

IGNITE

Te Hiringa o te Tangata | Issue 32 | December 2024

MULTI-AGENCY EXERCISE AT THE
CENTRAL INTERCEPTOR TUNNEL

SIMULATION SUITE BRINGS PAEARU MAHI
PILOT TO LIFE

WORKING TO IMPROVE WELLBEING,
TRUST AND SUPPORT



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 our people across the country who dedicate themselves to protecting life, the environment and property in their communities.

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Contributions to Ignite

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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



Tēnā koutou

Welcome to this edition of Ignite – our Fire and Emergency pānui that tells the story of the great mahi happening across our organisation.

It has been another busy year for us, and you can see from the stories in this latest edition that we're making great progress in our key projects. This edition also includes stories that showcase collaboration, partnership, and influence – whanaungatanga – in action.

The breadth of how we work with others is on show in many different ways. In Te Ihu our personnel worked with others to protect precious taonga (treasure) and the environment through low flammability planting. In Te Kei, our people worked with their Local Advisory Committee on fireworks restrictions, and further afield our people deployed to help our Canadian colleagues fight wildfires.

As we keep looking at ways to connect Ignite with everyone at Fire and Emergency, we've included a new Region-focused section. Our five Regions are all so different and each have their own challenges. Within our Regions, we often see neighbouring Districts grappling with different challenges too. This is an opportunity to spotlight each Region so others may learn or see different ways of tackling similar situations. Ngā mihi nui to Te Ihu for being the first truck out of the station in this edition.

I know everyone wants to hear about key project updates so get the latest on projects helping our people in the 'What's happening with...' section.



Our core objectives are fewer unwanted fires and reduced harm to people, property and the environment from fires and other emergencies. In this edition of Ignite you'll also see some of the initiatives that will help us achieve these objectives and support our communities.

The stories we share in Ignite are all examples of how we not only help our communities but meet our performance expectations. Our latest Statement of Performance Expectations, also known as the SPE, sets out the activities we will deliver by June next year. Our Annual Report includes other great examples from the year too. I encourage you all to have a read of both to see where we're heading.

But before you read any of that, I encourage you to read a letter from our outgoing National Commander, Russell Wood. Russell shares a few thoughts about his time at Fire and Emergency with some photos capturing important moments in time. Thank you for your service to the organisation Russell. It has been a pleasure working with you and I wish you all the best in the next steps of your career.

Thanks to everyone who contributed to this edition – it's a great read.

Kerry Gregory
Tumu Whakarae/Chief Executive

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HE MOMOHO TE MAHI WHAKARATO A PRIVILEGE TO HAVE SERVED

Our National Commander, Russell Wood, is leaving us in January. Recently Russell sat down to share some thoughts about his time with Fire and Emergency.



Kia ora koutou,

Before I log off for the last time in the new year, I wanted to pen some reflections I've had in recent weeks.

The decision to finish my watch at Fire and Emergency wasn't easy. It's been a real privilege working for this organisation. Our mahi is challenging and I will continue to champion what you all do for many years to come.

During some of Aotearoa New Zealand's toughest moments – Cyclone Gabrielle, the Auckland floods, Port Hills (not once, but twice), the Christchurch earthquakes and the MV Rena grounding and oil spill – I've seen people come together to support others in their time of greatest need. Whether I was there in person or watching on the TV, I've seen our frontline people responding selflessly in extreme situations and people behind-the-scenes doing everything possible to help the frontline. The definition of whanaungatanga, I think.

Never was whanaungatanga more evident than during the Muriwai tragedy. The early morning call letting me know what was unfolding and the days that followed were the absolute toughest of my career. Being on the scene when our second firefighter was recovered and seeing the impact on the whānau, brigade and first responders remains with me still. This tragedy brought us together and I hope the memories of Dave and Craig are never far from people's minds so everyone can keep moving forward together and no one experiences a similar tragedy in future.



These events do highlight how much our organisation has changed and continues to evolve. I think there is a real recognition of the 'and Emergency' part of our name now. The 'emergency' response component (in addition to 'fire' response) has become very real for us all and this has put a lot more scrutiny on the challenges our organisation faces; whether that's investment in infrastructure, culture, or our response capability. As a key emergency management agency, I think our organisation will need to continue to rise to meet these challenges, and anything that crops up along the way, while meeting our obligations as a public sector entity.



I mentioned whanaungatanga earlier. One thing that has struck me in my travels is the more you talk with people and understand their position or motivations, the more you will find commonality. We may differ at times about what we want to do and how we go about it, but we all connect on the why – supporting our communities and supporting our people to serve. We've seen commonality in the Whanaungatanga programme, and I think this approach – in partnership – is the way we can all move forward and continue to deliver on our collective 'why', together.

Before I sign off, I want to say a few 'thanks'.

At the top of the list, I want to say a big thank you to all of you on the frontline, ready to help others 24/7; volunteer, career and ComCens. It's been an honour serving as your National Commander.



Thank you to my respective leadership teams in Organisational Strategy and Capability Development and Service Delivery Operations. I've valued your support, loyalty, and professionalism during my time in both areas. And thanks to those of you in the wider Service Delivery Leadership Team – it's been helpful coming together with you to discuss the matters of the day.

And finally, thank you to my Executive Leadership Team colleagues. I have appreciated the challenges and opportunities that working at this level has offered me, and I want to thank you all for supporting me during this time.

Kia kaha, kia māia, kia manawanui mō ake ake | Be strong, be courageous, be generous, as you go into the future.

Ngā manaakitanga,

Russell



Russell is the Deputy Chief Executive Service Delivery Operations and the National Commander for Fire and Emergency. Prior to this, he was the Deputy Chief Executive Organisational Strategy and Capability Development. Russell was also part of the senior management team for the New Zealand Fire Service.

He has worked in a variety of senior leadership roles at four Crown entities over the last 15 years, including New Zealand Qualifications Authority (NZQA) and Maritime New Zealand. In addition to his operations experience, he's brought a range of knowledge to the National Commander role including strategy development, finance, people and capability, property, and risk and assurance.

Russell finishes with Fire and Emergency on 31 January 2025.

Thank you for your outstanding commitment to the people of Aotearoa New Zealand. Your time at Fire and Emergency has had an immeasurable impact both inside the organisation and for the communities we serve. We wish you all the best on the next phase of your journey.



Mark and Kyle Wilson



HE TAKE Ā-WHĀNAU TE TUKUNGA
KI TE AHI TAIKAHA I KĀNATA

CANADA WILDFIRE DEPLOYMENT A FAMILY AFFAIR

Volunteer firefighters from the Tasman Voluntary Rural Fire Force, Mark and Kyle Wilson, got the father and son experience of a lifetime when they were both selected to deploy to Alberta, Canada to help fight the wildfires raging across the province.

Mark is the Rural Controller and has been a part of the brigade for ten years, while Kyle signed up eight years ago – as soon as he turned 16 – and is now a Crew Leader.

This year, Fire and Emergency deployed 34 people to Canada and the United States to assist in the wildfire response. The Wilsons were part of the Bravo contingent to Canada, a team made up of 21 firefighting personnel from up and down the motu.

We also deployed seven personnel into specialist roles in British Columbia and six specialists to Idaho, in our first deployment to the U.S. since 2018.

During their deployment, with the assistance of heavy machinery and helicopters, the Bravo team brought four large fires under control.

The largest of the fires was approximately 12,000 hectares. To put that into perspective, the Port Hills fire – one of the largest fires from our last wildfire season – burnt approx. 650 hectares.

‘We’re doing the same work, just on a much larger scale,’ Mark said. ‘Even the helicopters are twice the size of ours. It has been a massive eye-opener.’

Mark and Kyle were in different crews, but they met up at the end of each huge day of mahi in the heat. Mark said Kyle walked into camp wearing a grin from ear-to-ear every time.



‘Neither of us had ever been overseas before this. To be doing this with my son is awesome, it’s not something we ever expected to happen.’

The Wilsons said their whānau back home loved receiving photos of the different wildlife and landscapes Canada has to offer including moose, squirrels and giant dragonflies.

While it’s tough being away in a different country for four weeks, the group was like one big whānau and Mark said it was an honour to deploy with such a ‘cool’ team.

‘Even though most of us come from different parts of the country and hadn’t met before, now it feels like we’ve known each other for months.’

International deployments are not only beneficial for the countries that receive help, but also to our people. They gain invaluable experience and skills in dealing with large scale and complex wildfires.





HE WHAKAWAI POKAPŪ MAHA I TE ARAPOKA CENTRAL INTERCEPTOR

MULTI-AGENCY EXERCISE AT THE CENTRAL INTERCEPTOR TUNNEL

A multi-agency drill at Watercare’s Central Interceptor tunnel in Auckland recently saw Fire and Emergency crews working alongside Mines Rescue, Hato Hone St John, Police, and the tunnel project’s First Responders.

