



Fire and Emergency Commanders Association

NZ

The weeks that were: 14 August 2019

Draft Embargoed Consultation Document

The last few weeks have been focused on the draft (embargoed) consultation document.

FECA and the other partner agencies were given an overview of the document by the transition team and SDLT representatives a few weeks ago.

The purpose of the pre-consultation meetings was so we could, among other things, comment on its structure, flow and content and discuss anything in it that we feel could be adjusted for the final consultation document.

The draft consultation document covers the background, development of the proposals, how the proposals will support the new ways of working, Tranche 2, 2b and 3 structures and positions, Position Impact Assessment, Rank and role and Implementation.

Thanks to the co-design to date we knew most of the content. However, there were sections around rank and role, the selection process of some of the new roles and the 'Position Impact Assessment' decisions, that we don't feel meet the requirements of our contractual agreement.

We have had verbal discussions with FENZ around our concerns and are following this up via more formal and legal avenues. It is important we address these concerns before consultation begins.

The PFU has the same concerns around the rank and role components and so we are working with them on this aspect.

FECA has a workshop in Hamilton on Monday 19th and Tuesday 20th August. We want to get our own understanding and to review the processes and justifications used for those positions that are categorised as new or significantly changed, and the affects this may have on our members in the selection processes.

The draft consultation document is embargoed, so we cannot provide actual details. FENZ has provided us with all the documentation they used to work through the Position Impact Assessments.

Giving us feedback

A number of members have started coming to us asking the 'what if' questions like;

- I am in an acting/seconded position, ranging from months to 5 years, what happens to me?
- My role has been split, will I, can I apply for what I have already been doing? Who else can apply for these roles?
- I am considering retiring soon or two years etc., what options do you think I will have?

We encourage these questions, as it helps us get a good overview of the affects each change may have in each location. We cannot discuss any embargoed information but can take you through the

draft transition processes and how this relates to positions categorised in the draft position impact assessments.

Positive Workplace Culture

It is safe to say nearly every sector in the organisation is in a state of change fatigue. It is important to you as an individual and our organisation that we adhere to our FENZ and FECA values. These values aren't just for fine weather sailing days, they are also for the harder times, like now.

This is where the real leaders drag out that extra bit of resilience to support the people around them.

Our FECA values are:

Camaraderie, Professionalism, Leadership, Integrity, Agility

Have a think about applying them practically in this environment like:

- Simply supporting each other.
- Looking at the situation from other unions and associations, staff and the organisation's perspective. Acknowledging their stresses, risks and opportunities.
- Maintaining the moral high ground in every situation.
- The way we lead and manage now. Now is the foundation work of our future environment. Yes, it is difficult, but let's stay being leaders, in fact let's step it up. What's the saying "*When the going gets tough the...*".
- We all want to work in a positive environment as one team, so let's maintain some focus on building that now, for our future.

Mental Wellbeing Workshop

You will see in your emails the development opportunity to learn more about 'Developing Strategies and the Implementation of Mental Wellbeing for your teams. You need to apply by COB 20th August.

WhatsApp communications

If you want to keep up to date and ask questions and see what other members say, join the FECA WhatsApp group. Basically, by the time I get to writing page 2 of a new newsletter, page one is out of date, as I am very conscious of how I write. On WhatsApp any of us can pop something up that only members will see and can comment on. You can even say "what's happening Roy or Des etc." to prompt us to update or address a rumour or truth!

We have recently used an 'exclusive to WhatsApp users' post, where we put a brief update on ASAP after something new happens if you want to know things right away. But if you are happy to wait for whenever, for a general overview like this every so often, then carry on being happy in your world.

As long as you're happy!

Page one is nearly out of date, so that's it for now.

Roy

President Fire and Emergency Commanders Association NZ