across King Island. The brigade is currently rebuilding its membership and the future is looking very bright for the brigade.

SB



(L-R) Lodge Lauriston Worshipful Brother and Pipers Brook Brigade Second Officer Chris Hinds presents the defibrillator to Pipers Brook Brigade Chief Peter Harley.

Isolated brigades receive donations that could save lives

Peter Harley

Brigade Chief—Pipers Brook

Nigel Hodges

Second Officer—White Hills Brigade

The Pipers Brook and White Hills Brigades recently gained HeartStart Defibrillators thanks to the generosity of Lodge Lauriston No. 72TC and their Worshipful Master Brother Luke Wood, who acquired them for donation.

Lodge members had been surprised to learn that defibrillators were not standard issue equipment in all volunteer fire brigades.

Charity and the relief of suffering are core principles of Freemasonry, and as a Northern Country Lodge, it seemed a natural decision for the members of

Lodge Lauriston to see if they could help out in some way.

After some investigation, making sure that the equipment would be fit for purpose and immediately ready for deployment, Lodge Lauriston sourced and paid for the refurbishment of hospital-grade defibrillators, which were donated to the Pipers Brook and White Hills Brigades.

Both brigades operate in isolated areas that sometimes make prompt emergency response by Ambulance Tasmania a challenge. Because of this, the defibrillators may well be used in life-saving situations in the future.

"We are a small country brigade and have

been fundraising for a defibrillator for some time," said White Hills Brigade Chief Michael Long.

"This donation from the Lodge means we are immediately better equipped to deal with a life-threatening situation. This defibrillator can make all the difference to the outcome."

Training in the use of the defibrillators will be coordinated by Tasmania Fire Service through District Officer John Hazzelwood and Ambulance Tasmania.

PH & NH



(L-R) White Hills Brigade Chief Michael Long receives the defibrillator from Lodge Lauriston Worshipful Brother and White Hills Brigade Second Officer Nigel Hodges.



PROSPECT FIRE BRIGADE

looks back on 30 eventful years

David Claridge

Volunteer Firefighter—Prospect Brigade

From incident responses and task forces, to firefighting championships and cutting firewood for charity, the Prospect Fire Brigade has been a brigade for the community since 1985.

The brigade celebrated 30 years of accomplishments and achievements at its anniversary event on May 9.

Around 50 past and present members came together to share experiences and to see how much the station and the brigade had changed over the years.

The anniversary saw many prominent TFS members attend, including Chief Officer Mike Brown, State Fire Commission Volunteer Representative Bruce Corbett, and State President of the Volunteer Firefighters Association Rob Atkins.

MLC Rosemary Armitage was also in attendance, noting that she had made a speech in State Parliament only weeks previously about the brigade.

"You tend to think of fire brigades going out and fighting fires, but you don't realise that they do so much more.

"I think that's one of the fabulous things about this station. You don't realise how important the fire brigade is. We all hear

the sirens going, but when you need them it's so fabulous to know that you guys are ready and willing."

Prospect Brigade First Officer Matthew Buck was chairperson for the event.

"The main reason for the function was to celebrate 30 years, but also to award some people for their long service and diligent service," he said.

"I think it's an important milestone for any brigade to mark such an anniversary. Other brigades do have longer history but in our 30 years I think we have certainly provided pretty good service to the community and associated agencies.

"I transferred to Prospect from another brigade, and when I first arrived here I felt there was a real community spirit. That has only continued in my time here with all the different events that we support.

"Sure, it's about providing adequate fire protection to the community, but in a brigade like this social activities and charity are also important."

Current member Firefighter Dale Brown was awarded the TFS Volunteer Medal for his service at numerous brigades in Tasmania and interstate.

"It's a great honour, you don't just get it handed out for doing time served, it's got

to be diligent service and for someone to get that right on their ten years I think that it's a testament to the work we put in for the fire service," he said.

"Not only have I been a firefighter, but was involved in the volunteer association when I was a member at Triabunna. I was also involved in the competition association. I think the extra work that goes on behind the scenes is what earns you these medals."

Firefighter Matthew Claridge received a five year service badge.

Former firefighter and founding member of Prospect Brigade Gary Pearce came to see how things have changed over time.

"It was good to see old and new members attend," he said.

"I remember most the comradery, training, and working with great men and women. It kept us out of trouble.

"We attended quite a few fire calls when we started out, but not as many as you get now.

"I enjoyed myself here. You never knew what you were going to get from one day to the next from the different fire calls."

DC



Interschutz:

the leading exhibition for fire prevention,
rescue, disaster relief, safety, and security

Gavin Freeman

Acting Chief Officer

Held every five years in Hanover, Germany, Interschutz is the largest trade fair for fire and emergency services in the world.

I attended on behalf of Tasmania Fire Service as part of the AFAC delegation, which consisted of Commissioners, Chiefs and Deputy Chiefs, and in some cases, their specialists in the area that they were looking to purchase—be that fleet or firefighting equipment or PPC.

It was an incredible event. The Chief had explained that it was huge and that I needed to invest in a good pair of walking shoes, but nothing prepared me for what I discovered.

The trade fair is located in Hanover, Germany, on the site of an old aluminum factory that was converted after World War II, and which is now used all year round for trade fairs and conferences. From 8 to 13 June 2015, the gates opened to an unparalleled showcase of the latest equipment and innovative approaches to emergency rescue.

2015 proved to be a record-breaking Interschutz. With an increased total display area, there were approximately 1,500 exhibitors from 51 nations in Hanover to showcase their products and services.

The six-day show attracted an enthusiastic audience of 157,000 visitors from around the world, compared with 123,266 in 2010.

Interestingly, I am told that in Europe there are approximately 1.2 million volunteers



and they are required to purchase much of their own personal protection clothing (PPC). I suggest this contributed to the large attendance numbers, as many commercial providers were present and set up to sell their wares.

It is hard to explain in words how large the conference and trade show industry is in Hanover. Even though they increased the total display area of Interschutz, they didn't use all of the space available at the site and yet, it took me all of the five days to get around and see everything.

My primary focus and the reason for attending Interschutz was to assess the options for replacing our Aerial appliances. There was a very large open air section of the site dedicated to these vehicles.

Interestingly, a number of the AFAC delegation were also looking at replacing their aerials over the next couple of years and/or adding to their fleet, so from the outset we discussed our individual needs, swapped ideas and as much as possible organised joint briefings with the manufacturers. I think there is real scope for us to realise collaborative procurement possibilities.

Interschutz also featured open air displays of new technology, and I was especially interested in the Cold Cut technology that is being used in the United Kingdom and Europe, and I learned, in Queensland.

This innovation could reshape the way we think about combatting fires within structures and I look forward to discussing this approach with our people to determine the applicability in our context.

There were quite a few manufacturers and displays featuring Compressed Air Foam Systems (CAFS), which reinforces for me that our foray into this capability is the leading edge in our industry.

As part of the AFAC delegation, there were a number of formal events scheduled, as it was formally announced during the week that Hannover Fairs, which runs Interschutz, would be partnering with AFAC to deliver the AFAC Conference in Brisbane in 2016.

Hannover Fairs is an impressive organisation that has been specialising in trade fairs since the end of World War II in Hanover, Germany, and around the world.

This is very exciting for us in Australia and I expect it will build on what is already a very successful event on the AFAC calendar.

However, it wasn't all about the trade show. Having travelled such a long way, I was obviously keen to maximize opportunities.

I was able to secure a meeting with LHD, the manufacturers of our new structural firefighting ensemble. The CEO took time to meet with me, which I was extremely grateful for as I now realise what a very large company it is.

LHD are much more than the manufacturers of firefighting kit, they supply police services, airlines and military, just to name a few. We should all feel very confident that such a professional and caring company is providing our newest PPC.

Comparing notes with UK colleagues

In the lead up to Interschutz, the AFAC delegation flew into London as we had a conference organised with the Chief Fire Officers Association, which was hosted by the Buckinghamshire Fire Brigade.

The day was very interesting with some great presentations from UK fire services, as well as one by our AFAC President, Commissioner Greg Mullins, which really highlighted the effectiveness of our combined Australian fire and emergency services.

The UK Fire Services are facing some very challenging times due to the government's austerity measures, and it was reassuring in a way to share some common thoughts and challenges with our counterparts on the other side of the world.

I was very fortunate to meet with the Deputy Chief Officer of Scottish Fire Rescue and his team. These people have just merged nine fire services into one, and obviously had many gems to share about that process. It made me feel very proud that TFS was able to merge into one truly integrated fire service all those years ago.

Scotland has managed to bring all these organisations together fairly rapidly, and I reckon the key was that all their

planning, consultation, decision making and implementation was underpinned by evidence drawn from good data collection and analysis, coupled with a sound risk assessment process.

It wasn't all one way traffic in our meetings, as they were very interested in my insights into bushfire (wildfire) prevention and suppression. I will maintain contact to offer what help we can as they build on their capacity in this area.

I also grabbed an opportunity to spend a day with the London Fire Brigade. They were extremely welcoming and generous with their time. I was invited into their inner sanctum and sat in on their weekly strategic analysis of operations.

I am pleased to say the language and the approach we take in combatting our urban risk was not that far from theirs. They have done some really clever work with risk assessment and resourcing to that identified risk, and I strongly believe we can learn from that.

Obviously, they have really sharpened their focus and shifted their operational planning to a whole different level subsequent to the terrible London bombings of 2005. Sitting down to lunch with Commanders that were on the scenes of this devastation made me realise how lucky we are in this country, but we should never take that for granted.

All of these discussions really reinforced for me that we have a duty to provide the best possible service to our community and that we cannot let organisational egos and personal bias distract us from that.

A big takeaway message was that we need to embrace and anticipate change and be a part of formulating the direction we need to head in...before someone else looks over the back fence and tells us what we have to do.

I heard so many times that services regretted not getting on board with reform early on and having the opportunity to shape their future, instead of resisting blindly, which resulted in a model that is not necessarily the best for anyone because it was formulated by change managers that didn't fully understand the business.

GF





Have you considered taking an Urban Firefighting Course?

Adrian Gill

Training Officer—Learning and Development, Northern Region

Volunteers are put through their paces at a Urban Firefighting Course.

Qualified Level 1 Volunteer Firefighters have the skills and knowledge to be nominated to attend an Urban Firefighting Course.

The Urban Firefighting Course, which includes training in breathing apparatus (BA), is run statewide by Learning and Development. It is broken into two parts: theory and practical knowledge for BA, and theory and practical knowledge for urban firefighting.

The BA component covers how and why we wear BA, set description, working time, safety margin, hazards, and search and rescue procedures for primary and secondary searches.

The theory is covered in a night session, ready for the volunteers to come back for a full day's activities wearing BA.

Participants are introduced slowly into wearing a mask, as at times, members have never worn BA before. They wear the set around the training complex until they feel comfortable.

In the next step, their masks are blackened out and the group works as a team to navigate around a number of obstacles. This exercise gives participants experience working in a team, and an understanding of what it is like to not know what their surroundings are. As we know, we are not familiar with the environment that we enter when we attend structure fires.

The urban live firefighting component covers responding, RECEO hazards, offensive and defensive attack firefighting, how to deal with the conditions when the fire conditions change, and methods to enter the structure. Backdraft and

flashover is also covered, along with ventilation.

Once the theory for the urban firefighting has been completed, volunteers are then put through their paces conducting live firefighting.

The training instructors set up a number of scenarios to put skills to the test. With the heater running and the party smoke chuffing along to have the house warm and ready, volunteers enter the structure to extinguish the small fires that have been set.

Conducting search and rescue procedures along the way ensures the volunteers can complete the task without any problems.

To nominate for an Urban Firefighting Course speak with your Brigade Chief/First Officer.

AG

Over 70 of Australia's most credible and experienced bushfire practitioners conducted an extensive review into the Australasian Incident Management System (AIIIMS) in 2012. The review included research from the United States, United Kingdom, New Zealand and the Bushfire CRC, under the guidance of Australasian Fire and Emergency Service Authorities Council (AFAC), which is the custodian of AIIIMS. As a result, AIIIMS 4, or the fourth edition of AIIIMS, was released in June 2013.



INTRODUCING SECTOR COMMANDER TRAINING: AIIIMS 4 masterclasses for managers on the frontline

"I was recently given the opportunity to attend the first of the newly refreshed Sector Commander upskill training. The course was attended by both career staff and volunteers including those experienced and newer to the role.

"This mix of firefighters provided for a great learning environment and the benefit of shared experiences and discussions. Some of those [who were] more experienced were able to add to the course material through stories and hints, which I certainly benefited from.

"The practical scenarios were an opportunity to consolidate the theory in an exercise that had us under pressure with tight time constraints—something very similar to the typical fireground challenges.

"I'm sure some of the local Geilston Bay residents were amused by our antics and were caught 'exposed' but that is another story. As it's been some years since I attended the original course, I have appreciated the chance to participate and am looking forward to future refresher opportunities."

Scott 'Felix' Fairbrother – Volunteer Brigade Chief – Sandfly

"The updated Sector Commander Course has been a welcome addition to training needs of the three fire agencies. The inter-agency co-ordination means the training is consistent for all firefighters in the state. The feedback from Parks staff has been very positive from those attending this two day course.

"The Sector Commander training has come at an opportune time for all agencies, as we all are ramping up for the increased fuel reduction program across the state."

John Duggan – Parks and Wildlife Fire Crew Manager

Jason Vinen

Station Officer—Learning and Development, Southern Region

Tasmania Fire Service has introduced a new training course that will provide Sector Commanders with the skills and knowledge they need under AIIIMS 4.

