

FIRE AND RESCUE COMMANDERS ASSOCIATION (FRCA)

Newsletter February 2017

Hello All

Another busy period since our last newsletter and looks like it is going to get even busier. Below is a summary of the key points.

**FRCA Facebook Group page set up.**

Newsletters are quite time consuming to write as many different parties read them and thus it is important to take the time to make sure they read in the right context. They also go out of date very quickly.

We have set up a FRCA Facebook page where only the members can see the posts. Via this page we can very quickly bring you up to date with things as they happen, but most importantly get your feedback and direction. Only FRCA members, past members and Acting AACs can join.

To Join, search for ‘Fire and Rescue Commanders Association’ and request to join. For the totally non IT literate, we will still pop out a newsletter every so often and emails. But ideally find a teenager and learn how to use Facebook. It’s not that hard, really. Understand though that even a closed Facebook group can have posts copied to other groups but it is far more secure than a public page.

**Support Package for Areas confirmed.**

Paul McGill has advised that an Area support package has been approved.

The purpose of the package is to allow the Area Commander and AAC’s to get out and support the FENZ transition. OLT members made recommendations on what resourcing is required to support Areas through the transition and amalgamation. The package is presently being collated by FRM Ron Devlin.

The support package will then be discussed with FRCA for our comment. We will let you know the finer details of what has been recommended for your particular Area and get your feedback.

An overview of the package is:

The equivalent of 28 additional positions consisting of:

* 5.8 Administrations support positions.
* 1 Planning and Intel manager
* 10.5 Assistant Area Commanders
* 7 Fire Risk Managers Officers
* 3 Volunteer Support Officers
* 1 Brigade support officer.

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The budget is $2.4 million designed to take these positions till June 2018, where by then the FENZ ‘People and Capabilities’ workstream will have developed the future organisational structure.

Additional to the above is there is still budget for some career board Area Manager Advisors positions

This is a substantial package designed to support us.

In September last year FRCA presented to the Fire Service Board and offered our engagement in the FENZ transition. We advised our biggest barrier was we needed Area support, so we could get out of the office and actually be leaders. Following this we never missed an opportunity to emphasise this need at various meetings with the NZFS and FENZ managers. All agreed with us that there was a need to address Area resourcing given the extra workload related of the FENZ transition, but finding the budget within the existing NZFS budget would be difficult and complicated.

So it is reassuring to see this package become reality and at a size that will make a difference to how we can contribute to this leader lead change. SLT and OLT were very supportive of this need and have obviously done a lot of work to make this happen.

In a FRCA newsletter last year we wrote “the ball is in their court” literally putting a challenge to the NZFS and FENZ for Area support, well ……the ball just bounced back! Now it is our turn to step up to the challenge.

We should be able to show you the break down and locations by the week starting 13th February.

**Stakeholder Updates from FENZ**

In December and January, the FENZ team brought the FRCA Committee to Wellington to update us on progress and get our feedback.  The latest sessions focused on the many ‘High Level Documents’ (HLDs). Each of the FENZ workstream groups present on what has happened and what the next phase is. We are invited to 4 to 6 weekly face to face workshops from now till July 1, plus VC updates in between.

We are very pleased with the level of engagement FENZ is offering FRCA. Additionally we have many direct contacts with FENZ leaders that we can call anytime.

If you have questions about FENZ it is best to use the FENZ website feedback facility. If you have concerns or suggestions that you want FRCA opinion or clarification on, call one of the FRCA reps or ideally use the Facebook page so everyone can comment.

**Future FRCA strategy 2017 - 2019**

We recently held a planning day. This started with how are we going against our 2015- 2017 strategic plan, looking at  what we have achieved and what we could have done better.

We have done well on many of our objectives, however there is still a lot of work to do to reach our bigger picture vision of ‘Staff will aspire to the role of Commander’. So the present vision will stay but many of our objectives that we have completed need to be revamped to include FENZ.

Looking ahead, we need to focus on our role in FENZ, our leader lead role, our mentoring role to our teams and the opportunities it is presenting to mould the future.

 The questions we asked in developing the next strategy were:

* What will our role look like in the FENZ transition and amalgamation
* Do we widen the membership of FRCA given a potential new organisational structure and the amalgamation of our rural colleagues?
* What opportunities will present for FRCA to evolve further as an Association that provides motivation, learning opportunities for its members, research and advice, and professional relations with international likeminded groups.

**CEA agreement work**

**Car policy update:**

AC Pat Fitzell and AAC Steve Kennedy are working with Mike Moran (National Feet Manager) to finalise the vehicle selection. The selection criteria document has been agreed along with the type of vehicles that will be evaluated, they are:

The  **‘station wagons’** options that meet the criteria and price range are:

|  |  |
| --- | --- |
| Make | Model |
| Hyundai | i40 |
| Mazda 6 | Mazda 6 |
| Toyota | Avensis |
| Ford | Mondeo |

The **‘AWD’** options are as follows;

|  |  |
| --- | --- |
| Make | Model |
| Hyundai | Tucson diesel |
| Toyota | RAV4 |
| Mitsubishi | Outlander XLS diesel |

**ACL, Entry Criteria, OSM, Validation and Re-Validation workshops:**

While the progress has been disappointingly slow to date, we are hopeful that this work can progress to an agreed outcome before FENZ comes into effect on 1st July. FRM Turek is now the NZFS representative.

ACL is a bit of a hot topic presently but we are in early discussions with the FENZ Team as to what ACL might look like on day one of FENZ.

This work has links to a number of other areas of work such as Command and Control on day one, entry level for roles with Command levels requiring ACL3 and the Rural/Urban amalgamation.

**Executive Call Roster, ideal minimum 2 off 1 on:**

We need to wait and see the detail of the Area resource package first as is highly likely that it will help at least some of the Areas that have limited ACL3 staff available for call roster. We will then follow up with the NZFS on how to help the remaining Areas on less than the ideal 2 off 1 on roster.

**Advocacy.**

FRCA is providing legal support to a formal review of an AAC appointment, plus support to a members Personal Grievance.

**Future events**

* NZFS/FRCA scheduled catchup with Paul Swain and Paul McGill – 20th February (reoccurring 6 weekly)
* Executive leader lead Forms 28th February and 2nd  March.
* Paul Baxter’s Farewell - 22nd February.
* Regular FENZ updates via VCs and 4-6 weekly workshops with FENZ workstreams and FRCA reps.

**Summary**

We now have a good understanding of the magnitude of the work ahead as we are being included in the FENZ updates and workshops. This inclusion helps us to understand why and how decisions are being made. From now until July and beyond a lot needs to happen. It is important if you have concerns or comments about anything that comes out, to talk to a FRCA committee member or make comment on our facebook page, basically be proactive.

Stay Safe

**President:** Roy Breeze **Secretary:** Des Irving

**Committee members:** Dave Stackhouse, Paul Henderson, Greg Crawford (Treasurer), Peter Dempsey, Geoff Purcell