The Central Interceptor (CI) is a large underground tunnel designed to significantly reduce wastewater overflows into central Auckland waterways and beaches during heavy rain events by capturing the flows and transporting them to Māngere Wastewater Treatment Plant for processing. The tunnel is 4.5 metres in diameter and will run from Point Erin in Central Auckland to Māngere, at depths of between 15 and 110 metres below the surface. Two smaller link sewers intersect the main tunnel and will capture wastewater overflows from central and western Auckland suburbs. It is the largest wastewater project in New Zealand’s history.

The exercise triggered the Emergency Response Protocol for Underground Mines and Tunnels, which requires the New Zealand Police to be the lead Agency and the Mine Operator to have a capable Mines Incident Controller to manage the incident and the rescue and response operations.

The CI project started in 2019 and two thirds of tunnelling has been safely completed. Hiwa-i-te-Rangi, the Tunnel Boring Machine (TBM), advances about 15 metres a day depending on soil conditions. The drill has recently moved past Western Springs as it heads towards Point Erin.

Our National Advisor Infrastructure, Jon Harris, says the drill involved a simulated fire on the TBM with lost workers and an injured worker.

‘Firefighters were lowered 72 metres underground in the man cage, and undertook a rescue of an injured worker in the southern tunnel, while Mines Rescue travelled through the northern tunnel on the electric train to retrieve two injured workers. Other workers practised taking refuge in one of the two refuge chambers on the TBM, with each rescue chamber able to hold a total of 20 people and enough supplies for 36 hours. Ten other workers evacuated using self-contained breathing apparatus to the Lyon Ave escapeway around 2,500 metres along the tunnel from the TBM.’

Group Managers Roger Callister, Barry Fox, and Barry Thomas were on-site, as well as crews from Mt Roskill and Avondale. The Avondale crew brought their Breathing Apparatus Unit and Auckland City set up the HazMat Command Vehicle. Jon participated as an evaluator.

Jon said these exercises are an excellent opportunity for crews to continue to practise skills and familiarise themselves with these projects.

‘With this project there are 17 different construction sites along the tunnel route. During a tunnel emergency, time will be critical. Knowing the best staging areas and access points to set up operations beforehand could really affect the outcome of an incident.’

Jon said Fire and Emergency appreciates the opportunity to work with partner agencies.

‘Contractor Ghella Abergeldie and Watercare’s commitment to safety is exceptional and we look forward to continuing to work with them as the project progresses. Section one of the CI tunnel is due to be ready to be operational by the end of this year. The overall project is scheduled to be completed in 2026.’



Image: The Otago Local Advisory Committee (L-R): Rachel Cooper, Cullum Peni-Wesche (former LAC Senior Advisor), Megan McPherson (Chair), Helen Algar (Deputy Chair), Neil Gillespie, Michelle Taiaroa-McDonald (former member), Hilary McNab, Vanessa van Uden and Mandy Mayhem-Bullock.

HE PĀNGA TŌ TE KUPU A TE KOMITI COMMITTEE’S WORD CARRIES WEIGHT

A ban on the private use of fireworks in high-risk areas is an example of the work being done by Otago’s Local Advisory Committee.

Established four years ago, the Otago Local Advisory Committee (LAC) brings together people with a diverse range of skills and expertise to offer insights and guidance on community risks to Fire and Emergency.

Residents’ concerns about the risks posed by setting off private fireworks came through the LAC and helped inform the decision in late 2022 to prohibit their use at the Queenstown Red Zone, Mount Iron, Albert Town Recreation Reserve, and other Otago spots considered to be at greatest risk.

‘Basically, the social licence was running out with fireworks,’ Otago LAC Chair Megan McPherson says.

‘We pushed for this ban and Fire and Emergency took it seriously. It shows we have influence.’

‘Working with Fire and Emergency is a real partnership, and there was a result at the end of it.’

Deputy Chair Helen Algar says the fireworks clampdown is ‘a piece of work that we’re really proud of.’

And there is plenty more for the LAC to do, on numerous fronts. The Committee recently submitted its latest Insights Report. Two focus areas from its previous report are expected to remain part of the conversation: sustainable volunteerism; and climate change.

‘We have the networks into our communities,’ Helen says. ‘We get a really good picture. We can bring forward specific vulnerabilities in terms of our communities, including those that are culturally diverse, isolated or vulnerable to climate change.’

The Otago LAC aims to support the District team by identifying trends and key insights while ‘keeping in our lane,’ Helen says.

A strong, positive relationship with our Community Risk Management team is valued by Committee members. So too is cross-agency collaboration.

‘I think Fire and Emergency has provided us with quite a unique mechanism to provide influence and insights back to the Board,’ Helen says, ‘and it’s up to us how we exercise that.’



Learn more about LACs



UFBA HUI TAUMATA 2024 2024 UFBA CONFERENCE



Every year, Fire and Emergency supports the United Fire Brigades' Association (UFBA) to host their annual conference. The conference is an opportunity for brigade representatives across the motu to come together.

From Friday 1 November to Sunday 3 November, the UFBA held its hui in Ōtautahi Christchurch. The heart and soul of the UFBA conference is our volunteers, celebrating volunteerism, and creating a place of connection and conversation for volunteer leaders who give so much every day to serve their communities.

The conference is a great opportunity to share work underway and highlight the investment that Fire and Emergency makes into supporting sustainable volunteerism and our longer-term capabilities. Representatives from Fire and Emergency spoke about improving our readiness and strength of response to multiple emergency types, reducing the risks of fire happening in the first place, and building an inclusive culture where all our people feel they are proud to belong.

At the conference, it wasn't all slideshows, there were also hotspot Q&A sessions on topics such as trucks and equipment, technology and training, and uniform.

Exhibition booths, showcasing the efforts of everyone from our People Networks to our Public Safety Network and Communication Technology experts. There was a one-on-one "Leaders Space", where attendees were given the opportunity to sit down and chat with members of Fire and Emergency's Executive Leadership Team, including Kerry Gregory, Chief Executive, Russell Wood, Deputy Chief Executive Service Delivery Operations/National Commander, and Steph Rotarangi, Deputy Chief Executive Service Delivery Design/Deputy National Commander.

Running for over 140 years, the UFBA conference recognises the scale of the contribution volunteers make to New Zealand fire services. In partnership with the UFBA, Fire and Emergency would like to thank our volunteers for their achievements, their time, and their commitment. We couldn't do the work we do without you.



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TE WHAKAWHANAKE A TE POKAPŪ WHAKAWHITI KŌRERO I TŌNA AKE ANGA KOKENGA

COMCEN DEVELOPS THEIR OWN PROGRESSION STRUCTURE

Our Communications Centres (ComCen) have a career structure which they developed themselves and which encourages their people to be the best they can be.

Central ComCen Operations Manager Jan Wills, who was instrumental in creating the structure, says the graded steps now in place aim to produce good quality dispatchers who can demonstrate their skills and knowledge, and work to high standards.

'As the first point of contact with the public when they need our help, it is critical that we get it right.

'The previous system consisted of sitting three-hour written examinations which did not test their actual capabilities and was theory-based. We wanted to create a more practical, relevant, and valid assessment of their day-to-day skills.' Jan Wills.

'We set up a ComCen Training Focus Group, liaised with then-industry providers, Skills, and our Fire and Emergency Learning and Development team, and collaborated with unions to introduce the ComCen Training Programme for Trainee Dispatchers. They can now progress from Grade 1 through 5, and once they have achieved Grade 5 and have been with us for a minimum of five years, they can apply for a Shift Manager vacancy. There is

a workbook for each Grade which covers all the material that will be tested during each assessment.

'The course covers learning the Computer Aided Dispatch (CAD) system along with scenario-based and live emergency and administration calls. On completion of the training course, they start on their coloured watches and have a mentor assigned to

them. They will spend eight to 12 weeks call-taking prior to a formal Grade 1 call-taking assessment taking live calls and are then signed off as able to operate independently. This is followed by a two-week dispatch course with another dispatch mentoring period and Grade 1 dispatch assessment in the live environment

'At the end of 12 months they sit a scenario-based Grade 2 call-taking/dispatch assessment and complete the ComCen Training Programme.'

Further progression then covers Grade 3 and Grade 4 assessments. Grade 5 is a two-day on-the-job practical

and oral assessment of their skills in the Shift Manager position. Successful completion of this along with leadership papers and time served allows them to become a Relieving Shift Manager.



Jan Wills



Brent Dunn

Southern ComCen Manager Brent Dunn, who has also been involved in the career structure development, says as staff progress through the ranks there are other requirements, leadership courses, external qualifications in team leadership, Coordinated Incident Management System (CIMS) courses, and so on.

'They are challenging assessments, but also critical given ComCen has so many procedures and interacts with so many parts of the organisation, as well as a lot of external agencies.'

Jan and Brent say the career path has been extremely well received by ComCen staff.

Of our more than 80 dispatch staff, 45 have completed the ComCen Training Programme. For those employed prior to 2018, all promotions require the completion of the appropriate Grade assessment. This ensures consistency and quality of service across the three ComCens.

Southern ComCen Senior Dispatcher Sundy Loo has been through the entire programme and says there was a lot to learn. She says she valued her regular meetings with her Shift Manager to see how things were going and identify if she needed help.