It meets a need identified by the Inter-Agency Training Committee (IATC) in Tasmania, which includes representatives from Tasmania Fire Service, Forestry Tasmania, and Parks and Wildlife Service.

The course focuses on the core roles of Sector and Divisional Commanders within Operational functions of an Incident Management Team (IMT), the new policies and procedures that have been introduced, and additional responsibilities that are expected of them on the frontline.

TFS, in conjunction with subject matter experts, has developed a program that includes pre-course learning materials and a 16-hour course with theoretical and practical activities, which simulate situations that may be faced on the fireground.

Emphasis is placed on TFS warning systems, operational priorities, and how

they are to be incorporated in the way incidents are managed.

It also includes incident management structure and personnel management, including decision making, leadership, and working with crews on the ground.

Participants also refresh their knowledge on situational awareness and risk assessments, communications systems and responsibilities when working with aircraft and Air Attack Supervisors, machinery and machinery safety.

Practical activities ensure each individual experiences TFS warning systems, map reading, predicted fire travel and weather predictions, property triage, briefing and debriefing of crews, and communications.

Approximately 50 personnel from TFS, FT and PWS participated in the new program during 2014. A further 60 personnel are expected to complete the course this year, mainly in the Northern and North West Regions.

Feedback from the participants shows that the program has been well accepted within the lead bushfire agencies.

JV



TFS increases first aid capability: here's what you need to know

Jason Vinen

Station Officer—Learning and Development, Southern Region

After considerable consultation, Tasmania Fire Service introduced two new first aid qualifications in 2014.

The qualifications not only benefit TFS, with both career and volunteer firefighters trained at a higher level, they also benefit the individual in helping to maintain a safer workplace and support the wider community.

The introduction of the new units has allowed for the removal of the existing Administer Oxygen and Provide Emergency Care courses from both the career and volunteer training pathways.

The removal of the old and introduction of the new courses has meant a major change in the way we deliver First Aid training to our firefighters and other staff within TFS.

The new structure now includes pre-course work, followed by a three-hour night session and an eight-hour day session to ensure the requirements of the qualification are achieved.

To further enhance our skills and knowledge in providing first aid response, life support, and casualty management, TFS is also delivering an Advanced Resuscitation Techniques course. This takes the place of the Administer Oxygen course previously delivered to brigades.

Those brigades equipped with oxygen administration and defibrillation equipment are able to undertake this course. However, all personnel attending this course are required to have First Aid training as an entry requirement. The course structure is currently a half-day session.

Refinement of the First Aid course was required after some initial logistical complications around the introduction of

the pre-course workbook and extended course delivery timeframes.

These issues have since been resolved and positive feedback has been received from around the state. This indicates that the new courses have been well received by both career and volunteer brigades, and that the skills and knowledge participants have taken away are allowing them to provide an increased level of First Aid, to the community and to each other.

Learning and Development representation on the Australian Resuscitation Council Tasmanian Branch ensures that changes to procedures around First Aid are communicated to key stakeholders around the state on a regular basis.

As these changes are communicated to Learning and Development, updates to the training package will be made to ensure that we continue to deliver the most current information to our people.

JV

LEARNING BY DOING:

Junior and Cadets take charge of fuel reduction burn

**Mitchell Rowlands and
Jenny Vervaart**
Wattle Hill Brigade

A weekend camp at Gumleaves Bush Holidays, Little Swanport, last March gave Wattle Hill Junior and Cadets the opportunity to experience the responsibility of managing two controlled burn exercises.

Juniors and Cadets were tasked with doing everything themselves, although they were closely supervised by Crew Leaders. The aim was to let the Junior and Cadets experience the many facets of a controlled burn.

They learned drip torch techniques, lighting, conserving of water, coordination, planning, fire behavior in that environment, and protection of assets. They also gained skills in teamwork, and grew in their self-esteem and confidence.

Crew Leaders were Mitch Rowlands, Scott Gatehouse, Alex Cripps from Wattle Hill Brigade. A Triabunna crew—Brigade Chief Bill Sullivan with Clare Sullivan, Thomas Rose, Chris Izzard and Cadet Chloe Horne—along with Brigade Chief Bruce Dunbabin from Mayfield Brigade assisted the members.

Saturday morning everyone was up bright and early ready for the day ahead. The morning was spent assessing the area, taking instruction, discussing safety protocols and how the burn was to proceed.

Juniors and Cadets were given some theory and questions to answer, and they were all included in filling out the burn permit completed by Mayfield Brigade Chief Bruce Dunbabin.

The Junior and Cadets raised funds for the weekend by selling raffle tickets, with prizes donated by many local businesses.

Many thanks to Acting DO Steve Walkley for his support in making this weekend possible.

JV



Special thanks to the following organisations, who generously donated items that helped make the Juniors' and Cadets' camp such a success:

Sorell Fine Meats
South East Fruit and Veg
Trendy Bake Sorell
Harvey Norman Electrical Cambridge
Super Cheap Cambridge
Forcett Pitstop

Also a special thanks to the contribution from:

Wattle Hill Fire Brigade
TFS East Coast District



A day in the life of... a Fire Investigation Officer



"It's like putting a puzzle together. The main way we find out how a fire is started is through a process of elimination."

Barry Bones is the Regional Fire Investigation Officer—South for Tasmania Fire Service. He monitors all of the fire investigations in southern Tasmania, and has the challenging task of leading investigations into major incidents. In recent years, this role has seen him pinpoint the cause of some major fires, such as the devastating Dunalley bushfire and the arson attack that destroyed the historic Bridges Bros building in Hobart. Here, he tells Meaghan Newson how a typical day on the job might unfold.

"We have two Regional Fire Investigation Officers in the state. One covers the north and north west, and one covers the south.

"One of us is on call at any given time—generally you have the week on call and the week off call, and we're available 24/7 when we're on call. Even when we're off call, we're available to do jobs Monday to Friday.

"So essentially there are four days each month when you're not on call, but if we have a fatality or a major incident, we will generally go to that as well. It's a fairly demanding role.

"Every person who gets to the rank of Leading Firefighter achieves a qualification

in fire investigation, that's a part of our career path.

"So, as a Leading Firefighter or Station Officer, you are a qualified Fire Investigator. You do that as your day-to-day role. You come to work at any given time, and if there has been a fire in your area of responsibility you may be required to do a formal fire investigation.

"Having said that, every fire attended by the TFS needs to be investigated under the Fire Service Act.

"A Regional FIO monitors reports that come in. Those reports are filed on the computer system, and made available to the Police, Department of Public Prosecutions, and insurance companies. The reports are always open, in case any further information comes to light.

"Generally, as a Regional FIO we don't go to a lot of the smaller incidents. We go to the ones with political interest—the large-scale fires and fatalities. We will also assist other fire investigators in our region and give advice if required.

"As fire investigators, we look for cause and origin: how the fire was caused, and where it originated from. It's like putting a puzzle together. The main way we find out how a fire started is through the process of elimination.

"With structure fires, we need to make sure the fire is out and that the building is structurally sound before we go inside and process the scene.

"Even after the fire's out, until everything cools down there can be high levels of carbon monoxide and/or other toxic fumes. So we need to make sure the levels are safe first, and then we'll go in and investigate.

"In a structure, the origin is generally the area of most fire damage. We narrow it down to an area of origin, and once we determine an area, try to narrow back to a point. A point could be a heater, a faulty appliance or even a candle. However,

Photo courtesy of Warren Frey.





sometimes finding a point is not possible.

“In a bushfire, we try to get there as soon as we can because the weather conditions can change the scene and destroy some or all of the critical evidence.

“On days of Total Fire Ban, the TFS sets up Incident Management Teams (IMTs) in the affected Region. Fire Investigation is a functional area in AIMS, and therefore plays a major role. If a fire breaks out, we either co-ordinate or conduct the investigation/s.

“In a bushfire, it’s also a process of elimination. We look at whether there have been lightning strikes, previous fire activity in the area, the weather conditions at the time, whether there are electric fences in the area, whether people were mowing their lawns or using grinders just to name a few.

“If it has been deliberately lit—let’s just say we determine the area of origin to be the middle of a paddock, and eliminate all the other possible ignition sources—fires don’t start themselves, so we conclude that there has been some human intervention.

“In the case of the Dunalley fire, for example, I was a part of the IMT and due to the significance of the fire I investigated the cause and origin with the then Northern Regional FIO and another senior Fire Investigator.

“There were several other teams of investigators that processed the other properties that were affected after the initial outbreak. A total of 185 properties were processed.

“For obvious reasons Police also attend fire investigations. We work very closely together. It’s part of process that Police are notified and attend until we determine that a fire has been accidental.

“They take statements as witness accounts are also a big part of an investigation. Police review CCTV and process scenes forensically. We investigate the ‘how’, Police investigate the ‘who’.

“In the last few years it was identified that more Police need to be qualified in fire investigation, and for that reason the TFS has trained quite a few Forensic and CIB officers. With Police being qualified it makes the investigation a little easier as they understand our processes, and what we are looking for and require at a scene.

“But it’s not just about what people tell us, because some people might not be telling the truth. So we match up physical evidence with the statements that we get, and when the two meet together, that’s generally when we get a successful outcome. But they don’t always match up.

“We also work with electrical inspectors. So in the case of electrical causation, we have them attend and inspect electrical appliances and/or circuitry.

“If we find an issue with a particular type of appliance—say, a kettle—we hand that information to Electrical Standards and they investigate that. In the case of multiple fires, that’s when companies tend to put out recalls for faulty equipment.

“Any person who is a Fire Investigation Officer potentially can be called to go to court to give evidence, whether it be for

a civil matter or a criminal matter. In this office, we coordinate all of that. We’re the linchpin between the court system and the person going to court.

“Not everybody gets to do this job, and it’s not a role that people are pushed into. So people who are very interested in fire investigation generally put their hand up for it.

“Whether you’re on a fire truck or in a job like this, you come across things throughout your career that nothing can prepare you for.

“Definitely with fire fatalities, it’s something that whilst in this office you have the potential to go to. The Regional FIO’s job in these circumstances is to process the scene with the Coroner’s Office and Police.

“You just deal with it to a degree, and the TFS has good support mechanisms in place through Critical Incident Stress Management (CISM). It’s also not a position that people stay in long term. It’s generally a two- or three-year secondment.

“It’s a good job, it’s an interesting job. You get to travel a lot, and you meet a lot of people—volunteers and people from the public.

“Sometimes however, it’s not a real good time for those involved and we are meeting them during a difficult time of their lives. That calls for empathy while going about your business.”

MN

10 minutes with:

Margaret Kean
 Personal Assistant,
 Office of the Chief Officer
1. What is your role?

I'm the Personal Assistant to the Chief Officer, the Deputy Chief Officer, and also the Director of Human Services. I also assist in some of the other areas, such as State Operations. It's a very full-on role. Every day is different—I normally start my day between 7:20am and 7:30am.

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

I've been with the fire service since 3 April 1978. I think from the beginning the biggest change was when we had the country and urban brigades amalgamating back in 1979 into one integrated fire service.

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

It's getting to meet the people within the service. You have lifelong friends. Some people I've known for 37 years—you can ring them up and it's just like having a personal friend that you've known forever.

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

I travelled extensively before joining the fire service. I had two years overseas travelling around Europe, Russia, Scandinavia and the UK. I went over by ship, and stopped in Rio de Janeiro and a few other ports in South America. When I was in London, I worked there and I travelled around Scotland, Ireland and Wales, and I also travelled around Europe for four-and-a-half months. Coming back, I came via ship again and stopped in Miami, the Bahamas, Bermuda, San Francisco, and went up to Canada and Hawaii. The only planes I caught were Hobart-Sydney and Sydney-Hobart.

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

Personally, about 26 years ago I had cancer. I was amazed with all the cards

and flowers I got from people within the service. Until something like that happens, you don't realise how many other people there are out there with the same problems.

There have also been a lot of changes within the fire service, but they have nearly always been for the better.

6. Favourite TV show?

Escape to the Country. We'd like to do that—my husband and I are hoping to do some travelling to the UK next year. I've always wanted to go back to the UK and visit. So that's our ambition for next year.

7. If I am not working I am?

Relaxing or catching up with friends and family.

8. What frustrates you?

Not getting things done within the timeframes that I allow myself. I seem to set too many deadlines and think, "This has to be done by so-and-so." Sometimes it doesn't get done and I get a bit frustrated.

9. What is your most hated chore?

Cleaning the oven. We have just got a new one so I need to try to keep it clean.

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

Some of the English chefs that you see on TV—Hugh Fearnley-Whittingstall, Rick Stein, or Jamie Oliver. As they are all good English cooks.

11. What are you most passionate about?

Family life.

12. Describe your perfect day.

Catching up with friends and having them around for a meal—good company, good food.

**13. What is your worst habit?**

Being too critical.

14. What is your favourite ice cream flavor?

Passionfruit.

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

Relaxation time.

16. What do you wish you had invented?

Something that would massage a bad neck and shoulders.

17. Tea or coffee?

Tea.

18. Dogs or cats?

Dogs. I don't mind cats but I'm allergic to them.

10 minutes with:

Bill Tiddy Queenstown Brigade



1. What is your role?

I'm Brigade Chief of the Queenstown Fire Brigade. We average about 60 calls a year, including motor vehicle accidents and Direct Brigade Alarms. Last year was very slight on bushfires. People say it was a good year, it was very quiet, but I say to look out—all the scrub's growing and the undergrowth is growing, it's getting thicker with dangerous fuel loading.

