

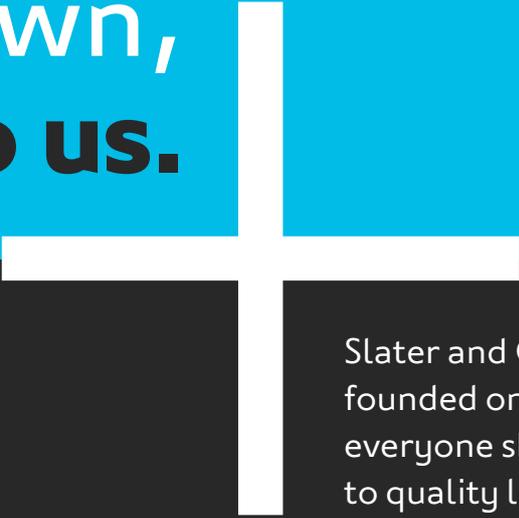
The Australian

FIREFIGHTER

INDUSTRIAL NEWS | CLIMBING FOR A CAUSE | MORE FIREFIGHTERS



If your
life's been
turned
upside down,
turn to us.

A large, white, bold plus sign is centered on the page, overlapping the boundary between the blue and dark grey sections.

Slater and Gordon was founded on the belief that everyone should have access to quality legal advice. Since 1935, we've represented unions and supported their members through all types of situations, and out the other side.

We have expertise in a broad range of legal services and, with over 70 offices nationally, you'll know that we're nearby. Your local lawyer will guide you through the complexities of the legal system to help you get the best possible outcome.

GET IN TOUCH

1800 555 777

slatergordon.com.au



QUEENSLAND BRANCH **15**

CONTENTS

- 2** Contacts
- 3** Editorial
- 7** Branch News
- 28** Climbing for a Cause
- 32** Firefighters are Firefighters, and we need more of them
- 34** 10 things you should know about Av Super



VICTORIA STATE ELECTION CAMPAIGN **22**



CLIMBING FOR A CAUSE **28**

CONTACTS United Firefighters Union of Australia

United Firefighters Union of Australia

UFU National

National President: Greg Northcott
National Secretary: Peter Marshall
website: ufua.asn.au

UFU ACT

President: Brett Baulman
Secretary: David Livingstone
PO Box 110 Belconnen Mall, ACT 2606
189 Flemington Road, Mitchell ACT 2913
02 6175 3434

UFU Aviation

President: Joe Stenhouse
Secretary: Henry Lawrence
Level 3, TLC Building, 19 Peel Street,
South Brisbane 4101
Ph: (07) 3846 5580 Fax: (07) 3844 8026

UFU NSW

President: Gregory Matthews
Secretary: Christopher Read
45 DeBoos Street Temora, NSW 2666

UFU Queensland

President: Mark Dearlove
Secretary: John Oliver
Level 1, 286 Montague Rd, West End QLD 4101
Ph: (07) 3844 0366 Fax: (07) 3844 0367

UFU SA

President: Barry Luke
Secretary: Greg Northcott
148 South Rd, Torrensville SA 5031
Ph: (08) 8352 7211 Fax: (08) 8234 1031

UFU Tasmania

President: Chris Tomes
Secretary: Greg Cooper
379 Elizabeth St, North Hobart TAS 7000
Ph: (03) 6234 9331 Fax: (03) 6234 9505

UFU Victoria

President: Dave Hamilton
Secretary: Peter Marshall
410 Brunswick St, Fitzroy VIC 3065
Ph: 03 94198811 Fax: 03 9419 9258

UFU WA

President: Frank Martinelli
Secretary: Kevin Jolly
21 View St, North Perth WA 6006
Ph: (08) 9228 8122 Fax: (08) 9227 7822

Advertising: Advertisements in the publication are solicited from organisations and businesses on the understanding that no special considerations, other than those normally accepted in respect of commercial dealings, will be given to any advertiser.

Not a phone list: It is the desire of the publishers that the Australian Firefighter Buying Guide be used for the benefit of its members and valued sponsors. Therefore we ask you to respect the intention of the Australian Firefighter Buying Guide and not to use it for the purposes of telemarketing and soliciting of donations. Any person, group or company who decides to use the directory in this way is deemed as having accepted the following rates and becomes legally liable to pay these amounts:

1. An amount of \$20,000 to a charity nominated by the publisher for the use of the directory as a mailing list,
2. An amount of \$50,000 to a charity nominated by the publisher for the use of the directory as a telemarketing list.

The Australian Firefighter Magazine

410 Brunswick St, Fitzroy VIC 3065
Editor: Andrew Taylor
email: editor@ufunat.asn.au

Advertising and publishing

countrywideaustral

Countrywide Austral Pty Ltd
ACN 068 899 696
Level 2, 310 King Street
Melbourne, Vic 3000
Ph: (03) 9937 0200 Fax: (03) 9937 0201

Contributors

We welcome your contributions to The Australian Firefighter Magazine. Make it a letter, story, column, feature or even just an idea. Send us your photographs too, but make them a minimum of 120mm x 80mm at 300dpi. We like travel and workplace stories, as well as personal profiles. Email all to editor@ufunat.asn.au

Authorised by P Marshall
410 Brunswick St, Fitzroy VIC 3065

All material in The Australian Firefighter magazine is subject to copyright and cannot be published or reproduced without permission.

