

# IGNITE

Te Hiringa o te Tangata | Issue 29 | Spring 2023 | Kōanga 2023

TRAINING FIRST RESPONDERS  
IN URBAN SEARCH AND RESCUE

SEVEN SHARP'S LIVE HOUSE  
BURN BRINGS THE HEAT

CANADA DEPLOYMENT: GAINING  
KNOWLEDGE – SHARING CULTURES



Ignite is the official magazine for Fire and Emergency New Zealand.

Te Hiringa o te Tangata – To have drive, zest, determination. To have heart and soul.

Ignite represents the voices of the people across the country who dedicate themselves to protecting life, the environment and property in their communities.

It is produced by the Fire and Emergency Communications Team, National Headquarters, Spark Central, 42–52 Willis Street, Wellington 6011.

Contributions to Ignite

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Photos need to be at least 1MB.

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- Kia tika | We do the right thing
- Manaakitanga | We serve and support
- Whanaungatanga | We are better together
- Auahatanga | We strive to improve



Kia ora koutou

Welcome to the Spring edition of Ignite which provides a snapshot of all of the recent mahi (work) that is happening across our organisation.



The pages that follow and the stories within them are a testament to the breadth of work that has been happening across the organisation in recent months. In August, some of our people attended the Australasian Fire Authorities Council (AFAC) conference, which brought together leaders in the global emergency sector as well as the emergency and fire services from across Australia and New Zealand. The conference was a great opportunity to come together and share learnings, celebrate our people's outstanding achievements, and connect with our emergency sector partners. This year was particularly special with our introduction of the Mauri Stone, Te Kura o Te Rangi – The Crimson Sky. You can read more about this on page 6.

While our work is predominantly focused on protecting our communities in Aotearoa New Zealand, sometimes the right thing to do is to support our international partners in their time of need, just as they do for us. The story on page 10 covers the remote support our Urban Search and Rescue (USAR) Team provided following the devastating earthquakes in Türkiye and Syria earlier this year. I am proud of our people for making a meaningful contribution to this response under unique circumstances and demonstrating the strength of our international community. On behalf of us all, thank you for your service.

As we look ahead to the upcoming wildfire season, we need to be ready for the risks posed by hotter weather, particularly under a forecasted change to an El Niño climate. The priority remains keeping our people safe in the first instance, so they have the tools to do their jobs easily and effectively. You can learn more about this wildfire season and what it means for us on page 4.

Within this edition you will also find a number of other fascinating stories that detail the great work done by our people, such as the awesome results seen by the Seven Sharp Live House Burn in August (page 12), the new digital communications network for emergency services (page 14), and the wellbeing pilot we launched alongside the NZPFU (page 13). Although this year has seen its fair share of challenges, reading these stories gives me a great sense of pride in what we are achieving, together. Thank you for your ongoing contribution to this collective effort.

Ngā manaakitanga,

Kerry Gregory  
Chief Executive

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# KA WERA AKE, KA MAROKE AKE, KA HAUHAU AKE TE RAUMATI EL NIÑO EL NIÑO SUMMER SET TO BE HOTTER, DRIER, AND WINDIER

## Recent forecasts from NIWA predict a change in weather drivers, moving from an La Niña to an El Niño climate.

While the last three summers have been relatively wet in many areas of the country, weather predictions point to a hotter, drier, and windier 2023-24 wildfire season, particularly for eastern areas of both islands.

In western areas, however, we may see an increase in rainfall, particularly along the west coast of Te Waipounamu (the South Island), which could see Fire and Emergency responding to both wildfires and floods at the same time.

In addition, the wildfire season is forecast to start earlier than we have seen in the last three seasons and will potentially extend further into autumn, putting hapori (communities), property, and the environment at risk, for longer.

‘The predicted warmer and drier conditions, extended for longer, may also mean we do not get the overnight recovery we have had in the past seasons.

‘If we are not able to control fires quickly, we could potentially end up with personnel and resources being committed to incidents for longer periods,’ says National Wildfire Manager, Tim Mitchell.

Predicted strong winds can also mean downed powerlines, roofs ripped off houses and old burns flaring up again. Any new fires will spread extremely quickly in these conditions and make it much more difficult to manage. Strong winds can also create multiple fires at the same time, stretching response capability.

While warmer and drier weather doesn’t necessarily mean more wildfires, 95% of the wildfires in Aotearoa New Zealand are caused by people, so a lot depends on the actions of the public.

One of the challenges is the public’s experience of the last few wet seasons and the current very wet conditions in many areas of the country impacting on the public’s expectations of this summer, giving rise to potentially risky fire behaviours.

‘Their perception of risk may be clouded by the recent flood events throughout the motu (country), creating a false sense of security which poses an additional challenge for our wildfire risk communications,’ explains Tim.

To address this, preventing wildfires and increasing hapori preparedness continues to be the focus of our National Wildfire Prevention and Readiness campaign, which kicked off on 1 September.

The campaign is continuing to deliver real-time and localised fire danger level and fire season information across digital channels and drive the public to [checkitsalright.nz](https://checkitsalright.nz) to check their local fire danger level and find out more information on how to mitigate risk.