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

I've been with TFS for over 50 years. The biggest changes in that time have been the new fire stations, the quality of the training, all the new firefighting gear. The training has intensified to another level. It's certainly different now.

Another big change has been the new fire appliances built at TFS Cambridge, initiated by now-retired Chief Officer Gerry Lowe, and carried forward by now-retired Chief Officer John Gledhill and Chief Officer Mike Brown.

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

Running in the competition sides throughout Tasmania and on a couple of trips to the mainland—Warragul/Drouin and Pakenham—in the late '60s. They were big competitions. I don't think we won anything over there but we competed quite well, and we always enjoyed the social side.

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

Probably how long I've been in the fire brigade, and also that we have five children. Although living in a small town, people tend to know all about you.

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

The fire in the former Queenstown BP Service Station, which involved four shops in the main street and the attendance of three other brigades.

6. Favourite TV show?

At the moment I like *Outback Truckers*. I spent three months over there travelling around. I like to see where the truckers go, where I didn't go.

I like documentaries, and I also like a good movie, but they are few and far between these days. I've been a staunch Richmond supporter since 1956, so watching the footy is high on my list.

7. If I am not working I am

We've got two daughters still living in Queenstown, a daughter in Launceston, and two sons in Hobart, so I like getting around to see the family and helping them. At home here I have a fairly large block—I have the dog to care for, the fowls to care for, so I'm always busy.

8. What frustrates you?

Members with non-attendance. We have a policy that if they miss three [training sessions] in a row without apologies, they receive a letter. If they don't answer that, I go and see them personally and talk to them. Quite a few return and they are real good members now, but some do resign.

9. Most hated chore?

Mowing my large block, and outside maintenance. I leave it to the last thing, and then it's a mammoth job.

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

I'd like to sit down and have a good chat with our Prime Minister, Tony Abbott, in a private conversation because I admire him. We'd talk about emergency services,

seeing as he is a member and partakes in a lot of the emergency services events. We could also touch on the ABC.

11. What are you most passionate about?

Helping to run a good fire brigade.

12. Describe your perfect day.

Wake up, the sun is shining, get out to the shack at Macquarie Heads, have a fish, cut a load of wood, and come home—me and the dog.

13. What is your worst habit?

The family thinks my worst habit is not wearing my hearing aids, ah?

14. What is your favourite ice cream flavor?

Boysenberry.

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

Wife and family.

16. Tea or coffee?

Coffee.

17. Dogs or cats?

Dogs.

10 minutes with:

Lebrina Brigade
by Brigade Chief—Karl Robbers**1. When was your brigade founded?**

The best I can work out is that the Brigade, like many others, was founded as a response to the 1967 bushfires—so it would have been in the years immediately after '67. To the best of my knowledge the '67 fires were primarily confined to the south of the state, but there was a realisation that it could easily happen in the north. The last fire that really got into the town of Lebrina would have been 50-odd years ago.

2. How many members does your brigade have?

We would have 10 members that we can easily call upon, and of those, there would be a half-dozen that are a reliable first response. We've actually got a couple of members that live right towards the far extremities of our area, so realistically speaking, they're not likely to be a first response to the station. But if there's an incident towards that end of our patch, then they'll be a first response.

We have a cross section of the community, ranging from school teachers, forestry workers, communications technicians, office workers, and I'm a boilermaker by trade. We also have one ex-career firefighter.

3. What was the last call you attended?

The last call the brigade attended, which I did not go on, was a secondary response to a motor vehicle accident on Second River Road in Lilydale.

The last call that I personally attended was a burn off that got out of control

and went into a pine plantation. Once again, we were a secondary response to support another brigade. It was towards the end of the fire season, and to be honest, the other brigade had really done all the hard yards.

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

We carried out a hazard reduction assessment on a property that was towards the extremity of our boundary. We assisted the landowner with a bit of a plan moving forward to how they can best do some burn off work to reduce their risk. It was an area of our patch that we rarely go to, so it was also a good exercise learning what roads linked up where and how.

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

Well, it's one of those things, I think we like to put all the focus on the people that we are serving—the end user. So, for every end user, every call is the most memorable one. Every call is personal to somebody.

For the brigade, one of the calls that came very much out of left field was a callout from a homeowner who'd had a wood heater explode. Thankfully, they had been at home and dealt with the fire themselves. We were there primarily involved for insurance purposes. It was a very interesting call in that it was out of the ordinary, plus we involved external agencies to get to the bottom of what the actual cause was. There was no foul play, it was purely accidental—there had been a perfect set of conditions that effectively caused a flashover inside the heater.

6. What is your brigade most passionate about?

Our brigade as a whole is most passionate about doing the job in a professional fashion. We just do the job in a professional and competent manner. We're a brigade that you probably don't very often see in our station wear, except for special occasions. But get us on the fireground and, as a team, we perform well. I believe our neighbouring brigades have confidence in us as well.

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

We had an open day at the station. We had letterboxed our area and tried to get out to several new members of the community who we are, where we are, and what we do. It was with a potential view to recruiting a couple of members, but at the very least just letting the new members of the community know who we are. We've had several residents move down from the mainland, and the way the fire service operates here might be different to how it works in their home state. It's just a matter of flying the flag and letting people know what we do.

8. What types of appliances do you have?

We have a current generation 4-1 tanker.

9. What is your brigade's biggest achievement?

Our biggest achievement is that we work in a very safe manner in accordance with TFS values. We have a mindset of thinking before you act. As a brigade, I cannot recall us ever having a medically treated or first aid-treated injury on the fireground. We act in a very safe manner, and we look after each other.

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

One of the biggest changes that we've seen has been the fact that the new Workplace Health and Safety Act has been rolled out through the fire service, along with implications and responsibilities for every firefighter. We've also noticed that we are finding more brigades operating out of area, which is a very positive move.

Another thing is the major role TFS has in a major incident, not just in the operational firefighting, but in community relations and recovery. We had a young recruit who volunteered their time in the cleaning up at Dunally. One of the things she identified was that people feel very naked after a major fire, because all the fire trucks are still out fighting the fire as it's still running. Just the mere presence of somebody in TFS uniform is a great comfort. When everything goes pear shaped, we are the people the community calls, and they equate our arrival with safety.

Rossarden Brigade back in action

Meaghan Newson



The volunteer fire brigade in the tiny town of Rossarden—population 60—has been saved from closure through the persistence of one hardworking Group Officer and the motivation of a dedicated group of locals.

A former mining town in the Fingal Valley, Rossarden went perilously close to losing its firefighting capability after its Brigade Chief passed away a few years ago.

With nobody else wanting to take over the leadership role, brigade membership declined to such a low ebb that Tasmania Fire Service had no option but to remove the firefighting vehicle.

With no local crew, volunteer brigades from the surrounding regions of Avoca and Fingal were required to be on call for any incidents around Rossarden—contending with response times of up to 30 minutes and an uphill drive into the Ben Lomond foothills.

South Esk Field Officer James Newstead was given the task of formalising the station closure in March 2014.

“We needed signatures from each of the Brigade Chiefs in the surrounding areas, and one from the Group Officer, in order to be able to close the brigade down. I was sent down the Fingal Valley to get them.

“However, the Group Officer—Gerald Aulich—refused to sign.”

That refusal meant TFS had to find an alternative to the closure. It offered to supply a decommissioned fire vehicle to the Rossarden Progress Association, but the maintenance costs meant that wasn't a viable option for the community.

The only other option was to find a group of new volunteers for the brigade.

“We had meetings with the Progress Association, and from those meetings, we



gathered a group of 12 people who all agreed to join Tasmania Fire Service,” says James.

“They agreed to go through the induction process and learn basic skills. Over the past 12 months they have completed all of their training, up to Level One Firefighter.

“We have now officially handed the vehicle back, and presented each of the volunteers with their pagers and the keys to the station.

“Gerald Aulich put in a lot of work over the past 12 months—it's quite an effort to organise the meetings and the training.”

James says one of the keys to the brigade's revival has been the recent arrival of new residents into the area.

“It's a totally different demographic to what was there before. People from the surrounding area and interstate have bought land in Rossarden, so we've got quite a diverse group up there now.”

James says TFS will continue to work with the brigade to build the volunteers' firefighting and leadership skills.

“Two of the members have been nominated to continue training in our Level Two courses. We need to teach leadership skills and the Fireline Leadership course in August will be the start of that journey, so that eventually they can lead their crews at an emergency incident unsupported.

“We also need to have an election for Brigade Chief and Second Officer. We will continue to work with them on their journey.”

MN

REFLECTIONS ON A GREAT PROFESSION



Regional Chief—North Andrew Comer retired from TFS on 21 May 2015 after a career spanning nearly 35 years. Here, he shares some memories of life in the fire service.

I joined Launceston Fire Brigade in July 1980 as I wanted to go somewhere that had much better career prospects and employment stability.

I was a small engine mechanic—a workshop foreman—before joining TFS, so I went from being top dog in a small private sector company to being bottom of the ‘food chain’ in a much larger, more regimented public sector organisation.

I knew very little, if anything, about firefighting when I arrived at the Launceston Fire Station. Suddenly I was in a world where there was rank and uniform and inspections and drills and, to be quite honest, it took a bit of getting used to.

Nonetheless, I love studying new things so I had no problem learning to be a firefighter and enjoyed the mental and physical training enormously; there was so much to learn.

It’s actually a really great profession, so many of life’s important skills are embodied in the work that firefighters do: working effectively in a team, maintaining personal discipline, having courage and commitment, recognising your own limitations, pushing through in difficult times, keeping an eye on the welfare of your buddies, being there for people when they most need it.

I started as a Firefighter in LFB and worked my way through the ranks until I became an Officer in 1986. After a few years of that I began to realise how much I loved training others so I transferred to Training Division (now called Learning and Development) in 1988, where I was involved in a wide range of activities until eventually becoming the Training Manager around 1995.

I moved into Field Operations as a District Officer in 1996 and worked in Tamar

District until 2003 when I made the decision to go back to LFB as District Officer—Operations. After a year in that role I acted as the Deputy Regional Chief North and was promoted to the position in 2004. Shortly after that I acted as the Regional Chief North and was promoted to that in 2006 where I remained till I retired.

Helping people develop

The roles were all very rewarding but in different ways, and they were certainly challenging as well! I think my favourite period was in the middle. I loved helping people develop so the years spent as a Training Officer are ones I look back on most fondly.

I trained literally thousands of people in the six or seven years I spent on the front line. I did keep a record for a while and in one year alone I worked out that I had spent time teaching and working with over 2,500 students in a whole range of topics and fields. It was pretty full on, but really motivating.

Over the years I provided training to both firefighting and non-firefighting people, from trainees to executive staff, from locals to mainlanders, and all ages as well. I reckon I have covered the full spectrum.

I also think, because I spent six years training people from the maritime industry (the TFS had a contract with the Australian Maritime College in those days), that I have had nearly every nationality on earth in my classroom at one time or another.

One of my most memorable experiences was when I conducted a Breathing Apparatus Course for a group of middle managers from an oil company in Kuwait. One person could only speak broken English; the rest couldn’t understand a word I was saying so we did the whole thing using sign language, a few hand drawn diagrams on the board and getting them to mimic the physical steps to donning a set as I demonstrated the stages to them. It was a huge amount of

“I trained literally thousands of people in the six or seven years I spent on the front line.

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fun and we had a great time; we laughed a lot but they were good learners too.

Meeting the challenges

I enjoyed being a District Officer too because it entailed not only working with brigades as a whole but also getting to know members personally over time. I developed a lot of lifelong friendships during that period, more so than at any other time, so that was exceptionally rewarding.

There were challenges, too. I think, in very simple terms, the broad frustration for me personally was not being able to help everyone *successfully*. It would be easy to say the wrong thing here so my comments are somewhat circumspect, but people often get in the way of a good solution or plan.

People aren't computers or machines, we have emotions that attach themselves to our reasoning and sometimes affect our ability to see things clearly and be reasonable. We all suffer from it and we all respond strangely from time to time.

I found the situations that entailed significant levels of emotion, while challenging, were still manageable. However, if they were accompanied with any degree of unreasonableness it really took its toll: they were rarely win/win outcomes and the damage was often permanent. It is easy to misunderstand and to be misunderstood so there were hard times along the way.

From an organisational point of view, there were the usual culprits—lack of money, lack of time and lack of resources, but these are common everywhere.

Communicating, which isn't just sending information by the way, was another hoary chestnut, but again that is not unknown in a company as big and as diverse as ours. I never beat TFS up about that one too much. I took the view that if you really wanted to know something you could find it. In my view, that's not a bad position to be in.

In some circles, the biggest issues were getting the right boots and/or getting fed reasonably fresh food during a campaign fire, so challenges are often about perspective aren't they?

A mounting challenge is change, or more to the point, the rate of change. It is something TFS has faced a lot of over the years and continues to grapple with. I don't think there will be a reprieve any time soon.

A lot of it is driven by technology and the need for organisations to re-engineer themselves to do business in a world that is vastly different from what it was even a decade ago let alone three or four decades ago. Every generation confronts it and every generation has managed to cope; I imagine this one will be no different.

Life after retirement

I have always been a pretty busy person and that trend has continued into retirement. As a result, I have never really sat back and thought too much about who or what I miss at TFS. I think my mindset is that I have moved to another stage in my life and you just let things go without the thought that you are 'losing' something. Things are different for sure, but I don't get a sense of loss just one of adjustment.