'There is so much to learn, and they were always there to support me right there and then.' Sundy Loo.

KA WHAKANUIA TE 125 TAU O TE WHAKARATO I TE HAPORI E TE RŌPŪ TAUTOKO MAHINGA O TE WHANGANUI-A-TARA

WELLINGTON OPERATIONAL SUPPORT UNIT CELEBRATES 125 YEARS OF SERVING THE COMMUNITY



It was a night of commemoration and celebration with old friends and new, as Wellington Operational Support Unit (WOSU) marked their 125th anniversary on 15 October.

Surrounded by the brigade's historic imagery dating back to the 1800s, it was a chance for members past and present to reflect on the brigade's rich history and acknowledge excellence within their ranks.

Guests included Wellington Mayor Tory Whanau, United Fire Brigades' Association Board Chair Hon Peter Dunne, Fire and Emergency Chief Executive Kerry Gregory and National Commander Russell Wood.

Several awards were presented to brigade members – ranging from a three-year certificate to a 40-year certificate and a gold bar for 41 years' service. Hon Peter Dunne and Kerry Gregory each presented a plaque to the brigade.

'One of the plaques is made from rimu, and it's particularly special as the rimu itself is around 120 years old. How special is it that we are gifted a taonga that is nearly as old as the unit itself!' says Cullum.

Formalities ended with an old tradition – the oldest member of the brigade, Phil Harris, pairing up with the youngest, Dylan Wahapa, to cut the 'fire hydrant' cake.

'It was fantastic to have a breadth of Fire and Emergency, UFBA and local rangatira (leadership) in the room, to share in celebrating this milestone with us.' Cullum Peni-Wesche, Volunteer Station Officer with WOSU.



About Wellington Operational Support Unit

Based out of Kilbirnie station, WOSU has a long and storied history of supporting Wellingtonians in their hour of need. It was formed in 1899 as Wellington Volunteer Fire Police Corps; after 82 years, it became a Fire Police Unit in 1981. Then, in 1995, it was called Operational Support Division, before getting its current name in 2008.

While operational firefighters tackle the incident, WOSU look after those impacted – whānau, neighbours and the wider hapori (community) – to make sure they have the wraparound services they need, including evacuation management, welfare and victim support. WOSU also provides crucial incident ground support, such as traffic management, scene safety and security, lighting and other incident logistics. Post-incident, their role includes leading the clean-up efforts, such as salvaging and ensuring the incident ground is safe.

If you would like to learn more, please email: wellingtonosu@fireandemergency.nz



NĀ TE AHI Ā-WHARE O MĀTENE TE TATAU I WHAKATUWHERA KI TE AKORANGA Ā-HAPORI

MARTON HOUSE FIRE OPENS DOOR FOR COMMUNITY EDUCATION

On 4 July, a faulty multiplug ignited a house fire in Marton, in the Manawatū-Whanganui District. Luckily the house was a stone's throw from the Marton fire station and help arrived in record time. A total of five fire crews, including those from Marton and Bulls, and a support crew from Whanganui, attended the scene.



Ngā mihi nui | thank you, Mike and Sarah for allowing us to hold an Open Home at your property. Your support to help educate our community about fire safety is greatly appreciated.

The occupants, Mike and Sarah, were standing outside their single storey home completely alight, frightened but unharmed.

Anna Gordon, Senior Advisor Community Readiness and Recovery, says the brigade, some of whom knew the homeowners, were 'gutted by the outcome'.

'You can see yourself in this situation – a family going about their normal life, suddenly standing on the footpath watching their house on fire.'

Anna attended the fire investigation the next day and spotted an opportunity to use the house for an Open Home, an event to show to the community the aftermath of a genuine house fire. Open Home events help develop an understanding of the devastating impact these fires can have, and show the importance of being prepared.

'This was a "once in a career" opportunity – an Open Home next to a fire station,' adds Justin Storey, Advisor Community Readiness and Recovery.

With Mike and Sarah's consent, the District team worked with AA Insurance and the crews to get the house ready for public viewing, running the Open Home alongside their planned Open Day, held at the Marton fire station to help recruit new members. They put the word out through posters, flyers, social media and invites to local kura (schools).

The key fire safety messages on the day included multiboard safety, the importance of having working smoke alarms, and making sure to have a 3-Step Escape Plan and safe meeting places. One local kura has since requested to participate in the Get Firewise programme, something it hasn't been part of previously, and another opportunity to continue education from this event.

Approximately 500 people went through the home on the day, roughly 10% of Marton's population.

While this was an unmissable opportunity to educate our community, Justin says 'looking after the affected whānau was paramount.'

'One of our firefighters, Ben, talked to Mike and was able to explain what we're trying to achieve and what this would do for the community. He knew where they [Mike and Sarah] were at and was able to put it across in a positive light,' says Anna.

'We want to make sure they're OK. The brigade will help move them back in when they're ready. We'll put up interconnected smoke alarms. We'll look after them.'

Anna stresses the importance of following the Open Home process developed to support our people who wish to run an Open Home event.

'We followed it to the letter – the process and procedures made sure we had hit all the right milestones at the right times to make this Open Home the success it was.'

TE TAUAWHI I TE AUAHATANGA ME TE WHAKATŌHENETANGA I AFAC24

EMBRACING INNOVATION AND DISRUPTION AT AFAC24

Fire and Emergency is a member of the Australasian Fire Authority Council (AFAC) and attends its annual conference. It's a great opportunity to connect with colleagues across the ditch and learn from each other. This year's conference was held in Sydney, Australia.

The conference opened and closed acknowledging the Gadigal of the Eora Nation, who are the traditional custodians and first inhabitants of the lands on which the conference was held. Our delegation proudly took part in the acknowledgements by singing waiata and presenting the Mauri (life force) stone, Te Kura o Te Rangi – The Crimson Sky, to the conference.

This year's conference theme was 'Embracing innovation and disruption: Designing the future for our sector'. Fire and Emergency had several people sharing some of the innovative and disruptive mahi that we have been part of.

Speakers Kerry Gregory, Chief Executive, Antony Ruru, Senior Advisor Community Readiness and Recovery, and Nick Linton, Advisor Community Readiness and Recovery, discussed gender equality and masculinity, sharing personal stories about breaking down barriers. Nick presented on disability and built environment considerations. Jon Kneebone, Senior Advisor Volunteerism, shared our Proud Employer recognition programme and its journey over the past five years. Kelley Toy, Manager Marketing, and Craig Pollock, Marketing Advisor, presented our impactful lithium-ion battery fire prevention campaign. As part of the Knowledge Centre, our people also shared posters about our approach to risk, our employee-led networks, leadership development, and last year's Seven Sharp live house burn event.

At the annual AFAC Industry Awards Kelley Toy and Ashleigh Romanos from our Marketing Team received the 'Data in Action' award for their mahi to improve our use of Fire Danger data to help people understand wildfire risks and take the right actions to prevent unwanted outdoor fires.



'Attending the AFAC24 Conference was an insightful experience, particularly when comparing Fire and Emergency New Zealand's approaches to community engagement, preparedness, and readiness with those of other Australian counterparts. Overall, it became evident to me that Fire and Emergency is ahead of the curve in several critical areas, especially in how we approach engaging with communities before, during, and after emergency events.'

Leah Hide, Community Readiness and Recovery Advisor, Te Hiku and Chief Fire Officer



'I learnt a lot around residential sprinkler systems, community resilience, and operational risk management. Great presentations and exhibits, I was overwhelmed by the size of the event and the depth of knowledge in wildfire and emergency preparedness.'

Dean Harker, Community Risk Manager, Te Ihu

If you've been doing great mahi that you think others in the sector could benefit from, consider submitting an abstract for next year's AFAC conference. Abstracts are typically due in January. Check out the Portal to see last year's call for abstracts to get an idea of the process.



KO TĀ TE PŪMANAWA WHAIHANGA HE WHAKAORA I TE PAERETE PAEARU MAHI

SIMULATION SUITE BRINGS PAEARU MAHI PILOT TO LIFE

Paearu Mahi is a learning, development and assessment programme to assure the incident leadership competency of our senior ranked officers. It has been developed by the Paearu Mahi project team and subject matter experts from our Assistant Commander and Commander ranks.

The Officer Development Team at our National Training Centre (NTC) in Rotorua recently piloted the Paearu Mahi programme's five day residential learning course.

During the course participants practised their incident leadership skills using NTC's XVR simulation (sim) suite software. This is the first time our sim suite has been used as a facilitated learning tool that can replicate (as much as possible) the urgency and complexity of a large incident.

Norm Flawn, Senior Trainer, and Sietse Hof, Trainer, from the Officer Development Team, have been working with the Paearu Mahi Team over the past few months to design and build eight flexible, multi-layered simulations for Incident Controllers and Operations Managers leading Incident Management Teams at various levels.

When the pilot to test the programme finishes in December the programme will be handed over to the NTC's Officer Development Team and will become a key step in our senior ranked officer development pathway.