Find out more about the campaign



## TOITŪ TE TAI AO MŌ NGĀ URI WHAKATIPU – AFAC23

# CREATING A SUSTAINABLE FUTURE AFAC23

In August, a Fire and Emergency New Zealand delegation descended on Brisbane to attend AFAC23 – Australasia’s largest emergency management conference and exhibition.

### What is AFAC?

AFAC is the Australasian Fire Authorities Council, a national council for fire and emergency services in Aotearoa New Zealand. Working together, AFAC members create safer, more resilient communities through collaboration, innovation and partnership.

Each year the AFAC conference brings together expert speakers from across the emergency management sector, and from across the globe, to share knowledge and experiences. The Institute of Fire Engineers, Women in Firefighting Australasia and the Australian Institute of Disaster Resilience conferences were co-located with this year’s conference, offering more streams for participants to take part in.

Alongside the three-day conference, a 15,000 square metre exhibition centre was filled with state-of-the-art equipment, the latest in technology and emergency service providers and suppliers.

### Takeaways

With so many streams on offer, there was something for everyone to hear about.

Keynote speakers covered a range of topics including the importance of indigenous people’s knowledge of fire, wildfire insights from the devastating Canadian fires, the independent culture review of the London Fire Brigade and how we can take lessons from the past to look at opportunities for the future.

There was such a range of topics being presented, it was difficult to cover everything. Attendees heard about work happening in volunteerism, engaged in a whole stream dedicated to women in the emergency services sector, learned about how various technologies are helping emergency responses, and thought about the big picture challenges impacting what we do.

### Our people in action

This year’s Fire and Emergency delegation came from all parts of our organisation – from people on the ground responding to callouts and wildfire specialists, to those helping behind the scenes such as marketing and community education experts.

Six of our delegates proudly presented their mahi (work) covering a range of topics:

- Diversity and inclusion and indigenous recruitment
- Teamwork makes the dream work: a community-centred approach to fire prevention among adolescents
- Wahine Toa (Women paving the way) – gender equity in frontline-leadership development
- How to win friends and influence people: using archetypes to reduce community risk.

Nine posters were also submitted to the Knowledge and Innovation Centre showcasing our people’s mahi (work) in static visual form.



### Bringing mauri to the AFAC conference

Fire and Emergency’s delegation brought our mana (presence) to the conference, taking part in the welcome ceremony and capturing the mauri (life force) of conference attendees.

After a Welcome to Country from the Turrbal aboriginal people, our delegation brought elements of a pōwhiri (traditional welcome ceremony) to the opening of the conference with a karanga (call), haka (war challenge/cry) and waiata (song).

The delegation, lead by Piki Thomas DCE Kaipapa Maori And Cultural Communities and Dr Steph Rotarangi DCE Service Delivery Design, gifted a mauri stone to AFAC bringing vital essence, life force and energy.

Throughout the conference, attendees were encouraged to touch the mauri stone, Te Kura o Te Rangi – The Crimson Sky, which was placed at the front of the main auditorium for the duration. The impact it had was more powerful than expected; people lined up to add their mauri to it and the connection created was strong.

Te Kura o Te Rangi – The Crimson Sky will stay in Aotearoa, being passed from AFAC host state to host state, so that its mauri can continue to be a positive presence for future conferences and attendees.



Our people participating across the three days



L to R: Urban Search and Rescue personnel Aaron Waterreus, Ben Thompson, Rhonda McNicol, Mike Peachey, Steven Butler.

## TE WHAKAMĀTAU I TE TUKUNGA O Ā MĀTOU RŌPŪ Ā-AO USAR

# TESTING THE DEPLOYMENT OF OUR INTERNATIONAL USAR TEAMS

In August, members from New Zealand Urban Search and Rescue (USAR) took part in the International Search and Rescue Advisory Group’s (INSARAG) annual Asia-Pacific Earthquake Response Exercise, held in Brisbane.

The exercise was designed to test deploying international USAR teams, Emergency Medical Teams and other international assistance into Aotearoa Australia after a large disaster. It also tested coordinating national and international response entities once deployed. Australia’s strict bio-security laws pose challenges for deploying an international response. Particularly for getting food and search dogs into the country.

The New Zealand team included one person in Exercise Control helping to run the exercise, and four people participating. The New Zealand crew successfully crossed the border into Australia and assessed the sector they were assigned. They coordinated the sector – and deployed appropriate teams to the appropriate worksites. They finished with demobilisation planning.

# TE WHAKANGUNGU I NGĀ KAIURUPARE TUATAHI I NGĀ RAPUNGA ME NGĀ WHAKAORANGA Ā-TĀONE TRAINING FIRST RESPONDERS IN URBAN SEARCH AND RESCUE

Running 600km up the spine of Te Waipounamu (the South Island), the Alpine Fault is one of the world's major geological features. It is also one of the largest sources of seismic, or earthquake activity in Aotearoa New Zealand. Historically, when this fault ruptures, it produces an earthquake of about magnitude 8.0.



Given the risk the Alpine Fault poses to Te Ihu, Paul Henderson, Region Manager, approached Scott Shadbolt, Southern Urban Search and Rescue (USAR) Squad Leader, to develop a USAR training package for personnel in the Region.