I have my memories and still feel very connected with TFS. I really had a great journey so I am in a good space and will just enjoy life as it unravels. I won't miss the trepidation I felt when I received a really late night or early morning phone call—they were nearly always bad news!

I do love my golf so I'm managing to get a few days a week in doing that. Because both my sons and my wife's family play lawn bowls I have been co-opted to play pennant games with their club, so there goes my summer Saturdays.

I have been doing some fairly complex family history studies including some university research that I really enjoy, so that is ongoing. I have undertaken some drawing and pastel classes with my daughter so that's been great. She's quite artistic and leaves her old man for dead in that department.

I have also been doing some home renovations and, as we might build another home at some stage, it kind of gets it ready for sale. My wife and I both go to auctions in Launceston every fortnight where I have been busy buying

a lot of stuff I don't really think I need: garage fill!

My wife and I travel to the mainland from time to time and I have quite a few friends overseas so we are planning to exercise our passports later this year or early next year to meet up with them.

I also donate my time to helping out with several community service groups, one to do with setting up Skype prison visits for family members of incarcerated people who can't travel to Risdon easily, another where a charity repairs donated cars and gifts them to people in need, and another where a group of volunteers assist in furniture removal for people in difficult circumstances who have to shift residences and can't afford commercial rates.

I have two grandsons. One is in Launceston aged nine, so we see him weekly and he often stays with us. The other is in Sydney and will be one year old in August, and we go and visit him occasionally.

I do want to do more fishing and may purchase a boat for that purpose but that is not high on the priority list at present.

I did get back into reading some historical literature and one or two biographies for a while but that has eased again for now. In terms of television, I am an avid watcher of *Game of Thrones*, and I have been a long-time supporter of the Geelong Football Club so I do get to sit in front of the box when those things are being televised.

I am National Treasurer for the Australian Branch of the Institution of Fire Engineers so that keeps me occupied on a pretty regular basis.

I want to get back into digital photography, write a novel, learn a new language and possibly take up a musical instrument of some form or another but there hasn't been time to look at those things as yet.

All in all I don't have a great deal of spare time but that's how I like it.

AC

FIRECOMM FAREWELLS A COOL-HEADED LEADER

Clare Hall, Alistair Barber & Jessica Peters

FireComm A Shift Team

Tasmania Fire Service has farewelled a significant part of its history, with the departure of **Michael D'Alton** to the role of **Regional Officer North for the State Emergency Service**.

Michael completed 32 years of volunteering with various brigades, three years at TasFire Equipment and 17 years in FireComm, serving the last three years as Supervisor.

Michael has been a trusted leader in emergency management, providing reassurance and inspiring confidence in the capability of his FireComm team.

We thank Michael for his strong leadership, particularly in times of crisis such as the January 2013 bushfires, when he led the dedicated operators of the FireComm team while it worked under catastrophic conditions. There is no doubt the team's efforts saved lives.

Michael was always able to remain cool headed and make sound decisions regardless of the many challenges that he faced, such as receiving panicked calls from members of the public who had their properties or lives threatened by fire, getting FireComm back up and running during multiple outages, guiding fire crews to nearly inaccessible remote locations, and managing his team of 16 communication officers.

Through common sense, multitasking, patience and emotional strength, was

successful in performing his roles as Leading Communications Officer and FireComm Supervisor.

He was a strong ambassador for change in FireComm. Over the past years, he advocated training packages, quality assurance, response audits and database updates, which have all contributed to FireComm's improved success.

In the past two years there has been a positive change within FireComm, which is a credit to Michael as FireComm Supervisor.

Michael has always been proud to serve the community and organisation with a high degree of honesty, diligence and integrity, starting off as a junior at the New Norfolk Fire Brigade and progressing to Leading Firefighter at Kingston, and later on as Brigade Chief at Margate.

During his time as a volunteer, Michael turned out to many incidents. While they ranged from the basic to the most critical, he always ensured that his crews were well looked after.

Michael describes his start as a FireComm Communications Officer as stressful, being thrown into shift work after one week of induction training, with just two operators doing a night shift.

Before being promoted to supervisor, he worked on A Shift, working closely with the team on shifts that consisted of two 10-hour days and two 14-hour nights. He knew them as family, as at times, he spent more with them than he was able to spend with his own family. He made lifelong friends and certainly looked out for the team.

During the course of his career, Michael kicked a lot of goals for Tasmania Fire Service. While many outside of FireComm can't see or appreciate the work that FireComm as a whole undertakes, it has had a huge workload with input



into such things as aviation standard operating procedures, rewriting of FireComm instructions, geographic information systems, the automatic fault notification system, computer-aided design improvements, business continuity, incident management team integration, and so many other initiatives. Michael states, "The team has made our workplace so much better".

In a fitting tribute to Michael's dedication to Tasmania Fire Service, a farewell dinner was held and many stories and speeches were shared on the night. There were lots of laughs and tears and Michael was presented with personal gifts to take with him to his new office in the state's north.

Michael's work will continue to play a significant part in Tasmania Fire Service, through the service he provided both as a volunteer and in his career. Not many people can leave a workplace in a better place than they had found it, but this rings very true of Michael.

Michael will be sadly missed by FireComm and many in the TFS community, both volunteer and career, but no doubt he will visit for a never-ending coffee—just in a different uniform.

We thank Michael for his service to emergency management and wish him the very best for the future.

FireComm 1 out...

VALE

Eric Braithwaite

Chris Brown

Instructor—TasFire Training

Rosemary Patterson

Senior Clerical Officer—Southern Region

Rod Vallance

Senior Consultant—TasFire Training

Eric Braithwaite retired from Tasmania Fire Service in 2014 following over 30 years of service, including 18 years as a highly respected Training Officer.

In March this year, TasFire Training lost a true legend—a much-loved and respected former member of the team, Eric Braithwaite.

Eric passed away on a golf course during his annual golfing trip to Phuket, Thailand. Golf was Eric's passion, second only to his beloved Cats—the Geelong Football Club, and his interest in collecting expensive watches.

Eric joined the Hobart Fire Brigade in 1975 and worked his way up to Grade One Station Officer. After moving to the Training Division at Cambridge, he was instrumental in assisting with the development of the original training modules that were used throughout Tasmania Fire Service career and volunteer training programs.

Forced retirement from TFS came after a heart attack in 1991. However, the passion for firefighting was still in his belly, so he worked in the private training sector with Don Mackrill, teaching industrial firefighting skills.



Eric Braithwaite and Nigel Reid taking a break during Emergency Response Team training at Cambridge Complex.

Phil Oakley, the Manager of TasFire Training at the time, subsequently approached Eric to work for TasFire Training on a casual basis in the north of the state. Eric jumped at the opportunity.

In 2003, Eric was appointed as a full-time instructor/consultant with TFT, and moved back to Hobart to be with his family.

He was heavily involved in the training of mine rescue teams around Tasmania, and was also an adjudicator at the Mines Rescue Competitions for Grange Resources, Copper Mines of Tasmania, Henty Gold Mine and MMG, to name a few.

This role sometimes involved standing around in rain, snow and wind for hours on end, but Eric nevertheless looked forward to it every year.

In addition, Eric was also a key trainer of the emergency response teams for the crews at Norske Skog Paper at Boyer, as well as for the many crews that headed south to the Antarctic bases with the Australian Antarctic Division.

Eric was well liked and held in high respect by all the emergency response teams, and made many lasting friendships.

One of the training methodologies that Eric embraced as a trainer was 'tough love', which came from being a tough, but always fair, critic who had the best interests of the crews at heart. Some

existing members of career brigades also remember his approach from their recruit courses.

Eric was the guru of spelling and pronunciation, as many a recruit can testify. Anyone who mispronounced any word within his hearing, or wrongly spelt a word, had to watch out.

Eric also held the world record for the longest speech at a retirement function. He retired in July 2014 and will be sadly missed by his colleagues and friends within TFS and around the state.

Our TasFire Training working breakfasts will never be the same without Eric there, tucking into three to four courses of eggs, bacon and mushies, and five cups of strong black coffee.

Sadly, we will never see another character quite like Eric in TFS again. We can just imagine the talk going on at the Willy Wombat Club in the sky, as he catches up over a quiet ale or four with Peter (the Ferret) Hawks, Peter Coppleman, and Alex Thompson.

Eric is survived by his wife Chris, son Marcus, daughter Fiona, and much-loved grandsons. Rest in peace old mate.

CB, RP & RV

National memorial honours fire and emergency services personnel

On 1 May this year, the Australasian Fire and Emergency Services Authorities Council hosted the Inaugural National Memorial Service for Fire and Emergency Services Personnel on the banks of Lake Burley Griffin, ACT.

The service was a public event held to promote the role of fire and emergency services and the sacrifices made by AFAC members. Emergency services representatives from around Australia, members of parliament, the media, and several families of those personnel who lost their lives in recent times, were among those who attended.

Chief Officer Mike Brown and State Fire Commission member, Bruce Corbett represented TFS at this year's event.

(L-R) State Fire Commission's Bruce Corbett and Chief Officer Mike Brown following the service.



Oldest crew keeps on keeping on

Launceston B Shift has laid claim to having the oldest operational crew in Tasmania.

Pictured on duty at Rocherlea recently were (L-R) Senior Firefighters Ian Painting, David Young, Greg Atkins, and Senior Station Officer Robert Featherstone. Collectively, they have over 150 years of experience.

By being on duty together, this crew made it possible for a younger crew to attend a training exercise held at Youngtown.



Hayden Applebee winner presentation

TFS volunteer wins with random snap of kindness

Latrobe Volunteer Firefighter Hayden Applebee has taken out this year's Random Snaps of Kindness competition on Instagram with his photo captioned, *It doesn't matter what you're wearing, a volunteer is a volunteer on the inside!*

Volunteering Tasmania held the competition in conjunction with the University of Tasmania to show the different ways that young people give back to the community.

Held during National Youth Week, the competition raises awareness about youth community participation.

Volunteering Tasmania CEO Adrienne Picone said young volunteers gave an average of 12.5 hours a month to benefit the community.

"Our goal is to give those hard workers the recognition they deserve, and break down the myth that young people don't demonstrate care for others or give their time."

"Through working with University of Tasmania Researcher Dr Nicholas Hookway, we know that young people show kindness every day in many different ways, including volunteering."

Dr Hookway is a sociologist in the School of Social Sciences at the University. His research is driven by a

fascination with how people care and connect in a changing world.

The kindness study—completed with University colleagues Associate Professor Daphne Habibis and Dr Anthea Vreugdenhil—is the first in the world to examine the social composition of kindness and how it is changing across generations.

All Tasmanians between the ages of 13 to 25 had the chance to submit photos on Instagram using the #kindsnaps hashtag.



Ned Johnston Entry



Chris Walker Entry



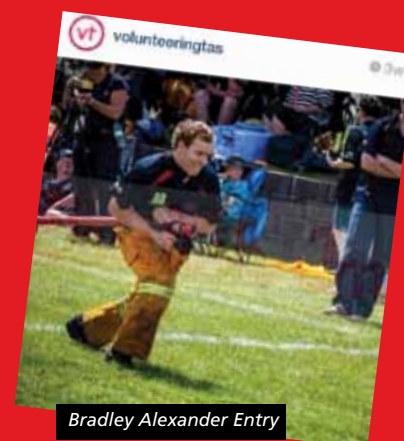
Hayden Applebee



Amelee Voss Entry



Nick Moore Entry



Bradley Alexander Entry

On the Move

A list of recent personnel changes within the TFS



The following Volunteer Brigade Officers have been elected by their brigades

BRIGADE	OFFICER	APPOINTMENT	BRIGADE	OFFICER	APPOINTMENT
Ben Lomond Group	Michael Long	Group Officer	Perth	Mark Jones	Third Officer
Bicheno	Adam Gluth	Brigade Chief		Lee Swindells	Fourth Officer
	Nicole Pou	Second Officer	Pipers River	Craig Ringsgwandl	Brigade Chief
	Chris Lord	Third Officer		David Ringsgwandl	Second Officer
	Jason Harrison	Fourth Officer		Andrew Ringsgwandl	Third Officer
Cambridge	Mark Brazendale	Brigade Chief		Peter De Bomford	Fourth Officer
	Christopher Mayne	Second Officer	Relbia	Mario Bergamin	Brigade Chief
Coal River Group	Robin Howlett	Group Officer		Oliver Breeze	Second Officer
Currie	David McKerrow	Brigade Chief		Lee Coones	Third Officer
	Stephen Cook	Second Officer		Andrew Green	Fourth Officer
	Ashleigh Cook	Third Officer	Riana	Sam Ling	Brigade Chief
	Peter Constable	Fourth Officer		Gary Morse	Second Officer
D'Entercasteaux Group	Malcom Merchant	Group Officer		Rodney Walker	Third Officer
Esperance Group	David Cameron	Group Officer	Rokeby	Hayden Williams	First Officer
Flinders Group	Allan Tuxworth	Group Officer		Joshua Mulcahy	Second Officer
Grassy	Andrew Rhodes	Brigade Chief		Matthew Heyward	Third Officer
Hadspen	Wayne Preston	Brigade Chief		Andrew Webster	Fourth Officer
	Ian Gabites	Second Officer	Scamander	Jason Johnson	Brigade Chief
	Scott Aalbrecht	Third Officer		Gavin Barnes	Second Officer
	Peter Hynes	Fourth Officer		Zachary Johnson	Third Officer
Huon Group	Craig Walker	Group Officer		Leigh Ford	Fourth Officer
Irishtown	Gavin Marthick	Brigade Chief	St Helens	Tim Watson	Second Officer
	Shelly Marthick	Second Officer		John LeFevre	Third Officer
	Bruce Cornish	Third Officer		Justin Bidgood	Fourth Officer
	Garry Hilcke	Fourth Officer	Wattle Hill	Terry White	Brigade Chief
Lauderdale	Paul Baker	Brigade Chief		Andrew Palfreyman	Second Officer
	Michael Riley	Second Officer		Mark Prestage	Third Officer
	Steven Hickey	Third Officer		Robert Madsen	Fourth Officer
	Jake Breen	Fourth Officer	Whitemark	Tom Rhodes	Brigade Chief
Loongana	Anthony Swindale	Brigade Chief		Benjamin Foot	Second Officer
Midway Point	John Large	Fourth Officer		Stephen Mason	Third Officer
North Motton	Robert Marshall	Brigade Chief		Hayden Rhodes	Fourth Officer
	Gregory Davies	Second Officer	Whitemore	Matthew Dent	Brigade Chief
	Ben Gurnhill	Third Officer		Richard Johns	Second Officer
Nubeena	Garry Cooper	Brigade Chief		Murray Johns	Third Officer
	Rhett Cuthbertson	Second Officer			