Mark Wirihana, Training Centre Delivery Manager and pilot co-facilitator says 'The learners really enjoy getting into the sim suite, and the team works hard to provide them with the best possible experience, capturing the real-life feel as much as we can.'

'As the Training Centre Delivery Manager, I'm incredibly proud of our sim team. They bring a real sense of auahatanga to their work, developing simulations that strengthen our training environment. I'm excited to build this capability even further, making these realistic experiences available to even more of our learners.'



HE KOKENGA MUTUNGA-KORE MŌ TE WAHINE KAIKA KAIPATU AHI



Anne (third from left) and her crew, Te Kahui Waka.

NON-STOP ACTION FOR FIREFIGHTER SPORTSWOMAN

Meet Anne Cairns, Palmerston North's Qualified Firefighter, Olympic athlete and former Fire and Emergency New Zealand Sportswoman of the Year.

In September, Anne captained an Aotearoa New Zealand team in the Nā Wahine O Ke Kai long distance outrigger canoe race in Hawai'i. The race is one of the biggest in the canoeing competition calendar, with up to 100 women's teams on the start line. The Ka'iwi channel they paddle through can be unpredictable; earlier this year in the solo waka event she faced 15-foot swells and 50-60 km winds.

'It can be really full on. You can get anything,' Anne says.

Her crew, Te Kahui Waka, placed seventh – an epic effort. Anne explains, 'we were sitting in ninth place with three kilometres to go and managed to reel in two of the well-known Hawaiian club crews with a last big push. So stoked with our crew's efforts across the channel.'

Straight after the competition in Hawai'i, Anne headed to the New Zealand Waka Long Distance Nationals in Gisborne. Anne came away with two golds and a silver across the weekend from the Open Women's 24 km W6, Mixed Master's 24 km W6 (first overall W6) and the Women's 16 km W2. Over the two racing events Anne covered just over 100 km.

And all this on the heels of Anne's third Olympics in Paris and the Waka Ama Spring World Championships, also in Hawai'i. At the Olympics, she managed two Samoan kayak competitors. As a former Canoe Sprint competitor at the Rio and Tokyo Olympics, Anne knew how important it was to support athletes to allow them to focus on competing.

At the Waka Ama Sprint World Championship, Anne's team brought home a gold and silver in the Open Women's division.

Anne has represented Samoa and has also paddled for Aotearoa New Zealand in several other water sports. It was a paddling teammate who mentioned she should try firefighting and the rest is history. The physical aspect of the job, the variety and the flexible roster appealed to Anne. It also allows her the opportunity to keep up with training for the various sports events she competes in.

Ka pai (congratulations) Anne!



KA NUI TE WHAKANUI A NGĀ OPE PATU AHI PUTA NOA I TE MOTU I NGĀ WHĀINGA

BRIGADES AROUND THE MOTU CELEBRATE MILESTONES IN STYLE

A number of volunteer brigades around the motu recently celebrated significant milestones. The Cromwell, Temuka and Reefton volunteer fire brigades all marked 150 year anniversaries and the Titirangi Volunteer Fire Brigade celebrated 75 years.



Each brigade marked the occasion in their own unique way, incorporating past and present brigade members alongside the communities that they serve.

One of the crowning moments of Cromwell's celebrations was the unveiling of their freshly restored 1976 Bedford fire truck which has finally returned to Central Otago after more than 30 years.

The restoration has been a brigade effort and, following its starring role in the jubilee celebrations, will be used for school visits and local events around the Cromwell community.

For both Temuka's and Ashburton's celebrations, the brigades rolled out historic appliances to mark their 150th celebrations as part of their open days, which equally delighted and educated public attendees through live motor vehicle accident and fire displays.

Reefton's anniversary celebrations were a community affair, hosting a range of events from a parade and market to a firefighter waterways and challenge display. The day was topped off by a firefighters' ball in the evening featuring a live band.

At the other end of the country, Titirangi Volunteer Fire Brigade led a procession of fire appliances through the streets before opening their doors to welcome the public on to station for an open day.

Congratulations to all our brigades celebrating their significant contribution to the communities that they serve.



L-R: Lance Berry JP KSM, Arthur (Greg) Imms KSM, Glenn Williams JP KSM, Brian Carter JP KSM, Peter (Ralph) Fegan JP ONZM, Robert (Rob) Webb JP KSM, Glenn Teal MNZM, Ian Campbell KSM.

E WHAKANUIA ANA Ā MĀTOU TĀNGATA KI NGĀ HŌNORE ROERA

OUR PEOPLE RECOGNISED WITH ROYAL HONOURS

Governor-General Dame Cindy Kiro presented eight of our Fire and Emergency volunteers from Wānaka, Auckland, Rongotea, Te Awamutu, Bulls, Kerikeri, Taihape and Te Puke with their Royal Honours in September.

Following the presentation at Government House, our recipients and their whānau attended a luncheon alongside members of the Board, Executive Leadership Team, District Managers and United Fire Brigades' Association representatives.

The luncheon is a biannual event which allows us to personally recognise and thank the Royal Honours recipients for their achievement and service to Fire and Emergency.

It's an event on the calendar that Fire and Emergency Board Chair Rebecca Keoghan says she looks forward to.

'The Royal Honours investiture and luncheon is a unique event that celebrates those who give so much back to their communities and ask for nothing in return.

'This is our chance to say thank you to them and their whānau. A Royal Honour is a significant achievement that deserves a worthy celebration.'

Royal Honours are awarded at two occasions during the year; King's Birthday and New Year.

This round of recipients are the first to receive the newly renamed King's Service Medals (KSM).

To have eight Honours recipients from all around the motu is a representation of the incredible mahi that our people do in the service of their communities.

ARONGA Ā-ROHE: REGION FOCUS: TE IHU



Brad Mosby
Te Ihu Region Manager



‘Te Ihu o te waka a Māui! Our Region is at the bow of the mighty South Island waka! Te Ihu is a Region of two halves, with the West Coast regularly facing flooding, while Canterbury typically experiences very dry and hot summers. As a Region we face our fair share of challenges, whether wildfires, floods or natural disaster. I hope this gives you an insight into our Region.’

- Te Ihu Region encompasses four Districts – the West Coast, Nelson-Marlborough, Canterbury, and Mid-South Canterbury, covering the northern 60% of Te Waipounamu, comprising over 84,800 km², or 32% of New Zealand’s total land mass. We are the largest of the five Regions.
- You can drive for nine hours and 19 minutes, from our Glenavy Volunteer Fire Brigade to Collingwood, a total of 717 km, without leaving our Region.
- We have eight career stations, two composite brigades and 158 volunteer brigades.
- The challenges posed by the sheer size of the Region are further exacerbated by the Southern Alps running its length. With 17 peaks exceeding 3000 m this presents a formidable barrier between the east and west coasts, and only three alpine passes to get from one side of the island to the other. During winter these are subject to frequent closures because of snow and can be prone to slips.
- The Southern Alps also represents the Alpine Fault which runs over 800 km along the spine of the South Island. There is a 75% probability of an Alpine Fault earthquake occurring in the next 50 years, and a four out of five chance that it will be magnitude 8+. This will have a profound impact on Aotearoa New Zealand in many ways, physically, economically, and socially.
- Te Ihu’s topography is unique. The West Coast is Fire and Emergency’s wettest District due to its exposure to the predominant westerly airflow over the motu and orographic effect of the Southern Alps where annual rainfall can exceed 10m at high elevations and 2-3 m at lower elevations. Temperatures are rarely higher than 25°C and lower than 0°C.
- The east coast is impacted by prevailing westerly airflows; however, these tend to be warm, dry and often gale strength. During foehn wind episodes, temperatures are regularly 30°C and above, and on rare occasions 40°C, with annual rainfalls less than 600mm in some areas.
- This contrasts with winter conditions where temperatures in the high country regularly fall well below freezing and snow is a regular occurrence. In 2006 Canterbury suffered a significant snowstorm which resulted in the third most expensive single weather event in Aotearoa New Zealand at that time.
- The Nelson-Marlborough District is also separated by the Richmond Range which creates a travel time of just under two hours to get between the two main centres of Blenheim and Nelson. There is only one alternative route.
- Because of this topography, occasionally widespread flooding can occur in the West Coast District whilst the Region is concurrently dealing with wildfires caused by hot dry winds across the other three Districts on the east coast. This makes contingency planning for the potential ‘next event(s)’ really important when considering the demands on Region resources.
- Iwi in the South Island are predominately Ngāi Tahu, and in the Nelson-Marlborough area Ngā iwi o Te Tau Ihu. However, as an example, greater Christchurch represents ten different Iwi and Nelson eight.
- Since 2015, the Te Ihu Regional Coordination Centre has activated 11 times and went into monitoring phase on four occasions for large scale events (weather events and fires), averaging six days in duration, the longest being the Port Hills Fires in 2017 at 25 days.

Whanaungatanga

TE MAHI TAHI HEI TIAKI I NGĀ TAONGA TAPU WORKING TOGETHER TO PROTECT SACRED TAONGA

Te Waikoropū Springs in Tākaka are a sacred taonga (treasure) for Manawhenua Ki Mohua (Golden Bay), and indeed the whole motu. The springs and the surrounding bush area have been registered as a wāhi tapu (sacred) site with Heritage New Zealand.