'The aim was to deliver effective, timely and accurate training to our volunteer brigades with Pump Rescue Tender trucks in the most at-risk locations to better prepare them for a structural collapse in their hapori (communities). We wanted to train them to be able to respond to an incident and work to ensure people's safety until our USAR teams or international USAR teams arrive. It could take between 10 and 72 hours due to our geographical isolation,' Scott says.

'We adapted the International Search and Rescue Advisory Group (INSARAG) USAR First Responder course for Aotearoa New Zealand and built on a lot of the brigades' existing skills. For example, Motor Vehicle Accident skills are transferable to a structure collapse. We provided them with equipment and hand tools for breaking, lifting, and cribbing.'

Cribbing involves creating a temporary structure to support a heavy load.

Scott said the brigades they trained are well respected and regarded by their hapori.

'This meant our training team had incredible access to training sites such as contractors' yards and quarries.'

The team trained 23 Brigades (280 trainees) across Te Waipounamu (the South Island) over 15 weeks. We now have 17 USAR personnel experienced in delivering USAR First Responder training, including nine as Lead Instructor.

Scott says the training was a resounding success.

'We regularly field requests from brigades looking for more training, seeking advice on what resources they can buy themselves, and asking what is needed to join the USAR Taskforce.'

In Te Ika a Māui (the North Island), Bruce Botherway, Squad Leader for the Central USAR team, has been helping to train brigades in Masterton, Carterton, and Greytown in the Wairarapa.

'These towns are especially susceptible to being cut off in a natural disaster.'

'We trained in gravel pits and demolition sites and the brigades now have a better understanding of what to expect. They also have more heavy rescue skills, including rescuing people who are trapped,' said Bruce.

In the upper Te Ika a Māui, Ali Rogers, a technician with the Northern USAR team, said the training has been delivered to Dannevirke, Hāwera, Thames, Whakatāne, and brigades in Tairāwhiti.

'These areas are identified as being ones where, in the event of a national disaster, they could be isolated for some time. They have tall buildings and are at risk from events such as riverbanks bursting and landslips.'

'The skills we gave them are easily learned and they can continue their training themselves now. The tools require minimal upkeep and testing and can be stored until they are needed again.'

Again, Ali said the relationships brigades have with their hapori enabled easy access to training sites such as old quarries and building sites.

The team has received great feedback from the training.

'It's a really good course and an awesome learning opportunity for our team. The trainers were great and very knowledgeable,' says one participant.

'We've already been able to use some of the skills learned at an incident to stabilise a vehicle in a different way to what we would have done previously.'





# INTERNATIONAL COLLABORATION IN FACE OF DISASTER

TE MAHI NGĀTAHI Ā-AO  
I TE WĀ O TE AITUĀ

In the early hours of 6 February 2023, multiple earthquakes, the strongest of which was magnitude 7.7, struck southern Türkiye and northern Syria, creating a disaster of colossal proportions. Between 6 February and 13 March, there were nearly 17,000 aftershocks.



L to R: Aidan Elliot and Jeff Maunders

More than 50,000 people were killed and tens of thousands more were injured due to the earthquakes, while more than 216,000 people from affected areas were relocated to other provinces.

Two members of Fire and Emergency's Urban Search and Rescue (USAR) Team (NZL1) – Aidan Elliot and Jeff Maunders – provided remote support to Türkiye from our Regional Coordination Centre in Tauranga.

Jeff, Bay of Plenty District Manager, and Aidan, Operational Support Unit, Rotorua, are part of

the International Search and Rescue Advisory Group's (INSARAG) Information Management Working Group (IMWG), which is responsible for the development and deployment of field-based information management systems that provide situational awareness to decision-makers.

Travel logistics ruled out a deployment to Türkiye to join the Incident Support Team, so Jeff and Aidan supported the country from Aotearoa New Zealand using the current INSARAG coordination management system (ICMS).

'The Incident Support Team is a back-office support function provided by the IMWG when major INSARAG deployments are undertaken,' says Jeff.

'ICMS is an ESRI-based cloud system that all INSARAG classified teams use to manage information and tasking. It is based off what we designed and built as a result of the Kaikōura earthquake in 2016.'

'USAR Coordination is becoming recognised as a specialist function. The ICMS is a key factor in this, so the Incident Support Team is put in place to provide operational and technical support to the USAR Coordination Cell (UCC),' said Jeff.

Some of the actions achieved by Jeff and Aidan with the ICMS include:

- Developing and deploying satellite and map-based situational awareness product for the UCC (identifying the areas of need vs the location of rescuers).
- Supporting 136 international rescue teams.
- Supporting areas without internet – for example, inputting sectors in the UCC mapping tool in Aotearoa New Zealand which appeared on the system in the UCC in Türkiye.
- Being able to support United Nations Disaster Assessment and Coordination teams (UNDAC) and The Disaster and Emergency Management Presidency (AFAD) which is a governmental disaster management agency operating under the Turkish Ministry of Interior.

Jeff said the system worked well in the Türkiye disaster, but it also identified a large number of updates and additions that ICMS will need to cope with disasters of the magnitude of Türkiye. Our catastrophic planning shows an Alpine Fault magnitude 8 event would be of a similar scope and magnitude.