The following Career personnel changes have occurred

ARRIVALS

Fuel Reduction Unit	Bernard Plumpton	Regional Planner	9 June 2015
Southern Region	Darlene Batchelor	Clerical Officer	20 April 2015
	Christina Smith	Clerical Officer	20 April 2015

DEPARTURES

Communication Services	Holger Saile	Communications Technician	3 April 2015
Human Services	Steve Willing	Coordinator Organisational Development	14 May 2015
North West Region	Gil Graham	Station Officer	13 March 2015
	Shane Streets	Leading Firefighter	11 February 2015
Northern Region	Andrew Comer	Regional Chief	21 May 2015
Southern Region	Raymond Brooks	Maintenance Officer	13 May 2015
	Maurice Childs	Maintenance Officer	1 January 2015
TasFire Equipment	Carlo Lanci	Fire Equipment Officer	1 June 2015

ELEVATIONS

Building Safety - South	Mark McCarthy	Station Officer	10 March 2015
	Richard Onn	Station Officer	28 March 2015
North West Region - Learning and Development	Simon Pilkington	Station Officer	7 April 2015
Northern Region - Fire Investigation	Anthony Goss	Station Officer	30 March 2015
Northern Region - North East District	Andrew Emery	Station Officer	30 March 2015
Southern Region	Alicia Rattenbury	Senior Clerical Officer	4 March 2015
Southern Region - Planning and Capability	Aaron Blizzard	Station Officer	24 March 2015
TasFire Training - South	Jarrod Read	Station Officer	10 March 2015

REDIRECTIONS

Executive Support Unit	Nicholas Wilson	Principal Staff Officer	10 April 2015
Fuel Reduction Unit	Meg Lorang	Regional Planner	4 May 2015
	Michael Phillips	Regional Burn Coordinator	14 May 2015

How the Fuel Reduction Unit is making communities safer

Louise Mendel

Acting Manager—Fuel Reduction Unit

It's a very exciting time to be part of the first cross-tenure fuel reduction program in Australia. Carrying out strategic fuel reduction burns are not the only tasks ahead—we will also be educating the public about the value of fuel reduction to community safety.

Tasmania is one of the most bushfire-prone areas in the world. Fire is a natural and fundamental part of our environment, but the effects of an uncontrolled fire can be devastating. Fuel reduction burning will not prevent bushfires, but it will help to minimise their damage, and make it easier and safer for firefighters to control fires.

The inclusion of private land is a significant shift in current fuel reduction practices and the program's success will rely on the cooperation of private landowners in those high-priority areas.

AUTUMN BURNS COMPLETE, SPRING BURNS READY TO COMMENCE

The FRU completed the autumn burning season with Parks and Wildlife Service, Forestry Tasmania, local councils and private landowners. 116 fuel reduction burns have been conducted on 28,419 hectares of land, which also included 2,008 hectares of private land.

We are particularly pleased with the response from private landowners who have recognised the need for fuel reduction burns on or near their property and have actively participated in the program.



Fuel Reduction Unit.
Back row (L-R) Mat Woolhouse, Bernard Plumptre, Michael Phillips, Stephen Bresnehan, Samuel Ferguson, Chris Moore. Front row (L-R) Catherine Clemens, Rochelle Richards, Kylie Cornish, Louise Mendel, Alex Bradley, Bradley Williams.

The Fuel Reduction Unit will take over more of the roles that were held by PWS while the unit was being established, such as updating the burn schedule on the TFS website. We are planning to make this page more informative and interactive for people who wish to keep informed about planned burns in Tasmania.

In the new spring burning season, the FRU will also assume the role of issuing the daily burn notices to the media and the public.

Many fuel reduction burns were planned during winter to be ready for ignition when the conditions and resources are right in spring. Natural values such as threatened species are considered in the development of burn plans and managed as required.

You may be asked to participate in this program if you live in high-risk strategic areas that are identified for reducing fuel loads and risk to communities.

No amount of burning will ever end the threat of bushfires. We have to prepare ourselves and our communities as best we can, by making it easier and safer for our firefighters to control these events when they happen, as they inevitably will.





NEW TEAM ON BOARD

After the launch of the Fuel Reduction Unit (FRU) in March we are now almost fully staffed. We have been finalising some permanent appointments and recruiting new staff, and now have 14 personnel based in Hobart and Launceston. The creation of a further two permanent positions and a possible fixed-term position is also in progress.

I would like to congratulate staff members Meg Lorang on her permanent appointment to the position of Regional Planner, North West and Michael Phillips on his permanent appointment to his new position of Regional Burn Coordinator, South. Catherine Clemens has also been permanently appointed as Communications and Media Officer to the FRU.

Please join us in welcoming new members Chris Moore, Bernard Plumpton and Mathew Woolhouse to Tasmania Fire Service as part of the Fuel Reduction Unit.

Chris joins us from Launceston City Council and will be working in the

Northern Region with Meg Lorang in Youngtown as the Regional Planner, North.

Bernard joins us from Forestry Tasmania and will be working in the Southern Region with Michael Phillips and Rochelle Richards as the Regional Planner, South. Bernard will be initially located in the HFB Clubrooms until the FRU moves to the 'Ambulance Flats'.

Mathew joins us from Vodafone and local government in NSW, and will be working in the Southern Region with Kylie Cornish as the FRU Clerical Officer.

We also have Stephen Bresnehan as our Community Engagement Officer who, as part of his role, is planning FRU participation in community forums to talk about fuel reduction throughout the State.

RAISING COMMUNITY AWARENESS

We are working to raise community awareness of the FRU and program through articles in local media,

government newsletters and other publications. We will be also updating our web pages soon with more information including more maps, photos and short films on fuel reduction.

NEW LOCATION IMMINENT

The FRU has moved to a new location in TFS headquarters. We have been spread out between the first floor of the TFS headquarters and offices underneath the social club rooms, so the move to have us all in one place in the old Ambulance building in the backyard of the TFS site was very much appreciated.

Our Manager Sandy Whight will still be based on the second floor of the TFS headquarters but we expect to see her crossing the yard quite regularly.

LM



Bushfire-Ready Neighbourhoods now on international stage

Peter Middleton

Community Development Coordinator—
Community Education

In April 2015, the International Association of Wildland Fire held its fourth Human Dimensions of Wildland Fire Conference in Boise, Idaho (USA). Community Development Coordinator Peter Middleton took advantage of the event to showcase the *Bushfire-Ready Neighbourhoods* program to an international audience.

Human behaviour underlies many of fire management's most serious challenges, such as community and homeowner preparedness, fire communication and education, and public response during fires.

The Human Dimensions of Wildland Fire Conference was an opportunity to present, discuss, and learn about the latest research findings, innovations, and

best practices in wildland fire safety from across the globe.

My participation reaffirmed that TFS is highly regarded and leads the way in community education, with a targeted and evidence-based approach to working with communities through the *Bushfire-Ready Neighbourhoods* program and other community education initiatives.

During my time in Boise I participated in the following activities:

- National Fire Protection Authority Workshop in 'Assessing Residential Wildfire Hazards'
- Conference program
- USA National Inter-Agency Fire Center tour in Boise
- Oregon Trail Bushfire Mitigation Works Presentation and Field Trip
- Community Firewise Group Visit to Warm Springs
- Participation in Boise Fire Department Community Outreach Smoke Alarm Program

- Tours of Boise Fire Stations #1 and #5

On the closing day a dozen of us participated in an innovative home fire safety opportunity with the Boise Fire Department. We visited a village of relocatable homes, knocked on doors and offered free smoke and carbon monoxide alarms to residents.

This activity highlighted the commonalities among at-risk people and groups across countries, particularly those with mental health issues, language barriers, and mobility limitations.

Thanks to TFS and AFAC for the support to attend and be able to share the BRN approach.

The *Bushfire Ready Neighbourhoods* team works with communities across Tasmania to build shared responsibility for bushfire readiness. For more information, visit fire.tas.gov.au

PM

Bushfire-Ready Schools: making vulnerable centres safer

Chris Collins

Senior Planning Officer—
Community Protection Planning Unit

Bushfire-Ready Schools is a Tasmania Fire Service bushfire safety initiative that aims to achieve greater community resilience to bushfire, by supporting education centres in bushfire-prone areas to manage their bushfire risk and prepare for bushfire emergency.

School children are a vulnerable section of our community, and schools are a key community asset, often central to a community. Schools and education departments have a duty of care to provide a safe workplace for staff and students.

Using a tailored risk assessment and performance criteria, each school is evaluated for its vulnerability to bushfire, and detailed advice and support is provided to the school on strategies to manage and mitigate bushfire risk.

These risk management strategies include bushfire fuel management, hardening of buildings for ember protection, emergency management planning, and landscape design.

Each school is given a *Bushfire-Ready Schools* category based on its susceptibility to bushfire attack. The objective is to implement bushfire risk management strategies that will result in a category upgrade.



Category Low

Inherently bushfire safe due to separation distance from nearest bushfire hazard.

Category 1

Buildings will be safe to shelter in during the passage of the main fire front.

Category 2

Buildings may not be safe to shelter in during the passage of the main fire front.

Category 3

Inherently bushfire unsafe due to separation distance from nearest bushfire hazard, or other safety factors determined by Tasmania Fire Service. Buildings may not be safe to shelter in during the passage of the main fire front.

Progress to date

So far, 165 schools—representing 49 per cent of all schools statewide—have been assessed and are being supported through this program.

In practical terms, this means:

- 165 schools now have detailed bushfire emergency management plans that reflect the unique characteristics of their sites. These schools are now better equipped to prepare and respond to the threat of bushfire, thus ensuring improved safety outcomes for staff and students.
- 23 hectares of asset protection zone (hazard management area) have been formalised and established to protect schools, resulting in the reclassification of a number of schools from Category 2 to Category 1 status.

Operational benefits

Outcomes of the *Bushfire-Ready Schools* program have a number of benefits for fire agency response and emergency management:

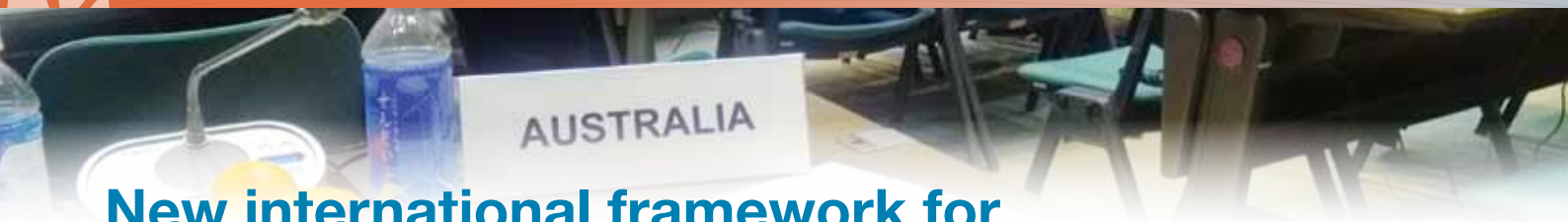


- Fire managers can have confidence that schools involved in the Bushfire-Ready Schools program are well informed of their bushfire risk, and have strategies in place to manage bushfire risk and respond to bushfire threat.
- Fire managers are able to view a school's category on the TFS website, and make informed operational decisions that reflect the relative risk.
- The demand on firefighting resources is lessened, as schools are better prepared and more self reliant with managing bushfire risk.

Visit the *Bushfire-Ready Schools* page at fire.tas.gov.au: here you'll find *Bushfire-Ready Schools* publications, an interactive map, and some additional information.

More information: planning@fire.tas.gov.au

CC



New international framework for disaster risk reduction

Damien Killalea

Director—Community Fire Safety

I had the opportunity in March to join the Australian delegation to the Third United Nations World Conference on Disaster Risk Reduction in Sendai, Japan.

The main game in Sendai was the development of a new framework to replace the 2005 Hyogo Framework for Action. After detailed and lengthy negotiations between 187 UN member states, which in the latter stages stretched to 37 hours with barely a break, the new Sendai Framework for Disaster Risk Reduction 2015-2030 was agreed.

Among other things, the new Framework will result in a significant increase in support from the developed world for disaster risk reduction in developing nations.

6,500 delegates attended the four-day conference, which was opened by Emperor Akihito and attended by many heads of state, ministers and disaster management specialists from diverse fields.