The naturally forming springs have been awarded a Water Conservation Order, the highest protection order available from the Environment Court, reflecting its cultural, environmental, and social importance locally and nationally.

The busy road leading to the springs is surrounded with a mix of highly flammable plants posing a significant fire risk. Fire behaviour predictions in the area where the springs are located suggest that an uncontained fire will cause catastrophic damage. Early detection, education and planting low-flammability vegetation offer the best opportunity to prevent a fire occurring and to put it out before it’s too late.

He Whakakotahitanga, an agreement of intent initiated by the Takaka Volunteer Fire Brigade and signed by representatives of Mohua Fire Brigade, the District and Onetahua Marae, marked the beginning of a joint commitment to work better together. Since then, the parties have supported each other through events and initiatives, including raising awareness of the risk to Te Waikoropū Springs and identifying ways to reduce this risk.

In August, local Fire and Emergency volunteers, alongside mana whenua, the Department of Conservation, the Department of Corrections, as well as local residents, replaced an area of highly flammable plant species around the car park of the springs with 500 low flammability options.

Darren Crawford, Senior Advisor Readiness and Recovery, says ‘the success of this initiative has been due to the deepening of our relationships with mana whenua. He Whakakotahitanga gave us a strong platform for this mahi.’

Now, options are being explored for a fire detection camera for the area and signage to educate the community about the significance of the springs and the fire risks.

‘There’s quite a bit of momentum now, we’re on a mission,’ Darren adds.

All these initiatives provide an invaluable opportunity for the community to build their resilience and ensure they’re well placed to deal with possible fire emergencies in Te Waikoropū Springs area.



Nelson-Marlborough District Manager, Grant Haywood says, ‘we can’t do everything, but we can help the community to understand their risk and take the steps to mitigate it.’

‘We hope this project will lead to opportunities to protect other areas of significance from fire across the motu. This mahi is a great example of a community coming together to protect what they value for future generations.’

TE WHAKARAUORATANGA O NGĀ KŌHATU WHAKARAKARAKA O TAMATEA PŌKAI WHENUA

RECOVERY OF THE PORT HILLS

Image: George Heard

On 14 February 2024, the Port Hills was hit by another wildfire, occurring almost to the day of a similar fire in 2017. While this time it was less devastating, with one structure and some infrastructure destroyed, the impacts on the residents and environment were still huge.

The recovery of the Port Hills has been a major focus for Christchurch City Council and Selwyn District Council, as well as our local Community Risk Management team.

While weather conditions such as low humidity, dry weather and hot temperatures contributed to the speed the fire spread, the dry vegetation such as gorse and broom were also a contributing factor.

Having seen the impact low flammability planting had on the spread of the fire, in July, Ngāti Wheke planted 4000 native plants to help try and reduce future fire risk on the hills. The plants were bought with funds raised by the Summit Road Society, an organisation that works to enhance, preserve, and protect the nature, beauty, and open character of the Port Hills.

‘Native plants that were planted after the last fire in 2017 had a noticeable impact on reducing the

spread of this fire. While native species alone won’t stop a wildfire, they do generally burn a lot slower, providing emergency services with a bit more time than other fuel types,’ says Dean Harker, Community Risk Manager for Canterbury.

‘As a team we aren’t just focused on planting, we are also conducting community readiness and educating about defendable zones. We’re also collaborating with major developers in the area to ensure new homes have the risk of wildfire reduced,’ says Dean.

With the fire season just around the corner, this is a reminder that part of recovery for a community is ensuring it is prepared for the next fire, and everybody has a role to play in that.



Te Hapū o Ngāti Wheke Tiaki Taiao

TE MUTUNGA WIKI WHAKANGUNGU WĀHINE I TE TAI POUTINI

WEST COAST WĀHINE TRAINING WEEKEND

Earlier this year the West Coast hosted its first weekend training session focused on wāhine (women). Twenty female firefighters attended from all around the West Coast, enjoying meeting each other and collaborating over the weekend.

On the Saturday, they started their day with some leadership development, supported by Hamish Peter, Senior Advisor Leadership Development. The wāhine participated in a workshop around self-awareness, which included doing the Deeper Signals assessment. This gave a greater understanding of their individual strengths and leadership styles. This concluded with sharing their results to better understand how these strengths play out in a group environment.

Then John Ross, Trainer, and Amy Patterson, Career Firefighter, from Tasman District took the wāhine through portable pumps, BA wearing, branch practice, stabilising vehicles and vehicle accidents, motor vehicle accident cutting gear, power tools, chainsaws and use of the land mobile radio and Sit Rep’s.

On the Sunday, all the practice was put into a hands-on scenario; rural fire external attack on a structure fire, patient extraction from a vehicle using pump rescue tender cutting gear, internal attack on second alarm structural fire wearing BA and search and rescue.

Feedback from wāhine was really positive, with attendees commenting that they enjoyed the opportunity to go over and master things they were not confident in and were able to ask questions along the way.

There are other engagement and development days happening across the motu. If you are interested in organising a similar development day in your District, search ‘request for event funding for Women’s Development’ on the Portal and complete the form to apply for funding. For more information contact women@fireandemergency.nz



KUA HAUMARU Ā-AHI NGĀ KAIMAHI Ā-KAUPEKA I TE ROHE I WAENGA, I TE TONGA HOKI O WAITAHA

SEASONAL WORKERS IN MID-SOUTH CANTERBURY NOW FIRE SAFE

A chance encounter between Leighton Brehaut, Advisor Risk Reduction, and Lisa Wright, who manages seasonal employees at M A Orchards, has led to almost 150 seasonal workers in Mid-South Canterbury receiving education on being fire safe.

Initial discussions focused on the accommodation of the seasonal workers and ensuring the building was compliant with a recent change of use and increase in sleeping capacity, but soon Lisa shared some of the issues they have had in the past with unsafe fire practices.

Lisa says, ‘We have had a few fire safety issues over the years including inappropriate use of fan heaters and unattended cooking. As our employees, we have a duty to ensure they’re safe while in Aotearoa New Zealand so providing some education through Fire and Emergency was a no brainer.’

Leighton and Donna Lindsay, Senior Advisor Community Readiness and Recovery, along with members from the Community Risk Management (CRM) team, delivered two education sessions to 141 seasonal workers in February at their accommodation site. This included translated materials for kitchen fires and information on smoke alarms, ensuring topics addressed some of the issues around fire safety in the past.

‘The workers were incredibly engaged and responded positively. The hope is the workers are not only fire safe while here in Aotearoa New Zealand, but take these messages home to their whānau too and help spread the message. When fire safety becomes part of their experience while they are here, this has a flow on effect,’ says Leighton.

Leighton and the CRM team have also been able to support M A Orchards with ensuring all its accommodation providers are compliant and have appropriate evacuation schemes. In turn, Lisa has also put the team in touch with other recognised seasonal employers in the District.

‘Lisa introduced us to Southern Packers, and we have updated their accommodation facility’s evacuation scheme and compliance for their factory is underway. We have also completed an education session with the workforce there.

‘Ultimately, we want all seasonal workers in Mid-South Canterbury to be safe while they’re here in Aotearoa New Zealand, and this is great progress on connecting with as many of them as possible,’ says Leighton.

PARATĪ ANA TE WAI O HAURAKI MOANA I TE URUPARE Ā-MOANA MARINE RESPONSE MAKES A SPLASH IN THE HAURAKI GULF



relationship in Howick and further develop our marine and island response,' says Phil.

With the support of Coastguard Howick, we've developed a comprehensive marine response training programme which includes hands-on practical learnings, on-water training, and an online training video that Phil says is highly effective in maintaining the marine readiness of the Howick Station firefighters.

'We've also updated all the operational procedures under ComCen so that when there's a response to a vessel on fire or an island emergency we can have a two-pronged attack.'

Phil says he's incredibly proud of the initiative which has improved both Fire and Emergency and Coastguard's operational efficiency to protect and keep people safe on the water.

'Oz's Coastguard connections have also helped foster a more coordinated and effective approach to marine incidents and ensured seamless communication and collaboration during emergencies.'

Phil says he's also proud of Howick Station's crews and volunteers, many of whom spend a lot of their recreational time in the Gulf.

'Like me, they're passionate boaties, and know the islands well. They've really got behind the initiative and the confidence it gives them knowing they're trained and ready to get out there to support those communities when they're in need.'

The inner Gulf, in Counties Manukau District, has a pristine marine park and conservation reserves and is home to thousands of Aucklanders who live on Waiheke, Rakino and Kawau Islands.

While the area's marine response has historically been handled by Parnell Fire Station, Phil and Oz reviewed the existing marine response capabilities and data to see if a dedicated marine and island response based in Howick, on Auckland's east coast, would complement and boost Parnell's existing capability.