'This is a story of international collaboration – of agencies working to support other countries, a wider version of Whanaungatanga and Manaakitanga which we as a country were able to contribute to,' said Jeff.



## Meet the New Zealand Firefighters Welfare Society Team

Our organisation is run by firefighters to look after firefighters and other emergency personnel and their families. We've been doing this for 35 years.

We have a dedicated and experienced team on the ground to help all members. Inhouse, our Office Manager is Amanda Smith. Amanda has been with the organisation for 14 years. It's Amanda's role to make sure the organisation runs effectively and supports our members.

Karen Logan has been our Membership Coordinator for the last five years. Karen looks after our members and their holiday home bookings.

Gary Johnstone is our National Property Advisor. Gary's role is to ensure all homes are fit for purpose and safe for our members.

Our amazing team of Caretakers looks after our holiday/convalescent homes. Homes can be booked through our website or App. (Unsure of your login credentials? Please email [office@firefighters.org.nz](mailto:office@firefighters.org.nz).)

Additionally, we have our wonderful Station/Roving Reps. These amazing people advise the office when a member requires support. Our organisation could not run as effectively as it does without the support of our Reps.

Scan the QR code to see our team and find out more about how our organisation can help you and your family.



Scan to find out more

# E WHITAWHITA ANA TE WERANGA WHARE AHI MATAORA O SEVEN SHARP SEVEN SHARP'S LIVE HOUSE BURN BRINGS THE HEAT

## In August, Fire and Emergency partnered with TVNZ's Seven Sharp to showcase the devastation a fire can cause in the home.

Held in Levin, the controlled live house burn was a great opportunity to show the dangers of incorrectly charging lithium-ion battery products, how fast fire can spread, and the importance of escape plans and interconnected smoke alarms.

These safety messages were supported by local media coverage, social media activity and a refreshed Escape Planning and Smoke Alarms campaign.

The Manawātū-Whanganui Community Risk Management team also brought local school children to watch the burn as a practical element of their Get Firewise programme to get a chance to learn about the importance of smoke alarms and getting out of a house quickly if there's smoke or fire.

The initial segment was followed by another Seven Sharp story the next day, showing the local school children returning to the burn site to reinforce their learnings from the night before.

And in an incredible coincidence, a Greytown couple who watched the live house burn experienced a fire at their own home just a day later and, thanks to everything they'd learnt, got out safely.

The house burn was the most watched segment for Seven Sharp this year with approximately 700,000 people tuning in. In the first week after the live burn aired, 1,000 escape plans were completed at [escapemyhouse.co.nz](http://escapemyhouse.co.nz).

The house burn wouldn't have happened without close collaboration at every level and across many areas of Fire and Emergency: Community Risk and Risk Reduction, Training, Career and Volunteer crews, USAR drone, Communications and Engagement, and National, Region and District teams. And of course, a big thank you to Seven Sharp, to local businesses that generously contributed items to dress the house and to the Levin hapori (community).



Levin students back the next day to see the devastation

## I WHAKAREWAINA TE TAUIRA MAHI ORANGA ME NZPFU WELLBEING PILOT LAUNCHED WITH NZPFU

We are often so busy looking after everyone else that we forget to take care of ourselves.

Fire and Emergency and the New Zealand Professional Firefighters Union (NZPFU) have worked together to develop a new pilot that gives career firefighters at participating locations and communications centre personnel access to free and confidential psychological supervision sessions.

Through this pilot, participants who have not engaged with a mental health professional before can check-in on their mental wellbeing and learn some tools and supports to be at their best and feel good.

Participation is voluntary and involves attending between two and three appointments over 12 months.

Prioritising your wellbeing is one of the best things you can do for yourself, your friends, whānau (family) and teammates, so grab this opportunity if you can.

Once completed, participants and psychologists will help to evaluate the pilot.

This pilot is part of a range of different psychological, mental health and wellbeing support available to our people and their whānau. Speak to your Wellbeing Advisor or visit the Portal to find out more.

For more information, search psychological supervision on the Portal or sign up via the QR code.



### Who can take part?

The pilot is open to up to 200 career firefighters and communications centre personnel at the following workplaces:

#### Te Hiku

- Manurewa Station
- Māngere Station
- Papatoetoe Station
- Northern Communications Centre

#### Ngā Tai ki te Puku

- Hamilton Station
- Taupō Station
- Gisborne Station

#### Te Ūpoko

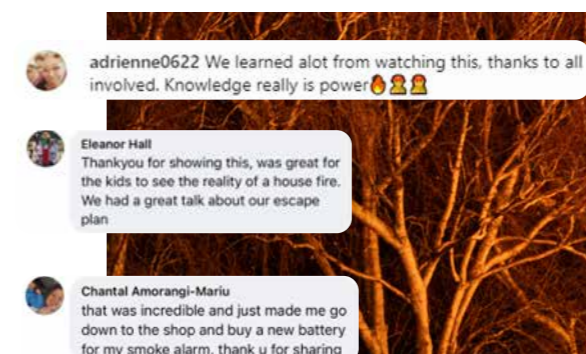
- Porirua Station
- Central Communications Centre

#### Te Ihu

- Nelson Station
- Southern Communications Centre

#### Te Kei

- Invercargill Station



TE WHATUNGA WHAKAWHITIWHITI  
MATIHIKO HOU MŌ NGĀ RATONGA OHOTATA

# NEW DIGITAL COMMUNICATIONS NETWORK FOR EMERGENCY SERVICES

Aotearoa New Zealand's emergency services are made up of approximately 35,000 staff and volunteers who attend over five million calls for help every year. A new digital communications network for emergency services – the Public Safety Network – will ensure our people can respond at any time, and in any place, based on secure, accurate and timely information.