AFAC part of Australian delegation

Federal Minister for Justice the Hon Michael Keenan led the Australian delegation, which included people from the Department of Foreign Affairs and Trade and the Attorney-General's Department.

I was invited to join as one of two representatives of the emergency management sector, and represented the Australasian Fire and Emergency Services Authorities Council.

There is an increasingly close and productive relationship between AFAC and the Attorney-General's Department. The department is responsible for the development of national policy on

emergency management, including Australia's *National Strategy for Disaster Resilience*.

Mitigating risk in the face of climate change

For me, Sendai provided a great opportunity to learn first hand about the arrangements and programs in place across UN member states, both in the developed and the developing worlds, to mitigate loss from natural disasters.

Sendai was chosen as it was at the centre of the region devastated by the 2011 tsunami. Delegates had a chance to review the results of the massive clean up, and the new measures that had been put in place to protect Japanese citizens from future tsunamis.

Because of their locations, many developing nations are also at significant risk from natural disasters, often from a range of hazards including bushfire, flood, earthquake, tsunami, storm surge and cyclone.

Climate change is affecting both the frequency and intensity of most of these hazards, so it was instructive to hear about the variety of often very sophisticated programs implemented in both developed and developing nations to mitigate risk and respond to disasters.

Building resilience and capacity in Australia

It will be interesting to see the extent to which our own *National Strategy for Disaster Resilience* will be affected by the new Sendai Framework, what the implications are for AFAC's Strategic Directions 2014-16, and how AFAC member agencies will respond.

There is no doubt that climate change and its expected influence on many natural hazards has sharpened the international focus on disaster risk reduction. It is

critical that Australian fire and emergency services examine the implications for our sector, and ramp up our efforts to build community resilience and emergency management sector capability in the region.

In fact, much is also being done to increase our national operational capability and capacity to respond to the increasing threat from natural disasters.

For example, the recently released *National Statement of Capability for Fire and Emergency Services*, a collaboration between AFAC and the Commonwealth Attorney-General's Department, describes the capabilities that exist in Australia to respond to emergencies, including disasters. Further work is planned to identify the capabilities needed as climate change affects our sector.

AFAC has also recently established the Commissioners and Chief Officers Strategic Committee (CCOSC), a high-level group that will, among other things, seek to further develop capability and capacity across the emergency management sector.

Bringing it home—resilience in Tasmania

Locally, some key TFS programs that develop community and household resilience to bushfire and reduce the impact of bushfire disasters, are Community Protection Planning, *Bushfire-Ready Schools*, and *Bushfire-Ready Neighbourhoods*.

Community Protection Planning and *Bushfire-Ready Neighbourhoods* have each recently won national Resilient Australia Awards. Local brigade participation in these programs is critical to their success. For more information, visit the TFS website.

DK



AGFEST 2015: Big freeze no deterrent for fire safety message

David Claridge

Volunteer Firefighter—Prospect Brigade

Tasmania Fire Service members devoted their time and withstood freezing temperatures to provide a presence at Agfest 2015.

The annual event was held at the Quercus Rural Youth Park, Carrick from Thursday May 7 to Saturday May 9.

Luckily, the only fire incident was a bin fire. However, members found many other ways to keep busy, by helping to educate people about fire safety and the *Bushfire-Ready Neighbourhoods* program.

They also maintained a presence around the Agfest sites, worked as part of the fire safety showbag production line, and talking to members of the community.

Members also took time out to enjoy the amazing food prepared by Sassafras volunteer Annie Jeffries and Rowella Second Officer Julie Penney.

Visitors to the TFS site were fortunate enough to see the unmistakable Sassafras 1.1, a vintage Mini Minor in fire truck red. The Compressed Air Foam appliance, CAFS 3.1, was also on display.

Agfest Fire Operations Officer and Hadspen First Officer Wayne Preston was on hand to talk about the role of the TFS.

“Our presence at Agfest originally started in a tent, and has now progressed to a permanent shed,” he said.

“Our primary role is to provide a rapid response for fire-related incidents that occur at the Agfest site.

“Primarily the station is staffed by volunteers, from across the Tamar District and Launceston District, Devonport and Sassafras, with one or two support staff from Headquarters.”

Kyle Squibb, a Volunteer Firefighter from Devonport, was new to the crew this year.

“We liaised with the public about a few fire safety tips, made heaps of show bags, and met a lot of great people.

“I would love to return and do this next year.”

Laura Smith, a Volunteer Firefighter from Rocherlea, has been part of the TFS crew at Agfest for the past five years.

“I keep coming back because of the people first and foremost—we’re a good bunch, we all get along. It’s a bit of a funny family, and the food is good.

“I did community liaison, especially with the kids.”

Carrick Brigade Chief Greg Cain revealed that his crews perform a slightly different role at Agfest—water carting.

“We get up here on the Tuesday afternoon, Wednesday is fairly hectic for us, Thursday eases up a bit, and Friday is a bit of a rest day.

“We’ll put anywhere up to 45,000 litres of water through the place in those five days.

“It’s a commitment, but we enjoy doing it because we get to meet other fireys and the public.”

Carrick Brigade Leading Firefighter Kim Brundle-Lawrence has assisted with the water carting at Agfest for the past 25 years.

“We predominately do the water for water feature displays, the cattle and other animals, historical machinery, and anything that needs water to make it work.

“It is an extremely busy job. It’s a continual turnaround, we run two trucks and six crews for twelve hours a day over six days.

“I just love the fire service, I love what it does, and for 25 years this has been my annual week’s holiday.”

DC



Front row (L-R): Don Seymour, Craig Turale, Aaron White, Brian Willcox, Danny Delpizzo, Ian Bounds and Greg Doherty. Back row (L-R): Phil Peppiatt and Aaron Tammens.



North West Regional Awards

The North West Region Headquarters hosted a morning tea on 10 June 2015, where Acting Regional Chief Ian Bounds presented service awards and course certificates to North West Staff from Building Safety, TasFire Equipment, Engineering and Administration.



(L-R) Megan Archer, Ian Bounds and Lynne Butler.



Trevor Clark receives Order of Australia medal

Gravelly Beach Brigade Firefighter Trevor Clark received a Medal of the Order of Australia (OAM) in this year's Australia Day honours. The medal recognises Trevor's services to the community of Exeter. He has been a member of the Gravelly Beach Brigade since 1983.



Koonya Group.

East Coast District Group nights

George Auchterlonie
Field Officer—East Coast District

Brigades from the East Coast attended various group nights throughout the District during Autumn 2015.

Runnymede hosted Spring Bay Group, Swansea hosted Glamorgan Group, Koonya hosted Tasman Group, Lauderdale hosted the Clarence Group, and Midway Point hosted the Sorell Group.

Acting District Officer Steve Walkley presented Long Service Awards and Certificates to deserving recipients. A number of National Medals were also handed out on the nights.

Most brigades were well represented at the various nights. A special thank you must go to the hosting brigades, who all provided light refreshments and suppers afterwards.

GA



Spring Bay Group.



Clarence Group.



Glamorgan Group.



Coal River Group.

Awards



A LIST OF RECENT AWARDS PRESENTED WITHIN THE TFS

Loc/Brigade	Name	Award	Loc/Brigade	Name	Award
Avoca	Max Rak	Third Clasp to National Medal	Gunns Plains Huonville	Philip Paul	Long Service (25 years)
	Joan Gee	Long Service (45 years)		Tony Heron	Long Service (20 years)
		First Clasp to National Medal		Jason Lovell	Long Service (15 years)
	Bob Gee	Long Service (25 years)		Robert Reid	First Clasp to National Medal
		National Medal		Grant Woolley	Long Service (35 years)
		Long Service (20 years)		Michael Direen	Long Service (35 years)
	Jason Rak	National Medal		Wendy Gaffney	Long Service (20 years)
		Long Service (15 years)		Jason Davis	Long Service (20 years)
	Peter Squires	National Medal		Guy Dobner	Long Service (30 years)
		Long Service (15 years)		Ian Parnell	Long Service (25 years)
Bagdad Bell Bay	Trevor Williams	National Medal	Kimberley Kingston Koonya	Robert Dobson	Long Service (25 years)
		Long Service (15 years)		Michael Parker	First Clasp to National Medal
	Frank O'Connor	Long Service (45 years)		Kerry Turner	National Medal
	Tony Gee	Long Service (45 years)			Long Service (20 years)
	Robert O'Connor	Long Service (25 years)		Ian Hingston	Long Service (30 years)
	John Rubenach	Long Service (15 years)		Ben Dick	Long Service (15 years)
	Sandi-Lee Squires	Long Service (15 years)		Mark Holden	Long Service (15 years)
	Barrie Martin-Henry	Long Service (30 years)		Michael Riley	Long Service (15 years)
	Philip Mackrill	Long Service (35 years)		Tony Swindale	Long Service (25 years)
	Brian Coward	Long Service (20 years)	Lauderdale Loongana	Michael Bosselman	Long Service (20 years)
Bridgewater Burnie	Belinda Taylor	Long Service (15 years)		Sandra Mulder	Long Service (20 years)
	Anita Mc Kinlay	Long Service (15 years)		Christine Scott	National Medal
	Zac Blizzard	National Medal			Long Service (15 years)
		Long Service (15 years)		Robert Parsons	National Medal
	Steven Boon	Long Service (20 years)			Long Service (20 years)
	Karen Betts	Long Service (15 years)		Brian Tennick	Long Service (20 years)
	Daniel Fletcher	Long Service (15 years)		Doug Scott	Long Service (20 years)
	Stuart Braid	National Medal		William Simpson	Long Service (20 years)
		Long Service (20 years)		Andrew Reece	Long Service (15 years)
		Long Service (25 years)	Mathinna	Sharon Parsons	Long Service (15 years)
Claude Road	Tony Marriot	Long Service (25 years)		Derek Madsen	Long Service (45 years)
				Bruce Dunbabin	Long Service (30 years)
	Damien Killalea	Long Service (35 years)		Glendon Jackson	Long Service (25 years)
	Brian Willcox	Long Service (30 years)		Andrew Dare	Long Service (25 years)
	Don Seymour	Long Service (25 years)			Long Service (15 years)
	Faron Wall	Long Service (25 years)		Matthew Ames	Long Service (15 years)
	Michael Watkins	Long Service (25 years)		Don Hawley	First Clasp to National Medal
	Phil Peppiatt	Long Service (20 years)			Long Service (30 years)
	Leigh Richardson	Long Service (20 years)		Peter Moore	National Medal
	Andrew Frankcombe	Long Service (15 years)			Long Service (15 years)
Corporate Services	Leon Smith	Long Service (30 years)	Molesworth Moorleah	David Lodge	Long Service (35 years)
	Garry Sullivan	Long Service (30 years)		Roger Brown	Long Service (35 years)
	Iain Larnier	Long Service (25 years)		Oliver Gledhill	Long Service (20 years)
	Phil Gardner	Long Service (20 years)		Rod Mc Garvie	Third Clasp to National Medal
	David Amos	Long Service (45 years)			Long Service (45 years)
	Michael Dunbabin	Long Service (35 years)		Kevin Crouch	Second Clasp to National Medal
	Howard Edginton	Long Service (25 years)			First Clasp to National Medal
	Patrick Mc Shane	Long Service (25 years)			Long Service (20 years)
	Wayne Woodcock	First Clasp to National Medal		Peter Aldridge	Second Clasp to National Medal
		Long Service (25 years)			First Clasp to National Medal
Cranbrook	Chris Crouch	National Medal	Mt Nelson		National Medal
		Long Service (15 years)		David Bowden	Long Service (40 years)
	Grant Hawkes	Long Service (20 years)			First Clasp to National Medal
	Philip Clark	Long Service (20 years)			Long Service (30 years)
	Beth Foster	Long Service (15 years)		Adrian Vellekoop	Long Service (15 years)
	Judith Oliver	Long Service (15 years)		Boyd Hoare	Long Service (15 years)
	Oliver Torenus	Long Service (15 years)		Gregory Davies	National Medal
	Shane Brown	Long Service (15 years)			Long Service (15 years)
	James Mison	Long Service (20 years)		Peter Marshall	Long Service (20 years)
	Gaynor Linnell	Long Service (15 years)	North Motton	Rob Deverell	Second Clasp to National Medal
Currie	Jenny Mison	Long Service (15 years)		Philip Harvey	Second Clasp to National Medal
	Robert Hawkins	Long Service (15 years)			Long Service (40 years)
	Richard Gee	First Clasp to National Medal		John Hardstaff	First Clasp to National Medal
		Long Service (25 years)			Long Service (30 years)
	Robert Barnes	National Medal		Colin Lamprey	National Medal
		Long Service (15 years)			Long Service (15 years)
	Bruce Miller	Long Service (30 years)		Nick Rayner	National Medal
	Jamie Loane	Long Service (30 years)			Long Service (20 years)
	Andrew Lohrey	Long Service (25 years)		Ricky Barrett	National Medal
	Gilbert Woods	Long Service (25 years)			Long Service (15 years)
Dodges Ferry	Greg Bean	Long Service (25 years)	North West Region	Tyron Clark	National Medal
	Neil Lovell	Long Service (35 years)			Long Service (20 years)
	Robert Hill	Long Service (30 years)		Alex Otten	Long Service (30 years)
Eaglehawk Neck					
Fingal					
Grove					