They engaged with Auckland Council, the Department of Conservation, the Auckland Local Chapter of the New Zealand Professional Firefighters Union, local boards, Iwi and island communities on the concept, but Phil says it was Oz's longstanding membership of the Howick Volunteer Coastguard that was instrumental in sealing the deal.

'Oz's dedicated service with Coastguard has opened doors and allowed us to build a strong

Fire and Emergency and Coastguard New Zealand have joined forces to enhance the response to marine incidents and emergencies in and around Tāmaki Makaurau Auckland's iconic Hauraki Gulf.

A shared love of the Gulf and a passion for serving the community inspired the new island and marine response at Howick Fire Station. Phil Larcombe Counties Manukau Group Manager and Oz van Beerendonk Howick Station Officer saw the need to enhance the marine response capability in the area.

TE WHAKAWHANAKE I Ō TĀTOU RANGATIRA DEVELOPING OUR LEADERS



Amy Harpur, Auckland Fire Engineering Team Lead, recently completed our Lead Teams leadership development programme and shared her experience with Ignite.

How would you describe your leadership style?

Purposeful, people-centred and delivered through clear communication.

What advice would you give to someone aspiring to a leadership position in Fire and Emergency?

Communication is an important skill to develop – it takes work and ongoing commitment. It's about being understood – not just telling people what to do. Good communication occurs when your audience understands your message.

What role does feedback play in your development as a leader?

I once viewed feedback as occasional and worrisome, but I've since realised its value. Ongoing, specific feedback is a crucial tool for my leadership development. It helps me stay aligned with my team and allows for timely self-correction. I use frequent check-ins to gauge understanding and gather input, encouraging others to do the same. While accepting feedback can be uncomfortable, I'm working on processing it constructively.

When it comes to giving feedback, I learned 'the platinum rule' at a Lead Teams session: 'treat others as you wish to be treated'.

What new skills or techniques have you acquired during Lead Teams that you've implemented in your leadership role?

Many! It's now a joke in the Fire Engineering Team that I frequently apply strategies from the Lead Teams programme. 'Start with the why' has become a team catchphrase stemming from the sessions. This approach has guided our self-reflection on processes so that we are clear on their purpose.

How do you plan to continue applying what you learned from Lead Teams in your daily work?

A key concept from the online modules was about 'followership' in Māori leadership, meaning that leaders require followers. It's an important lesson in humility and shapes how I lead daily, reminding me to live the values I advocate for and that my actions must align with the vision I set for my team.

Visit the Leadership Development Sharepoint site to read our full interview with Amy.



KA WHAKANUI NGĀ KAIPATU AHI O TĀMAKI MAKĀURAU I NGĀ KAIURUPARE TUATAHI O 9/11

AUCKLAND CITY FIREFIGHTERS HONOUR 9/11 FIRST RESPONDERS

Auckland City fire stations hold the important role of kaitiaki (custodian) for a taonga (treasure) created in Aotearoa New Zealand from the ruins of the World Trade Centre's Twin Towers. The taonga honours those who lost their lives in the line of duty and keeps their memories alive.

The taonga, Hei Maumaharatanga (To Remember), holds pieces of concrete and steel retrieved from the rubble of the North Tower, which was destroyed by terrorist attacks in New York in September 2001.

The pieces were among those retrieved from the rubble of the Twin Towers and gifted by the New York City Fire Department to fire departments throughout the United States of America. It was there, in 2011, that they were given to Auckland Airport Emergency Service Crew Chief Tony Scott by a small fire department in Seattle.

Sensing the significance of the pieces and their power, to remind and connect, Tony had the concrete and steel mounted on a wooden plinth of historic Northland matai, where they were positioned to represent warriors – firefighters – while pieces of pāua shell representing the Twin Towers were set into the delicate carving pictured.

Since 2017, Hei Maumaharatanga has been gifted to fire stations and brigades up and down the motu, as a connection to and remembrance of members they have lost.

This year, in recognition of Auckland City's unwavering support for the annual Sky Tower Memorial Firefighter Climb, the taonga is being shared by the 11 fire stations in this District. Each month a different station takes on the responsibility of kaitiaki, so that everyone can add to the mauri (life force) of this taonga and give life to the past.

E AHA ANA TE... WHAT'S HAPPENING WITH...

KAHUPAPA FLEET

After years of hard mahi by everyone involved in the Next Gen: Type 3 Project, in November we announced the preferred tier one supplier Emergency One Limited, who will receive the majority of the Type 3 appliance orders for the next 10 years.

The Next Gen: Type 3 Project took a different approach to its procurement of new Type 3 appliances, placing firefighter needs at the centre of what we look for. Group Manager and Type 3 Appliance Acquisition Project Working Group Chair, Barry Fox, said the first step was to ask firefighters what they required from their truck.

'We set up a working group made up of predominantly operational firefighters and union representatives and the project adopted an end-user and design-led methodology. Members of the group gathered feedback from nearly 1000 operational staff from across the motu on what they require from their appliance, which helped to form "user stories" that were included in the Request for Proposal when we went to market.

'This project wanted to deliver a firefighter's workplace, not simply deliver a new truck. The appliance is where our users spend much of their time, and it must be fit for purpose, comfortable, safe, and scalable to meet the changing demands of our industry. We wanted our suppliers to help us meet the challenges facing our users, rather than us tell the market how to build a fire appliance.'

Te Ūpoko Region Manager and Type 3 Project Business Owner Bruce Stubbs said contracts were signed with two suppliers – Emergency One and Angloco – to build two trial appliances each. These were shipped to New Zealand and arrived in April last year for a thorough trial and evaluation which lasted nine months.

'The trial consisted of two rotations. For Rotation 1, two Emergency One appliances were at Auckland City Station (Pump Rescue Tender) and Napier Station (Pump). Two Angloco appliances were at Hamilton Station (Pump) and Christchurch City Station (Pump Rescue Tender); Bruce says.

For Rotation 2 the appliances were swapped between the four stations. This ended in April and crews completed surveys and provided feedback which went to the Evaluation Panel.

Along with the user surveys, this stage assessed Support and Maintenance, Collaboration and Partnership and Best and Final Offer, which fed into the recommendation.

Following the final evaluation process, a recommendation was presented to our Board, who confirmed Emergency One as our preferred supplier in October. This means that Emergency One will receive the majority of future orders for the duration of the Type 3 Supply Panel (10 years plus the option of another 10 years).

Russell Wood, National Commander and Project Sponsor, said this announcement was the culmination of significant effort and commitment by many people involved across the organisation.

'I am sure everyone who has worked on this project – and that included many of our operational personnel in various roles – over the years is delighted with the result. We can now look forward to placing orders for more Type 3 appliances.'

Fire and Emergency will be working with Emergency One to finalise the details of the first order and further updates on delivery timeframes will be provided.

The four trial appliances are being redeployed. The Emergency One appliances are going to Parnell and Grey Lynn Stations and the Angloco appliances are going to Manurewa and Hamilton Stations.



Thanks to everyone involved in the procurement, including the working group, Project team, Project Steering Committee, operational personnel involved in the extensive trials and assessments, and union and associations' representatives. Special thanks to the Evaluation Panel and Evaluation Chair for their dedication to the procurement and professionalism to ensure Fire and Emergency get the right outcome for future orders of Type 3 appliances to come.

Russell Wood, National Commander.

Check out the Portal to see Type 3 appliances through the years.



Our new Type 5 large and Type 6 aerial appliances arrived at R. A. Bell in Brisbane, Australia for their body build a few weeks ago.

R.A. Bell has been inspecting the trucks and has begun work on finalising their designs.

The Type 5 large will eventually go to Parnell Station and the Type 6 to Hamilton City Station.

The three new Type 5 medium trucks are at Fraser Engineering, Wellington, who will also work on finalising their designs before beginning to build the body and lockers.

The stations that will be receiving these appliances once they are built are Thorndon Station, Christchurch City Station and Dunedin City Station.

Finalising the detailed designs of lockers, layouts, and equipment will be done with the Aerial Appliance project team who have been working closely with a representative from each of the five stations. The project is keen to ensure there is consistency in design and capability across all three variants, where possible.

Visit the Aerial Appliance Procurement Project page to read more.

TE KAUPAPA WHAKAHAERE PŪMATŪ MATE PUKUPUKU CARCINOGEN CONTROL PROJECT



The Carcinogen Control Project reached a significant milestone in September with the completion of training e-learning modules and the procurement process for decontamination kits.

The Carcinogen Control Project was set up to provide firefighters the means to minimise exposure to carcinogens. The project was supported by international research that confirms firefighters, fire investigators, and training officers are more at risk of developing certain types of cancer compared to the general population.

To increase awareness among our people and seek to reverse that trend, the Project has developed two e-learning modules which are now available on the Learning Station, and more information can be found on the Carcinogen Control Project page on the Portal.

Read the purpose of the project and get the latest updates on the Portal.

The first module focuses on increasing the knowledge about the impact carcinogens can have on our people's health. By developing a common understanding, we are anticipating a better adoption of the fire ground management of carcinogen process.

This module also shows how to set up the fire ground management of carcinogens, step by step, and details the benefit of each stage.