The Public Safety Network (PSN) will provide emergency services – Fire and Emergency, Police, Hato Hone St John, and Wellington Free Ambulance – with a single nationwide secure digital radio service and multi-network priority cellular broadband capability, including voice, video, messaging, and data, in urban, state highway and rural areas commonly accessed by our frontline staff.

In July, PSN launched a new cellular roaming service, which means ours and other emergency services' phones and devices can use both Spark and One NZ (formerly Vodafone) mobile networks. Since then, we have been migrating phones and devices onto the PSN so we can use cellular roaming.

PSN cellular roaming connects users to the alternative network when they lose coverage on their 'home' network. Roaming prefers the device's home network, so after a period of non-use, a user's phone or laptop/tablet will search to see if the home network is available and reconnect them to that.

We have also been installing new PSN SIM cards into phones on appliances to get them ready to access the PSN Roaming and Priority services.

And there is a lot more to come. Over the next four years implementation for Fire and Emergency will include:

- Replacing analogue Land Mobile Radio (LMR) devices with new devices that can access the PSN digital LMR network.
- Enhancing the existing Mobility Solution used in 240 of our busiest fire appliances to include new status messaging (K-Codes) and critical communications acknowledgment functions. This will be deployed in up to 1,100 red fleet appliances over the next three years. This will allow us to migrate the primary status messaging functions from our existing button boxes to new mobility tablets.

- Installing portable smartphones and routers in red fleet appliances to replace fixed vehicle phones, enabling quick access to applications and information during incident responses.
- Access to PSN cellular roaming and priority from frontline cellular devices (tablets, phones, and vehicle routers) through installation of PSN SIMs.

Our Deputy Chief Executive, Service Delivery Operations National Commander, and, Chair and Sponsor of the Fire and Emergency component of the Public Safety Network, Russell Wood, said it is hugely significant for Aotearoa New Zealand's emergency services and for the safety of our communities.

'When our people are out doing their job, from small incidents through to large scale multi-agency responses, we want to make sure they have what they need to do the very best job that they can.'

Roaming on the new Public Safety Network means you can use both Spark and One NZ mobile networks.

# Two for you.

Increasing your mobile coverage in rural areas.  
Giving you better access to mobile coverage to help you do your job and stay safe.



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Available to employees of Skinny valued partners. Bonus ends: 31.12.2025  
Bonus applies to \$9, \$17, \$27, \$40, \$50 and \$70 4-weekly Plans only. No bonus on Standard rates, Add-ons or other Plans. For full T&C's see [skinny.co.nz](#)

## TE KAWA MĀRŌ KI KANATA: WHAKAPIKI MŌHIO – WHAKAWHITI AHUREA

# CANADA DEPLOYMENT: GAINING KNOWLEDGE – SHARING CULTURES



The wildfires raging across Canada this year have burnt a total of 15.4 million hectares as at the time of writing. To put that into perspective, that's over half of Aotearoa New Zealand.

Our crews of firefighters, incident management specialists, and helicopter coordinators have been doing incredibly tough mahi (work) in Alberta and the Northwest Territories to support our Canadian whānau (family) impacted by these fires.

We remain in contact with Canada to assess how we can continue to support them.

Our support has been greatly appreciated by Canadians, and our Delta deployment were kindly invited to a ceremony held by Smith's Landing First Nations, an Indigenous unit of government, to thank and honour firefighters who had travelled from overseas to assist.

As part of the event there was a Smoke and Smudge Ceremony, which involves setting a



mixture of sacred herbs alight to create smoke for cleansing, protection, and connection. Then everybody was invited to dance around the fire while members of Smith's Landing First Nations played the drums.

Auckland Group Manager Dave Woon, who was the liaison for our Delta deployment, was extremely moved by the ceremony, and saw similarities between Smith's Landing First Nation's values and those of Māori culture.

Dave said it felt right to share hongi, a traditional Māori greeting meaning "the sharing of breath", with other attendees. He also shared his pepeha, and a karakia was said.

'It's something I was privileged to be a part of, and something I'll never forget,' Dave said of the ceremony.

With Aotearoa New Zealand's wildfire season fast approaching, the knowledge and experience our crews have brought home will be hugely valuable. Dave explained, 'the unique firefighting strategies and understanding fire on such a large scale are experiences we would have never gotten here.'



## EMPLOYEE-LED NETWORK GUIDELINES LAUNCHED

Fire and Emergency is a large organisation. Our differences help us serve our communities and work together in our stations and offices. Employee Led Networks (ELNs) are groups of like-minded people who work together to help our personnel feel included, valued and celebrated.

### OUR NETWORKS

Afi Pasefika	Regional Women's Advisory Network (RWAN)	Fire and Emergency Disability Network	Whiria te Tāngata – Rainbow Network
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### Coming soon

A neurodiversity network will support our neurodivergent personnel and help create a more welcoming environment for future employees and volunteers who identify as neurodiverse.