Loc/Brigade	Name	Award	Loc/Brigade	Name	Award
Northern Region	Conrad Cooper	Long Service (30 years)	Southern Logistics Support Southport	Shaun Skelly	Long Service (15 years)
	Shayne Andrews	Long Service (25 years)		Garth Mackey	Long Service (30 years)
	Wayne Viney	Long Service (25 years)		Mark Klop	Long Service (30 years)
	Shane Batt	Long Service (20 years)		Darren Gray	Long Service (25 years)
	Dean Graue	Long Service (20 years)		Andrew McGuinness	Long Service (25 years)
	Heath Batten	Long Service (20 years)		Paul Symington	Long Service (25 years)
	James Dobbie	Long Service (20 years)		Glenn Greenland	Long Service (20 years)
	Darryl Hancock	Long Service (15 years)		Matthew Lowe	Long Service (20 years)
	Tim Potter	Long Service (15 years)		Val Ansell	Long Service (20 years)
	Vaughn Thompson	Long Service (15 years)		Adam Doran	Long Service (15 years)
Orielton	Danny Richardson	First Clasp to National Medal		Darren Gye	Long Service (15 years)
	Peter Flett	Long Service (25 years)		Jamie Stubbs	Long Service (15 years)
	Steven Richardson	First Clasp to National Medal		Justin Lownds	Long Service (15 years)
		Long Service (25 years)		Justin Park	Long Service (15 years)
		Long Service (25 years)		Royce Brougham	Long Service (15 years)
	Ben Wilson	National Medal	Sprent St Marys	Peter Monty	Long Service (40 years)
	Peter Goss	Long Service (35 years)		Peter Bradley	Long Service (40 years)
	Roger Whittle	Long Service (30 years)		Malcom Boyle	Long Service (20 years)
	Russell Kerr	Long Service (30 years)		David Cameron	Long Service (15 years)
	Brett Fazackerley	Long Service (25 years)		David Hay	Long Service (15 years)
	Todd Birch	Long Service (25 years)		Graeme Russell	Long Service (15 years)
	Sue Birch	Long Service (20 years)		Wren Fraser	Long Service (15 years)
	David Lucas	Long Service (15 years)		Alan Whelan	National Medal
	Gavin Wagner	Long Service (45 years)		Michael Spilsbury	First Clasp to National Medal
	Peter Meaburn	Long Service (45 years)			Long Service (30 years)
Parattah	Tim Wilson	Long Service (25 years)	Stanley	James Watson	National Medal
	Gordon Clark	Long Service (20 years)			Long Service (15 years)
	Lance Bailey	Long Service (20 years)		Grant Faulkner	Long Service (30 years)
	Robert Clark	Long Service (20 years)		Andrew Thomas	Long Service (25 years)
	Shane Porter	Long Service (30 Years)		Jason Lovell	National Medal
	Stephen Lincoln	Long Service (30 Years)		Jason Lovell	Long Service (15 years)
	David Palmer	Long Service (15 years)		Ron Stein	National Medal
	Peter Williams	Long Service (25 years)		Ron Stein	Long Service (15 years)
	Robert Klingsporn	Long Service (25 years)		James Wells	Long Service (40 years)
	Ted Innes	Long Service (25 years)	State Operations Stowport/Natone	Milton De Jonge	Long Service (40 years)
Port Arthur Primrose Sands Prospect	Stephen Gray	Long Service (20 years)		Eric Walters	Long Service (35 years)
	Stephen Niaura	Long Service (25 years)		Zenon Ciciksza	Long Service (25 years)
	Robert Gaffney	Long Service (20 years)		Owen Evans	Long Service (20 years)
	Dwayne Jones	Long Service (15 years)		Michael D'Alton	Long Service (30 years)
	Mark Dennis	National Medal		Mark Chladil	Long Service (20 years)
	Anthony Beckett	Long Service (15 Years)		Stephen Mc Laren	National Medal
	Chris Payne	Long Service (15 years)		Philip Tustian	Long Service (20 years)
	John Lyons	Long Service (15 years)		Andrew Burgess	Long Service (15 years)
	Michael Reeves	Long Service (15 years)		John Morey	Long Service (40 years)
	Vikki Rowe	Long Service (15 years)	Swansea	John Booth	Long Service (15 years)
Railton	John Duff	Third Clasp to National Medal		Gail Connelly	Long Service (35 years)
	Sam Ling	Long Service (45 years)		Terry Connelly	Long Service (35 years)
		Second Clasp to National Medal		Peter Jackson	Long Service (30 years)
		Long Service (35 years)		Robin Buck	Long Service (30 years)
	Christopher Talbot	National Medal		Peter Loone	Long Service (25 years)
	Gary Morse	Long Service (30 years)		Ivan Dolbey	Long Service (15 years)
	Wayne Haywood	Long Service (35 years)		Alan Hennessy	National Medal
	Adrian Best	Long Service (20 years)			Long Service (20 years)
	Ricky Singline	Long Service (15 years)		Gregory Blake	Long Service (20 years)
	Nathan Woolley	Long Service (25 years)	Tulleah	Ken French	Long Service (20 years)
Ravenswood	Colin Buller	National Medal		Douglas Cock	Long Service (15 years)
	Michael Ling	National Medal		Tania Blake	Long Service (15 years)
	Colin Atkinson	First Clasp to National Medal		John Summers	Long Service (35 years)
		Long Service (30 years)		Rodney Hughes	Long Service (20 years)
		Long Service (40 years)		Rob Mainwaring	First Clasp to National Medal
	Gerry Smith	National Medal		Andrea Stott	National Medal
	Jamie Bunn	Long Service (15 years)		David Stott	Long Service (35 years)
	Richard Higgs	National Medal		Craig Yaxley	Long Service (15 years)
	David Harris	Long Service (20 years)		Jack Sonneveld	Third Clasp to National Medal
	Christopher Tate	Long Service (20 years)	Upper Calder		Long Service (45 years)
Ridgley	Harrex Mc Connon	Long Service (20 years)		Michael Mc Namara	Long Service (20 years)
	Ben Tate	Long Service (15 years)		Andrew Sonneveld	Long Service (15 years)
	Lewis Burch	Long Service (15 years)		Peter Holness	Long Service (15 years)
	Gary Pursell	Long Service (30 years)		Robert Madsen	Long Service (35 years)
	Andrew Perry	Long Service (25 years)		Terry White	Long Service (35 years)
	Tony Perry	Long Service (25 years)		Cameron Suhr	Long Service (30 years)
	David Perry	Long Service (20 years)		Michael Hill	Long Service (25 years)
	Tony Maney	Long Service (20 years)		Bruce Gibbons	National Medal
	Anthony Baillie	Long Service (20 years)			Long Service (15 years)
	John Clayton	First Clasp to National Medal	Wattle Hill	Rodney Richards	Long Service (25 years)
Risdon Vale Rocherlea		Long Service (20 years)		Andrew Cooper	Long Service (15 years)
	Maureen Bradley	National Medal		Bruce Corbett	Second Clasp to National Medal
		Long Service (15 years)		George Hoogendorp	First Clasp to National Medal
	Robert Dawes	National Medal			Long Service (25 years)
		Long Service (15 years)		Greg Duckett	First Clasp to National Medal
	Dale Atkinson	Long Service (30 years)			Long Service (25 years)
	Justin Grave	Long Service (15 years)		Jarrod Wade	Long Service (20 years)
	Peter Dart	Long Service (30 years)		Jon Bakker	Long Service (20 years)
	John Holloway	Long Service (15 years)		Damian Poke	Long Service (15 years)
Sandford Sassafras			Wilmington		
Seven Mile Beach Sisters Beach			Wilmot		
Somers			Wynyard		
Southern Region					

Make-A-Wish and Kingston Fire Brigade make one boy's dreams come true

Faron Wall

Brigade Chief—Kingston Fire Brigade

On 7 March 2015, the Kingston Fire Brigade had the pleasure to host Make-A-Wish recipient Nicholas Geeves.

Seven-year-old Nicholas was surprised when he and his family turned into the fire station, where he was greeted by firefighters and volunteers from Make-A-Wish Australia, and spent the morning exploring life as a firefighter.

Prior to looking at the appliances and having a station tour, with some help from his dad, Nicholas got to put on his own set of PPC. Nicholas was laughing and smiling.

Nicholas played with the high-pressure hose reel and he was constantly adjusting the nozzle settings and calling for more pressure. At times he tried to turn the hose onto the people standing close by.

When I asked Nicholas whether he'd like to go for a ride in the fire truck, his face beamed with excitement.

Prior to leaving the station, Nicholas contacted FireComm via radio telling Communications Officer Peter Van De Kamp, "K3-1 is mobile to my house, over!"

After a short drive we arrived in the street where his family lives. Nicholas turned on the lights and siren hoping all of his neighbours and friends could see him sitting proud in the front seat of the appliance.



Make-A-Wish recipient Nicholas Geeves and Kingston Brigade Chief Faron Wall test out the high-pressure hose while Firefighters Peter Walker and Kyle Johnson look on. Photo supplied courtesy of the Mercury.

Upon returning, Nicholas had a look around the station and at the other appliances. He spoke to the other firefighters and enjoyed morning tea arranged by Make-A-Wish, and received the exciting news that his wish to go on a family holiday to the Gold Coast was going to come true.

Nicholas was diagnosed with acute lymphoblastic leukaemia in early 2013. His illness is now in remission and he is on a maintenance program that still requires chemotherapy until May next year.

Since 1985, Make-A-Wish Australia

has given hope, strength and joy to over 8,000 seriously ill children and their families through the granting of a cherished wish.

Make-A-Wish relies on support from the community to ensure no child misses out on the opportunity to experience the life-changing and lasting difference a tailor-made wish makes.

For more information on Make-A-Wish Australia, or to make a donation, please call 1800 032 260 or visit www.makeawish.org.au

FW



GIVE ME 5 FOR KIDS: TFS pitches in for fundraising effort

Kelly Marriot

Team Leader—Community Fire Safety

Give Me 5 For Kids is a fundraiser that enables local hospitals to purchase much-needed equipment, and to assist sick children and their families in times of need.

This year Tasmania Fire Service came together to assist with the fundraising

efforts. Throughout the month of June, TFS staff participated in a number of fundraising activities, including numerous free dress days, staff barbecues, and highly prized AFL football margin tickets.

Due to the overwhelming support of TFS members, career recreational clubs, family and friends, we raised the phenomenal amount of \$5,474.75.

TFS staff present the cheque to Royal Hobart Hospital staff and Dave and Kylie from Heart 107.3

A big thank you to all who generously donated to this amazing charity, and to those who assisted with the coordination of these events. Without your much-needed support and efforts, this extraordinary tally would not have been possible.

KM



Rob Valentine lends a helping hand to TFS families

Pictured are (L-R): Justin Park, Stewart McKinlay, Bill St Ledger, Matthew Pope, Rob Valentine, Gavin Freeman, Mark Klop and Phil Douglas.

Legislative Councillor Rob Valentine recently made a contribution to the TFS Family Support Fund in acknowledgement of the work done by volunteers and career personnel in his electoral division of Hobart.

Mr Valentine's grant of \$419 represents one dollar for each for the 112 volunteers and 307 career staff in his division. Deputy Chief Officer Gavin Freeman gratefully received the contribution, which will help to support firefighters and their families who find themselves in difficult circumstances.

The TFS Family Support Fund provides

fast cash for any member involved in an accident or event that has caused significant financial hardship. Volunteer, career, administration or support personnel are all eligible for support.

For more information contact your Regional Office or email TFSFamilySupportFund@fire.tas.gov.au.



Volunteers make winter warmer for disadvantaged children

David Claridge

Volunteer Firefighter—Prospect Brigade

Prospect Brigade volunteers have made a tradition out of a yearly expedition to the mountains to cut firewood for Appin Hall Children's Foundation, a respite centre for seriously ill and disadvantaged children at Erriba, near Mt Roland.

This year's trip, on June 13-14, was the tenth in 11 years and as such, marked a milestone for the brigade.

Foundation Directors Ronnie Burns and Maggie Burns are grateful for the effort each year.

"The fire brigade has been coming for ten years," said Mr Burns. "When they first came it was like, 'gosh, someone will come and cut all of the wood.'

"I used to do all that on my own and it would take me months to get trees down to cut up. I'd be working Saturdays, and because we were in business, I no longer had the time to do that.

"We couldn't do it without the volunteers, it's really about team work because no one really gets there alone, you have to have people to help you."

"I think it's absolutely tremendous," said Ms Burns. "It's the most incredible gift they could give us, because the wood that they chop for us lasts for a year and keeps the houses warm.

"We couldn't do that with the wonderful support."

Expedition leader for 2015, First Officer Matt Buck said he was glad to have achieved the milestone.

"As always, Prospect Brigade members worked tirelessly to cut, split, relocate and stack wood from various locations on the property.

"For several years now, we have also used this venture as an opportunity for members to perform skills and qualify in operating chainsaws.

"Additionally, I believe that it is a good social and team bonding experience for members. The benefits of that follow into other aspects of brigade life and operations.

"The 'war' stories told in the evening, over a couple of refreshments, never seem to get boring—only bigger and better over the years."

Senior member of the expedition, Firefighter Ted Innes, always makes sure he is free for the weekend away.

"It started because we were looking to do charity work, to give something back to the community.

"We usually go up there and Ronnie has things organised, jobs for us to do, but our main thing is to keep his wood supply up.

"I go to see Ronnie and Maggie, but the chainsaw refresher we do gives us the chance to practice using chainsaws so that we can be ready on the fireground."