The second module focuses on asbestos. It aims to raise awareness about where asbestos can be found in buildings, its impact on health, and the actions to take en-route and at the incident ground.

The last stage of the Project will happen over the coming months with the delivery of decontamination kits to fire stations using breathing apparatus. The kit items are being assembled by our Equipment and Logistics Team and will be delivered by order of priority to the busiest fire brigades.

Deputy National Commander and Project Sponsor, Brendan Nally, said the new training resources are a great step towards protecting our firefighters from carcinogen exposure.

'The safety, health and wellbeing of our people is paramount. Alongside these resources we have also introduced new policies, procedures, and guidelines to reduce risk to our firefighters from the effects of carcinogens and asbestos.'

TE HAUORA I TE TUATAHI ME TE URUPARE NGĀTAHI

MEDICAL FIRST AND CO-RESPONSE



Replacement AEDs coming for our first and co-responders.

Each year, Fire and Emergency attends over 13,000 medical events in the community. These include sudden cardiac events where the use of an Automated External Defibrillator (AED) may be required.



We have over 1,100 AEDs throughout the motu that are used for first response and co-response. Around 710 of these AEDs are coming to the end of their recommended product life so, earlier this year, trials were held at the Mt Wellington Training Centre to select a supplier to provide us with new ones.

The successful supplier is Pharmaco and the current model they supply us, the Lifepak 1000, came out on top in the trial as the most suitable for our operational needs.

Equipment and Logistics Capability Manager, Rob McMahon said various teams were involved in the trials, 'We had subject matter experts from our Fire and Emergency medical response team, Service Delivery Operations, Equipment and Logistics, Procurement, and unions and associations. The actual trialling of the units for operational suitability was done by career and volunteer firefighters.'

Kevin Nation, Chief Executive of the Resuscitation Council New Zealand | Whakahauora Aotearoa, also attended the trials to offer independent technical medical advice.

Rob said it was invaluable having Kevin there as he had a pragmatic understanding of the subject, backed up by detailed knowledge of research on Cardiopulmonary resuscitation (CPR) and defibrillation.

'Kevin's contribution was crucial to the team making informed, evidence-based decisions. He was able to focus the evaluators' discussions on the best medical outcomes for the patient.'

The trials involved practising on both adult and child mannequins as the method of CPR is different for each. For an adult, the two defibrillator pads are placed on the front of the chest and for a child one pad is placed on the front and one on the back.

'The trials were a great example of collaboration and partnership.'

Rob McMahon, Equipment and Logistics Capability Manager

Carl Findlay, our Senior Specialist – Medical Response, who was also at the trials, said they went really well, and he was looking forward to receiving the first batch of 650 co-response AEDs, 60 first response AEDs, and 17 heart rhythm generator training devices. In FY2027/28 we will be purchasing the second batch of 219 co-response AEDs.

'We will be using simulators for training on the equipment as an AED will not work if it does not detect cardiac arrest. The pads attach to a mannequin, and the heart rhythm generator connects to the AED which allows it to think there is a shockable heart rhythm. Teams can now train in CPR in an almost life-like situation.'

TE HAUMARU I TE WĀ WHAKAHAERE I NGĀ WĒ MURAMURA KAUTERE

SAFETY WHEN DEALING WITH BULK FLAMMABLE LIQUIDS

The transport and storage of flammable liquids in bulk present a significant spill and fire hazard right across the motu. Operational personnel are encouraged to complete six new online modules to help keep themselves safer when dealing with bulk flammable liquids.



Our Flammable Liquids and Bulk Fuel Advisor Victor Lenting says the modules provide a broad coverage of the subject of flammable liquids in bulk.

'The content is relevant to all brigades and firefighters for awareness and appreciation of the hazards that flammable liquids present.'



'Recent SIMEX we have run have helped Fire and Emergency and industry representatives fully appreciate the significant impacts that could arise from a major incident involving what could amount to millions of litres of highly flammable fuel.' Victor Lenting

The modules are on Learning Station and cover:

1. Introduction to bulk flammable liquids
2. Common flammable liquids transported and stored in bulk
3. Storage of bulk flammable liquids and fuels
4. Fixed fire protection for bulk storage
5. Transport of fuel and other flammable liquids in bulk
6. Types of flammable liquid fires and firefighting considerations



Go to Learning Station and search 'Bulk flammable liquids'.

Firefighters – We need YOU!

Would you like to play a more active role to ensure your team's welfare is a priority?

As a Station Rep, you will be a big help to your colleagues.

Our 'Station Reps' are our "eyes and ears" on the ground, ensuring our members receive the help they need, through both the good times and the bad times. With your help, we can ensure our members and their families receive the assistance they need, when they need it.



Get a glimpse into how our Society and our Station Reps make a real difference in the lives of firefighters and their families.

In 2023 alone, our members and their families received \$15k to help recover from the effects of a disaster. Our Station Reps ensured they got the help they needed.

If your brigade or site already has a New Zealand Firefighters Welfare Society Station Rep appointed, our thanks to you.



We are the organisation that is there for you and your family. Join us today. Fire & Emergency New Zealand recognises and supports our organisation. www.firefighters.org.nz



TOHU WHAKATUTUKITANGA Ā-AO MŌ TŌ MĀTOU RŌPŪ RARAUNGA ME NGĀ TĀTARITANGA

INTERNATIONAL ACHIEVEMENT AWARD FOR OUR DATA AND ANALYTICS TEAM

Our Data and Analytics Directorate was recently honoured with a Special Achievement in GIS (Geographic Information System) award at the 2024 Esri User Conference in San Diego, USA.

This award was presented in recognition of the team's work on the Common Operating Picture (COP) which was created during the Cyclone Gabrielle response.

Chief Data and Analytics Officer Hamish McEwen said the Common Operating Picture offered up-to-date mapping views and supported the efforts of our people and our partner agencies during large-scale natural disaster events. It created a single-source of information which crucially aligned activities between agencies during a response.

The Esri User Conference recognises organisations around the world for their contribution to GIS technology. Fire and Emergency was the only Aotearoa New Zealand organisation to be honoured for this Award in 2024.

Hamish said he is incredibly proud of the mahi his team has carried out on this project.



'This award is a well-deserved acknowledgement of their mahi and highlights the exciting innovation happening within the team who constantly seek to improve the capability of our frontline crews,'
Hamish McEwen, Chief Data and Analytics Officer.



The Whanaungatanga Programme is one of 15 international projects funded by Movember in an endeavour to develop evidence-based mental ill-health and suicide prevention programmes for veterans and first responders.

The programme involves career firefighters and managers working together with the support of world leading researchers and clinicians. It's delivered in partnership with the New Zealand Professional Firefighters Union (NZPFU) and the Fire and Emergency Commanders Association (FECA).



Project lead recognised as Mental Health Champion

Whanaungatanga Project Lead Josh Darby was awarded Mental Health Champion at this year's New Zealand Workplace Health and Safety Awards for his work on the world-leading programme.

TE WHAI KI TE WHAKAPIKI I TE ORANGA, I TE PONO, I TE TAUTOKO HOKI WORKING TO IMPROVE WELLBEING, TRUST AND SUPPORT

While our people are resilient and cope well with most calls most of the time, certain calls, or dealing with calls alongside home and work stressors all at once, can make it hard to cope.

Research has found that people who feel connected, valued, and supported at work are less likely to experience mental ill health.

The Whanaungatanga Programme aims to improve wellbeing by making organisational changes that improve connection, trust and support.

Improving culture and preventing mental ill-health takes time. To see significant improvements, multiple organisational changes need to be sustained over several years. A recent programme evaluation found several positive improvements in key areas despite the pilot programme only being in place for a short time.

Researchers from Auckland University of Technology (AUT) analysed results from the Whanaungatanga Wellbeing Survey held

earlier this year with employees and held follow up interviews. Their analysis of open text responses found that positive sentiment was significantly higher in the pilot Region (Te Hiku) than in other Regions. They also found moderate increases in perceptions of organisational accountability, competence and gratitude towards the organisation compared with last year and small reductions in post-traumatic stress disorder, work-to-family conflict and hazardous alcohol use.

In the pilot Region (Te Hiku) 80% of respondents found the programme's interventions to be meaningful and relevant and thought they should be used.

While there is more mahi to do, these findings indicate the programme is helping to improve culture and wellbeing. Given these findings, Fire and Emergency is funding the project for another year and extending it to include ComCen personnel. Movember has also signed on for another year with AUT to support further evaluation.



For more information, including the full survey results, programme interventions and latest updates, visit the Portal.

'Seeing some action around recommendations from Whanaungatanga offers hope where there was none, and that the organisation is listening and trying something new...'

– Survey respondent.



TŌ MĀTOU MAHERE
KI TE HAUMARU,
TE HAUORA ME TE
ORANGA

OUR ROADMAP TO SAFETY, HEALTH, AND WELLBEING



Our Strategic Roadmap outlines a new way of thinking about safety, health, and wellbeing at Fire and Emergency.