If you have an ELN idea or vision you'd like to progress, check out the guidelines. All the information you need is on the Portal – or get in touch with the Organisational Development Programmes team at [OrgDev@fireandemergency.nz](mailto:OrgDev@fireandemergency.nz)

'We strive to offer an attractive and supportive working environment where our people feel safe and valued for who they are and what they can contribute,'

Kerry Gregory, Chief Executive

## KUA WHAKAREWAINA NGĀ ARATOHU WHATUNGA I ARAHINA E NGĀ KAIMAHI

Fire and Emergency has had ELNs for many years. In September we launched guidelines for how to set up and run an ELN and we have a new pilot funding model to help ELNs grow, thrive and succeed.

### Here's a closer look at two of our ELNs

**Afi Pasefika**, was established in 1996 and has around 100 members. The network offers a space for Pasefika personnel to come together to learn, share, and grow. Afi Pasefika has helped represent Fire and Emergency at annual Pasifika festivals in Auckland and Wellington. In June this year members of Afi Pasefika came together for their first National Fono in Wellington. Deputy Chief Executive for Kaupapa Māori and Cultural Communities, Piki Thomas, is the Champion of the network.



**Whiria te Tāngata | The Rainbow Network** aims to increase the visibility, inclusion, and participation of personnel with diverse sexual orientation, gender identity and expression, and sex characteristics. Whiria te Tāngata is a regular participant at national Pride festivals and took a leading role in the development of our 'Including the Rainbow Communities at Fire and Emergency New Zealand' e-learning module.



Image L to R: Back – Anthony Pauga, Sulu Devoe, Russell Wood, Piki Thomas, Brendon Irwin, Neal Luka, Paul Setefano, Kerry Gregory, Esitone Pauga, Pati Salanoa, Andrew Swan and Cullum Peni-Wesche. Front: Nellie Papali'i, Talite (Ti) Liava'a, Mauola Vaeono, Adrian Wade Dee Manley and Tom Aiulu.

The ELN Guidelines were developed by Fire and Emergency's Kia Toipoto programme and contribute to the diversity and inclusion aims of Eke Taumata and our long-term workforce culture change.

KUA OTI NGĀ WHAKANGUNGU Ā-MOTU MŌ NGĀ  
WHAKAHUKA ME NGĀ TAPUTAPU HOU

# NATIONAL TRAINING ON NEW FOAM AND EQUIPMENT COMPLETED

Over the last two and a half years, Fire and Emergency has withdrawn all of our PFAS (per- and poly-fluoroalkyl substances) firefighting foam and introduced a new Class B fluorine-free replacement foam. We have also replaced our foam firefighting equipment.

Class B PFAS foam has been removed from firefighting foams in Aotearoa New Zealand from 2021 due to its toxicity.

The transition was led by the Fluorine-Free Foam transition project. A pivotal member of the team was Senior Firefighter Paul Doughty from Whanganui. Paul was seconded to the project as a senior trainer and spent many months on the road across the motu (country) single-handedly training our people with the new foam and equipment.

He was involved in the selection and testing of a new fluorine-free foam and equipment, and then reviewed all foam-related training material.

'I liaised with our AFAC partners in Tasmania, Melbourne, Brisbane, and New South Wales to make sure our training material was aligned with AFAC's strategic direction, then I reviewed and updated our foam training material.'

'We took stock of our Class B foam firefighting equipment across the country and found in many cases it was old and not fit for purpose. We replaced it with a new suite of equipment and standardised it nationally, so all of our people can use the same piece of kit.'

Paul then hit the road to start practical training with trainers and brigades.

'All up, I trained more than 60 people as trainers. I trained 20 individual brigades myself. We have also had 100 career recruits use the new system at our National Training Centre (NTC).'

'Training started with the Chatham Islands, followed by Stewart Island and Te Kei. After rounding out Te Ihu I went to Te Ika a Māui (the North Island), but the floods and cyclone caused a bit of a delay. We ran a successful training session at Wood Group – a private training establishment – in New Plymouth for firefighters from Taranaki.'

'I then managed to get up to the East Coast, post Cyclone Gabrielle and trained our people in Tairāwhiti, Hawke's Bay and Waikato. Then it was on to Northland where I ran three sessions with multiple brigades in Kerikeri and Whangārei. The final session

Class B foam is used to apply a foam blanket on fires involving flammable liquids and also for smothering vapours from spills of volatile flammable liquids, to reduce the chance of ignition.

Class B foam controls and extinguishes fires by spreading across the surface of the fuel, excluding oxygen and suppressing vapour, and cooling the fuel surface. For fuels that mix with water such as methanol, ethanol and acetone, we need to use 'alcohol resistant' foams.

was held at NTC training our Bay of Plenty personnel to be trainers in Ngā tai Ki te Puku.'

Paul says the training package was well received.

'The biggest win came from our ability to train using foam. All said that this was a game changer and many of our people had never done this before.'

And how does Paul feel now that it is all over?