DC

Vinnies CEO Sleepout

Congratulations to Regional Chief Jeff Harper for representing Tasmania Fire Service in the Vinnies CEO Sleepout at Aurora Stadium on Thursday, 18 June 2015. Jeff raised over \$1,400 for the very worthwhile cause.

Over 100,000 men, women and children are currently experiencing homelessness in Australia. Working so closely with the community, TFS often deals with many of those who are disadvantaged or homeless.

This challenge raises valuable funds towards immediate and emergency assistance programs, as well as long-term pathways supporting brighter futures.



White Ribbon campaign: violence against women and children is not okay

Hon Will Hodgman MP, Premier of Tasmania, and Commissioner of Police Darren Hine hosted a White Ribbon campaign event on 30 July to help spread the message that violence against women and children is not okay. Acting Regional Chief Greg Butters, Acting Deputy Chief Officer Jeremy Smith and Acting Chief Officer Gavin Freeman attended to add

their voice to the White Ribbon campaign, condemning family violence.

White Ribbon is Australia's only national, male-led campaign to end men's violence against women. We like to think family, friends, colleagues and neighbours are safe at home. This is a basic human right. But sadly, for many, this is not the case.

On average, one woman is killed every week as a result of intimate partner

violence. And a woman killed by her male partner is most likely to be in her own home. This is the extreme end of men's violence against women. All men's violence against women must stop.

If you or someone you know is experiencing violence and need your help or support, please call 1800RESPECT on 1800 737 732.

Further information about the campaign is available at whiteribbon.org.au

Step back in time:

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

In the last issue, **DK Tomes** recalled how the Hobart Fire Brigade was managed from behind the scenes in the offices, and how firefighters operated the various types of appliances within the station. Here, he provides an account of the typical working days for new recruits and seasoned firefighters.



SR Wilton, CL Brown, LM Smith, NB Hume, SM Ridgers & DK Tomes.

Operational fire personnel worked a 56-hour week, consisting of twenty-four hours on duty and forty-eight hours off.

Because of the long hours, sleeping privileges applied – drill period after the tea break until 10:00pm and then one could retire, with turnout boots and trousers ready alongside the bed.

It would be impossible for anyone to sleep through the alarm bells as they were extremely loud, with bells placed in nearly every room.

Any person who was slow in responding to an alarm was taken before the superintendent and given a good dressing down.

When applying for a job, the Deputy Chief Officer usually conducted interviews. Tradesmen were looked on favourably, as they were used to manual labour and most had experience with ladders.

The only requirement at this stage was to pass a basic medical examination.

A new recruit started work at 8:00am, and was issued with a set of working clothes (trousers and shirt), fire helmet (made with cork and very heavy), turnout coat (woollen, which weighed a ton when wet), a pair of boots, and a thick black belt with a fireman's axe hanging on the left and a hose key in a pouch on the right.

After completing the three months' probationary period, a trip was made to the tailor for a dress uniform, and another set of work clothes was issued.

On the first day, once a recruit had

changed into work clothes, he would be given a tour of the station layout, and after morning tea, an hour of solid drilling in the back yard. This involved running out lines of dry hose, making the hose trays up again and so on.

After lunch, there was more of the same, with ladder drills also undertaken. A recruit was expected to man an appliance from his first day. Some recruits found the going a bit tough and moved on.

Breathing apparatus training was carried out around the station. The thirty-minute normal air set was a breeze.

The two-hour Proto re-breathing apparatus was a different proposition. Extremely uncomfortable to wear, with a large canvas bag half full of PROTOSORB hanging on shoulder straps, a nose clip and a rubber mouthpiece, held into the mouth by teeth, which tasted foul.

Kitchen rules

One duty firefighter was allocated to be cook for the day. He supplied morning tea, lunch, afternoon tea and the evening meal. Some of the meals were gourmet, others left a lot to be desired.

If a major fire occurred during meal preparation, the cook would have to make sure the stove was turned off as he left. This often meant a trip to the nearest shop for pies after returning to station.

Saturday afternoon, Sundays and public holidays were classed as stand-down time. Many played billiards or badminton or card games, or studied fire manuals ready for promotional exams.

Old customs

The fire service had many very old customs in place. One that really upset the modern firefighter was the practice of physically washing the tyres of a unit when it returned to station.

A bucket of cold water and a scrubbing brush was used, extremely aggravating at three in the morning on a freezing cold night. (This practice was a hangover from the horse and buggy days, when it was necessary to wash horse manure off the tyres).

Also, if a unit went out in the rain, it had to be dried off with chamois every time.

DKT

FROM THE ARCHIVES

This photo was taken in mid June 1979 at a week-long training course at Cambridge for Country Fire Officers.

The exercise is on the now-defunct flame pond, and was carried out to simulate a large flammable liquid fire. The objective was to get close enough to turn the dummy fuel line valve off to stop the flow of fuel.

The valve was actually right on the edge of the flame pond. The attack crew consisted of four people plus the crew leader, who stood between the attack crew to guide them into the valve and also to make sure no one panicked. There was also a backup crew in case of problems.

The equipment used was 38mm hoses with Greens Diffusers or AWG Branches. The turnout coats were basically very heavy duty raincoats with a silver coating to reflect the heat.



The Crew Leader in the black turnout coat is late Chief Training Officer Alex Thompson, and the crew on the backup line is Nigel Bean on the branch and Gerald Crawford backing up. The crew is unknown, but everyone took their turn to go to the valve.



Missing truck tracked down

Tasmanian business identity and past Richmond Fire Brigade Firefighter, Bill Casimaty, has been on the hunt for the old Richmond Brigade Fire Brigade Truck (a Ford Blitz).

It has finally been found, still showing traces of the old red paint that it wore when it served at Richmond and later at Mt Rumney.

Chief Officer Mike Brown served with the Mt Rumney Brigade in the very early 1980s and still recalls battling with the difficult crash gearbox.

Well done to Bill in his efforts to find an important part of TFS history.

The new owner intends to restore the vehicle and is more than happy to lend it to the Richmond or Cambridge Brigades for special occasions. Mt Rumney amalgamated with Cambridge.



Historic fire vehicles showcased at landmark event

Phil Gard

Tasmania Fire Museum

Willy Wombat along with fire vehicles dating back to the 1930s came out of retirement earlier this year for the National Historical Machinery Association National Rally.

The event, held at Quercus Park near Carrick from 27 February-1 March, was the first time in 15 years that such a collection of engines, tractors, trucks and machinery had been seen in Tasmania.

The Tasmania Fire Museum was invited to attend with a presentation of appliances

and equipment from the 1930s through to the 1970s.

Thanks to the following people who helped to organise our attendance:

Tasmania Fire Museum members Eddie Wilson, Stefan Frazik, Paul Richardson, John Bower and Phil Gard; Longford Volunteers Mike Armstrong, Ron Denne, Edrick Corban-Banks, Bill Kennewell, Damian Saunders, Chris Cashion; Brad Richardson; District Officer John Hazzelwood; and Phil Gardner, Engineering Services, North West Region.



A 1955 Dennis F8 urban pumper, once used by the Launceston Fire Brigade and now kept at Youngtown.



Longford Fire Brigade's 1937 Dodge pumper/hose carriage.

Tasmania Fire Museum

The Tasmania Fire Museum was formed in 1979 to:

- Conserve all aspects of Tasmania's fire service heritage through the acquisition, restoration and interpretation of fire service artefacts.
- Arrange for display of the collection throughout Tasmania.
- Promote awareness of the fire service and to meet the growing interest and enjoyment of the wider community in its cultural heritage of which the fire service is a part.
- Honour the dedicated service to the community by both volunteer and career fire service members.

The museum currently has public display sites at the Tasmanian Transport Museum, Anfield Street, Glenorchy (open every first and third Sunday afternoon of the month) and in the Hobart Fire Brigade 1911 old head station, Argyle Street, Hobart (open on weekdays by prior arrangement only).

The Museum is a volunteer brigade of Tasmania Fire Service, and as such, draws its membership only from career and volunteer Tasmania Fire Service members, both serving and retired.

This means the curators you will meet at any of our display sites will have had hands-on experience with the appliances and other artefacts you will see.

The museum also has in its care a wide variety of photographs, books and fire service equipment.

CAN YOU HELP?

Remember anything viewed as old in your station may be unique and could help in the restoration of a museum appliance or equipment. If you have something that you think could be of interest, please email museum@fire.tas.gov.au.



Joint TFS/SESITAS training, Derwent Valley Resort, New Norfolk, 12 July 2015. Photo: New Norfolk Brigade.



2nd Place: Firefighter Luke Bateman at a recent car fire in Rocherlea. Photo: Danny Guy.



Photo: Danny Guy.



Photo: New Norfolk Brigade.



Meadowbank Vineyard, Bushy Park fire 2012. Photo: Alistair Cooke.

PHOTO COMPETITION



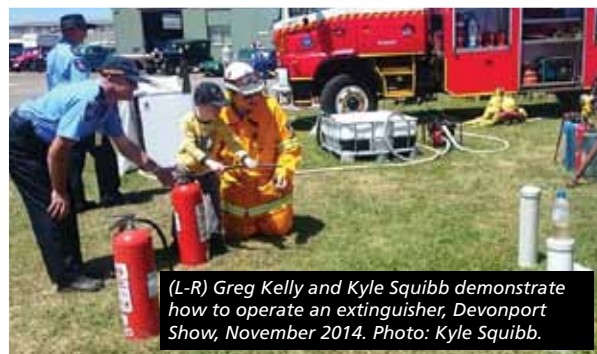
Remote area helicopter training, Mount Roland, December 2014. Photos: Shayne Andrews.



Photo: Shayne Andrews.



Photo: Shayne Andrews.



(L-R) Greg Kelly and Kyle Squibb demonstrate how to operate an extinguisher, Devonport Show, November 2014. Photo: Kyle Squibb.



Photo: Ben Phipps, submitted by Devonport A Shift.



A fire demon appears during a burn being conducted for a property owner by Melrose Fire Brigade. Photo: Kyle Squibb.



House fire at a vacant property, Preolenna, 27 June 2015. Moorleah, Upper Calder, Wynyard and Somerset Brigades attended. Photo: Peter Moore.



3rd Place: Wattle Hill Junior Development weekend. Photo: Mitchell Rowlands/Jenny Vervaart.



1st Place: Photo: New Norfolk Brigade.



Hobart Fire Brigade in action. Photo: Alistair Barber.



4 May 2015

Tasmania Fire Service,
G.P.O. Box 1526,
HOBART. Tas. 7001

Dear Sir/Madam,

RE: Mission Australia – U-Turn, 2-4 Station Street Moonah. Tas. 7009

I would like to advise that the Mission Australia U-Turn Program at 2-4 Station Street, Moonah will cease operating on the 30th June, 2015.

On behalf of the U-Turn staff I would like to take this opportunity to express our heartfelt thanks for your support over the years and would like to wish your organisation all the best for the future.

Yours sincerely,

Phillip McKay
Program Manager

2 Station Street Moonah Tasmania 7009
Phone: 03 6228 5646 Fax: 03 6228 5494
www.uturntas.com.au



operated by Mission Australia under contract to the Department of Police and Emergency Management and is funded by the State Government.

**Minister for Infrastructure
Minister for Police and Emergency Management**

Level 1, Franklin Square Office HOBART TAS 7000
Ph: (03) 6165 7686

25 MAY 2015

Mr Mike Brown AFSM
Chief Officer
Tasmania Fire Service
Cnr Argyle and Melville Street
HOBART TAS 7000

Dear Mike

It is with some regret that I accept notification of your intention to retire in March 2016. I say that because although our working relationship has been brief in the scheme of things, I have had the utmost confidence in your role as Chief Officer, and to have someone depart who has contributed so enormously and so competently to the running of a vital part of the emergency services in Tasmania is always a time for reflection.

However, as we discussed the other day, it is inevitable that there comes a time when important lifetime decisions have to be made. You can be proud of your service to the State of Tasmania and in particular to the Tasmania Fire Service. Your leadership during the 2013 bushfires was outstanding and greatly appreciated by the community and the Government.

In your time as a member of the Fire Service you have no doubt seen many changes. You can be very proud of the changes that you played a part in that has made the TFS the organisation that it is today. As Minister I take a great deal of pride in the TFS and I am sure that as a result of your leadership it is well placed to deal with any future challenges and changes.

I wish you and your wife the very best in your retirement. You can look back on an outstanding career with great pride. I am sure you will also take the time to relax a little and enjoy the other important things in life.

No doubt in the near future there will be other opportunities for me to thank you for your outstanding career and service to Tasmania and which will allow me to state publicly my appreciation for all the good work you have done, your service to the community, your outstanding leadership, and your advice to myself and the Government.

I sincerely wish you and your family all the best in your well-earned retirement.

Yours sincerely


Hon M.T. (Rene) Hidding MP
Minister for Police and Emergency Management

29/3/2015.

Dear Jane I wish to thank you
all and your crews for the wonderful
work you did in controlling and
extinguishing the fire on my property
at Holdsefer.

I am extremely grateful to you all
and wish to compliment you on
your professional approach and concern.
I have found this incident very
distressing.

Would you please pass this
letter on to Wayne Preston and
those crews who helped.

Thank you all.
Kind Regards
Nigel Taylor.

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

Are you:

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

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

TFS support includes:

M/EAP – Member/Employee Assistance Program

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

CISM – Critical Incident Stress Management

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

Community-based support includes:

GP Mental Health Care Plan

Visit your General Practitioner

Beyond Blue

Call **1300 224 636**

Lifeline

Call **13 11 14**

It's OK not to be OK



Tasmania Fire Service