It is guided by these principles:

- Everyone has access to the tools and training we need to stay safe, healthy, and well
- We all own and are accountable for safety, health, and wellbeing
- We will lead a safety, health, and wellbeing learning culture at all levels.



Visit the Portal to access the Roadmap

At the core of the Roadmap is the Māori Te Whare Tapa Whā model, which describes hauora (health and wellbeing) as a whareniui (meeting house) with four walls. These walls represent the different elements of wellbeing: physical, mental and emotional, family and social wellbeing, and spiritual. When these elements are in balance, we thrive. When one or more of these is out of balance, our wellbeing is impacted.

The Roadmap charts our mahi to strengthen and protect our whareniui, which includes improving and maturing our safety, health, and wellbeing systems, processes, and support across the organisation.

Safety, health, and wellbeing is everyone's responsibility. The Roadmap supports us all to make changes in our workplace so that everyone goes home safe and well, every time.

Te Whare Tapa Whā was developed by leading Māori health advocate and academic, Sir Mason Durie.

'Te Whare Tapa Whā evolved when I was a psychiatrist at Palmerston North Hospital. I soon realised that just focussing on 'the mind' was not that helpful when there were other problems with the body, with the spirit, and with the whānau. So Whare Tapa was born. It has been used in a variety of contexts such as health, education, housing, land, connections, marae, and now Fire and Emergency.

'While wairua (spirit), hinengaro (mind), tinana (body) and whānau are each important, the key to Te Whare Tapa Whā lies in the way the four elements are integrated to form a holistic and comprehensive reality. It joins up components that are all too often seen in isolation of each other. Government sectors, academic disciplines, religious denominations, education and health services are all examples of divisiveness. Te Whare Tapa Whā moves to reduce divisiveness and to bring the elements together, as Fire and Emergency's Strategic Roadmap so clearly demonstrates.'

Sir Mason Durie, October 2024

HARAMAI ME TŌ TAKE, KA WEHE ME TĒTAHI MAHERE COME WITH AN ISSUE, LEAVE WITH A PLAN



Not sure what to do? The Kāpehu service is a great first step.

Speak Safe @ Fair Way provides a range of support options for workplace issues to all Fire and Emergency personnel. While Speak Safe @ Fair Way has a complaints service and an independent investigation function for certain cases, we also provide a guidance service, called Kāpehu, to help you navigate issues big and small. Kāpehu provides a confidential, off-the-record space to talk through workplace issues with a trained conflict resolution coach. It's easy to get started, simply get in touch and we'll arrange a time that suits you to have a chat with a coach, usually by phone.

Unpack the problem

Our coaches will spend time introducing themselves and provide a space for you to do the same. Understanding who you are, where you come from and what has brought you to the service is vital. The Kāpehu service is designed to support your needs, using coaching tools depending on the specific outcome you are wanting to achieve. For your peace of mind our Kāpehu coaches are completely independent from other services provided by Speak Safe @ Fair Way.

Regardless of the reasons for your call, our Kāpehu coaches will help you to gain the perspective, skills and confidence to manage the issue. Kāpehu is a proactive coaching service in that it seeks to assist you to develop a **PLAN**:

Problem: Sometimes when experiencing conflict, it can be difficult to identify what the core problem is that you are trying to solve. For this reason, the Kāpehu coach helps you to unpack the problem and all its 'moving parts' to help you understand the situation and gain perspective.

Learning: Kāpehu helps you develop confidence in your ability to manage conflict. For some, a perceived lack of skills can cause you to feel anxious or stressed and to avoid conflict. The Kāpehu coach supports you to develop conflict management skills so that you can constructively engage in conflict.

Actions: The Kāpehu coach works with you to explore and evaluate the different options available. From this, they support you to develop an action plan that will allow you to reach your desired outcome.

Need: Conflict is not only about the problem you need to solve, but also about our emotions and values. For this reason, the Kāpehu coach supports you to understand your own and the other person's needs and goals.

While Kāpehu is a phone-based coaching service, it's so much more than that. It's an off-the-record conversation and a non-judgmental safe space for you to discuss what's happening and figure out what you want to do about it. We encourage anyone within Fire and Emergency to give us a call 0800 677 697.

Speak Safe @ Fair Way

There are four key principles that underpin the Kāpehu process designed to give you confidence:

Confidentiality – Everything you share is kept confidential between yourself and the Kāpehu coach and no identifying details are reported or shared.

Independence – The service is run by Fair Way and is not part of Fire and Emergency.

Impartiality – The Kāpehu coach will not make decisions about who is right and wrong but instead is focused on helping you to decide on the solution that is right for you – you remain in control at all times.

Informality – Kāpehu is not part of Fire and Emergency's internal processes, and the service plays no part in any formal process or investigation.

Get in touch:

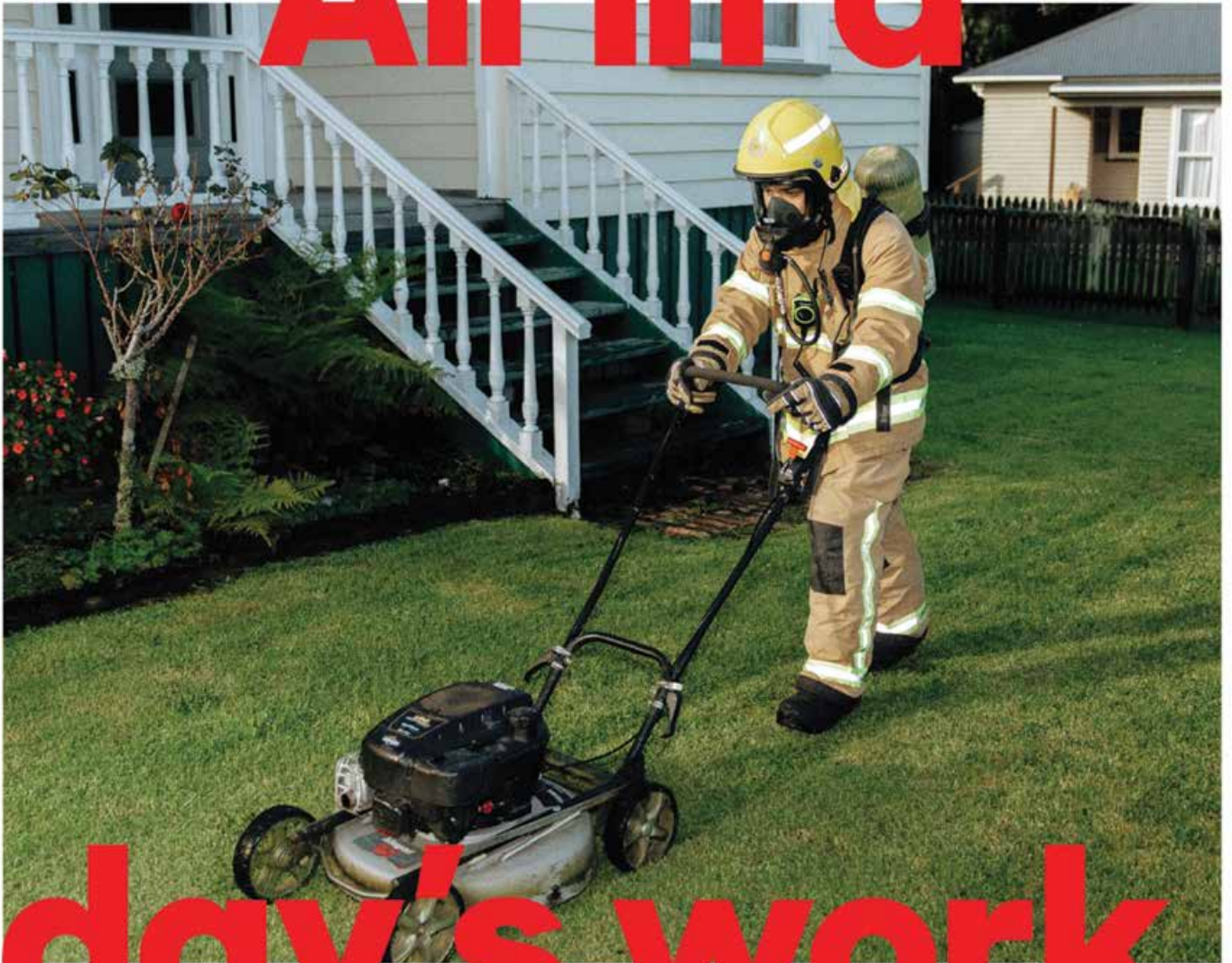
Freephone 0800 677 697, or email speaksafe@fairwayresolution.com.

Or use the QR code to access via the webform:



kia tau
YOUR EXPERTS
IN DISPUTE
RESOLUTION

All in a



day's work.

Te Ākau Rawiri

Qualified Firefighter,
Ōmāpere Volunteer Brigade.

Crew Member,
The Lawn Brigade.

The support of Proud Employers, like
The Lawn Brigade, means our Volunteers
are able to remain on call, during mahi.



**PROUD
EMPLOYER**
FIRE AND EMERGENCY
VOLUNTEERS
HE RŌPŪ KŌTAHI TĀTOU