'I really enjoyed it. I did not know what I was getting into, but I feel pride and satisfaction now that it is finished. I feel I delivered value, and I matured as a firefighter and as an operational person. It also gave me a much greater understanding and appreciation of what goes on behind the scenes to support our operational people.'

'A big thanks must go out to all our people who have been part of the project, whether as an attendee at a training event or the many people who did the mahi (work) with logistics, testing, or training.'

Finally, Paul says he would strongly recommend anyone thinking of taking on a secondment to further themselves to do it.

'The process is worth it, you will be challenged, but you will get a lot out of it.'



Paul Doughty,  
Senior Firefighter,  
Whanganui Station



Kaitiaki (Guardians) of Onetahua Marae hold the signed He Whakakotahitanga with representatives of Fire and Emergency.

# KUA WHAKAŪTIA ANŌ TE PŪMAUTANGA MAHI TAHI

## COMMITMENT TO WORKING TOGETHER REAFFIRMED

In 2000, the Tākaka Volunteer Fire Brigade responded to a car crash that claimed the lives of whānau (family) from Onetahua Marae. A few weeks after the tragedy, firefighters and kaitiaki (carers/guardians) of the Marae began talking about tikanga (protocol) when Māori life is lost.

Laurelee Duff is one of the kaitiaki of Onetahua Marae and remembers the first day they welcomed the firefighters onto the Marae, where an open and honest wānanga (discussion) took place: 'We spoke to them about our tikanga (customs) when life is lost and, importantly, why we do it.'

The discussion focused on making sure that, where possible, someone can be with the tūpāpaku (deceased person) because their wairua (spirit) is still with them.

Chief of Tākaka Brigade Philip Woolf was a Senior Station Officer when he attended the car crash. He acknowledged that, back then, our lack of understanding wasn't a criticism of our crew at the time, we simply didn't know any different. We wanted to learn and do better, big time.

Philip says the first wānanga involved a lot of listening.

**'They were very honest with us and let us know how they were feeling and what we could do in future. When we left the marae that day, we knew we weren't going to repeat what happened.'**

In 2006, representatives of the fire brigades of Mohua and Onetahua Marae signed a formal agreement outlining a commitment to respecting each other's values and working better together. It was the first of its kind. Since then, the parties have supported each other through many events.

In one event, a member of the Marae passed away in their home and responding firefighters ensured tikanga was respected. This included staying with them until whānau arrived. Laurelee remembers arriving at the scene and giving the crew a big hug.

When the Matariki star cluster appeared in the sky this year, it marked a new year for many Māori. It also presented an opportunity to reaffirm the commitment to working together. Waiata (singing) and karakia (prayer) filled the wharehau (meeting house) as representatives of Fire and Emergency and the marae signed 'He Whakakotahitanga', a document recognising the past and affirming the partnership for the future.

The signing was emotional, as many in the room were impacted by the car crash in 2000. Laurelee commented that she was blown away by the manaakitanga (hospitality) and respect that Fire and Emergency had shown the Marae.

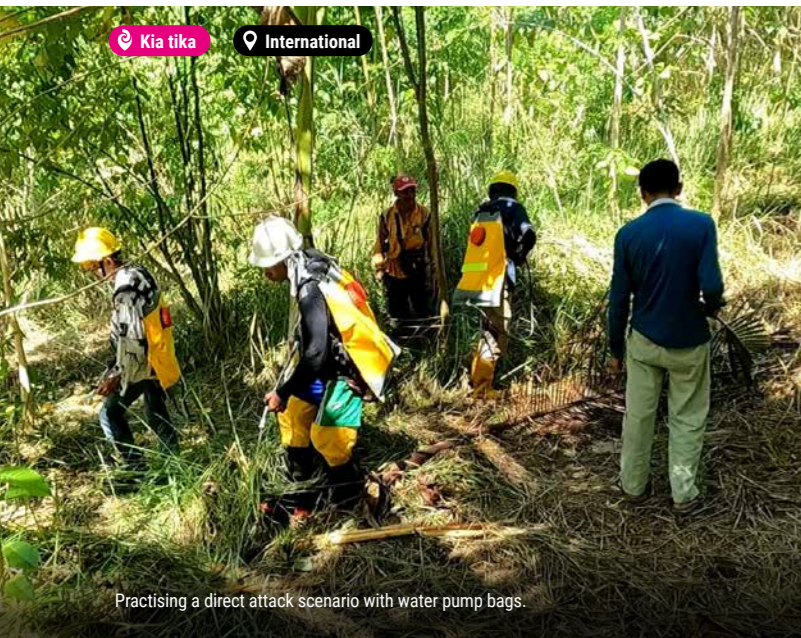
Deputy Chief Executive for Kaupapa Māori and Cultural Communities Piki Thomas signs He Whakakotahitanga at Onetahua Marae.

Deputy Chief Executive for Kaupapa Māori and Cultural Communities, Piki Thomas, was at the 2006 and 2023 signings and says:

**'We emphasise the value of working with Māori as tangata whenua, and the achievements in Mohua exemplify this in action. He Whakakotahitanga is the first of its kind for Fire and Emergency New Zealand. It is my hope that this success will inspire other regions to undertake something similar. Building these meaningful relationships benefits everyone involved and contributes to the betterment of our country.'**

As a result of He Whakakotahitanga, we are working with the Department of Conservation to safeguard Te Waikoropūpū Springs in Tākaka from fire through low-flammability planting. Te Waikoropūpū Springs are wāhi tapu, a sacred site with a long whakapapa (genealogy), where the sacred waters have been used for cleansing and spiritual healing.





Practising a direct attack scenario with water pump bags.

# TE TINEI I NGĀ AHI MŌ TE ĀHUARANGI ME TE TIAKI TAI AO FIGHTING FIRES FOR CLIMATE AND CONSERVATION

Wildfires around the world have been making headlines. The combination of El Niño weather drivers and climate change means wildfire events are expected to increase in frequency and severity over time.

The threat of wildfires is perhaps even worse in developing countries that may not be ready to fight large scale fires or have access to the resources they need.

That's why Greenhithe Volunteer Fire Brigade Chief Fire Officer, Isabelle Lardeux-Gilloux, took up the invitation from the Masarang Foundation to train the Temboan community in North Sulawesi (Indonesia) in wildfire firefighting.

Fires are spreading in Indonesia with 14 districts now burning and the first fire victim reported. Apart from the threat to people, the Temboan conservation area is a habitat and refuge for birds and animals such as the endemic Crested Macaques, sun bears, and crocodiles. It also provides critical natural infrastructure to help mitigate the impacts of global warming, by regulating land temperature and drawing down carbon from the atmosphere.

Since 2021, the Masarang Foundation has been working with the Temboan community to protect and restore some 800 hectares of land and biodiversity, by building nurseries, propagation areas, planting 150,000 trees, and establishing an animal rescue centre.

While the Temboan community has experienced fires and know what to expect, they've lacked the skills or knowledge to fight fires. This was Isabelle's focus, to train the villagers and allow them to manage the fire threat.

Isabelle spent two weeks training around 40 Temboan villagers. The group included 25 Temboan conservation area rangers, and people keen to build their practical knowledge and readiness.

In her first week, Isabelle provided basic firefighting training, including understanding fire behaviour, how it spreads, and how to be safe. With limited tools to source or carry water, Isabelle focused on dry firefighting techniques, using a backpack water pump, working as a team, and fire suppression techniques such as building roads that allow easy access for firefighters and act as barriers around grasslands. During the second week Isabelle ran scenarios with the villagers, to put the first week's training into practice. These sessions were recorded and then played back to the team for reflective learning.

While most of the trip focused on helping the Temboan community build firefighting capability, it was also apparent that their ability to effectively manage the escalating fires is limited by the tools they have available to them. They have only basic



Isabelle with Temboan conservation area rangers and local conservationists.



tools and firefighting knowledge – no helicopters, water tanks, radios, or even a portable pump. Isabelle's final few days were spent writing sponsorship applications for several of these important items but she says more public support is needed to give these applications gravitas.

**'Only NZ\$20,000 raised would make an incredible difference to provide much needed basic firefighting equipment. Organisations like the Masarang Foundation are so important to make sure all**

**funds raised make it to the projects they are targeting,' says Isabelle.**

'The Temboan community are incredibly resilient, practical and have good commonsense. Every dollar will go a long way to help their firefighting ability.'

She is encouraging anyone who wishes to make a donation, no matter how small.



Scan here to make a donation



Greenhithe Volunteer Fire Brigade CFO, Isabelle Lardeux-Gilloux with locally made flappers.

Whanaungatanga

National

## LET'S MAKE THE MĀORI LANGUAGE STRONG

Hundreds of personnel across the motu (country) celebrated the unique taonga of Te reo Māori during Te Wiki o Te Reo Māori | Māori Language Week (11–15 September).

Te Wiki o Te Reo Māori is an opportunity for all of us to improve our knowledge and use of our country's indigenous language. More than 300 people engaged across nine online wānanga (process of learning) which ranged from introduction classes to the history of te reo Māori, to a rumaki reo wānanga for our fluent speakers.

This year our Kaupapa Māori and Cultural Communities Branch encouraged us to continue our learning and submit a reo (language) Māori goal to achieve by the

end of Mahuru Māori | the Month of Māori Language. To help us achieve our goals, they organised more online wānanga as well as a tuākana/tēina (elder/younger sibling) reo buddy system, where people across the organisation were partnered up to support each other's goals in a mentor/mentee relationship. A great example of Whanaungatanga.

More than 223 reo Māori goals were submitted during the week. The goals included people wanting to learn ways to greet and farewell in te reo Māori, learn types of mihimihi (acknowledgements) and some of our fluent speakers set goals to step into a tuākana (elder), mentor role.

## KIA KAHA TE REO MĀORI!

While Te Wiki o Te Reo Māori and Mahuru Māori have finished, our responsibility to support and champion te reo Māori continues. No matter how big or small our kupu (words) are, by using te reo Māori we are building the strength of the language, now and for the future.

Ākona te reo Māori mō te hemo tonu atu. Never stop learning te reo Māori.



**KIA KAHA  
TE REO MĀORI**



# WARNING

USING AN INCORRECT CHARGER FOR YOUR  
E-SCOOTER CAN CAUSE VIOLENT FIRE IN SECONDS.



[FIREANDEMERGENCY.NZ/BATTERY](https://fireandemergency.nz/battery)