Opinions expressed in the magazine do not necessarily reflect those of the Editor, the United Firefighters Union of Australia, or the publisher.

Contributions are accepted on the basis that the material is accurate and not defamatory. No responsibility is accepted for error or omission and every effort is made to verify submitted material.

It is not possible for the publishers of The Australian Firefighter to ensure that advertisements published in the magazine comply with all aspects of the Trade Practices Act 1974; that responsibility rests with the person, company, or advertising agency submitting material for publication.

PRINT POST APPROVED 100004990

UNITED FIREFIGHTERS UNION OF AUSTRALIA



National Office
ufua.asn.au

Australian Capital Territory Branch
ufuact.asn.au

Aviation Branch
ufuav.asn.au

NSW Branch
ufuansw.asn.au

Queensland Branch
ufuq.com.au

Tasmania Branch
ufutas.asn.au

Victorian Branch
ufuvic.asn.au

West Australian Branch
ufuofwa.net.au



National President
Greg Northcott



National Secretary
Peter Marshall

From the National Secretary

It's a matter of trust

Firefighters have integrity, are honest, reliable and trustworthy.

The community trusts firefighters.

Year after year firefighters are listed in the top two trusted professions.

In order to do our job we must also trust each other – our equipment – our systems of work.

If we could not rely on those factors we would not be able to rely on each other at the incident scene.

We need to know that as we walk into a burning building to perform a rescue that those working beside can – and will – rescue us if necessary.

We trust one another with our lives.

To trust one another at the fire scene requires a number of certainties.

- We need to know that we have been trained to do the job and have the required experience and competencies.
- We need to know that the firefighters working beside us have had the required training, experience and competencies to do the job.
- We need to know our Personal Protective Clothing has been tested and is fit for purpose designed to protect us
- We need to know our equipment and gear has been tested, designed and maintained to ensure it can do its job.
- We need to know our systems work.
- We need to know that by raising the alarm more appliances and firefighters will arrive on scene.
- We need to know how many of those appliances and firefighters will be there – when they will be there – that they are trained and equipped to respond

If we cannot trust each other, our equipment and our systems we might hesitate at the scene, flounder in our decision-making and in doing so put our safety and the safety of others at risk.

As firefighters we should not have to think about all these factors as we respond.

No one wants to be put in a situation of having to use new equipment without full training and knowledge that it is safe and fit for the purposes.

Workplace consultation committees that include the subject matter experts – the firefighters themselves – ensure that all facets of equipment and systems are tested by those that will use them. Where these consultation and testing processes are enshrined in industrial instruments the firefighters can concentrate on the job that is to be done without undue concern that their equipment is not suitable for the job.

That involvement in key safety decisions extends beyond the workplace to the standards of manufacturing. The UFUA is the end-user representative on various Australian Standards committees and the International Standards Organisation where firefighting-specific uniform is being considered. This involvement in the most critical of

detail ensures that firefighters are directly involved in all aspects of these standards to ensure the best uniform to protect the firefighter is achieved. It is through these processes that firefighter uniforms have evolved to the high standard available today.

It is through that involvement by firefighters in the highest level of decision-making of safety standards that firefighters can trust the recommended brands that meet those standards.

And that involvement at that level as well as consultation processes in each workplace is crucial to not only protecting firefighters physically but is necessary to deal with the pressures and the intensity of the job.

It is well documented that firefighting, as with defence and other emergency services, are occupations associated with significant physical and psychological stress.

It is not just the trauma faced by firefighters when protecting the community that causes stress for firefighters.

International research into psychological stress in firefighters has found that the ability to trust in the equipment and safety systems was one of the top five stressors in the job.

Other research has found that where emergency service workers have some control over their environment they have a greater resilience in stressful circumstances.

There is also a wealth of evidence in studies of risk perception which support the theory that where there is less control, the greater the uncertainty.

The psychological effects of firefighting are becoming more widely recognised and the body of research specific to firefighting is increasing.

In Canada Post Traumatic Street Disorder has been included as an occupational illness in presumptive legislation.

Alberta has led the way by making it easier for firefighters, emergency medical technicians, police and peace officers to access entitlements and compensation for PTSD. The legislation also requires assistance to ensure the emergency service workers access “treatment by culturally competent clinicians who are familiar with the research” specific to first responders and PTSD.

The prevalence of the PTSD and other occupational mental health issues for firefighters calls for similar protections here in Australia as well as improved support systems and an environment where firefighters can be open about the stress they are experiencing.

For unionised firefighters there is a level of comfort based on the fact that the gear, trucks, uniforms, training and safety systems have been through a rigorous consultation.

It is not the panacea for all workplace stress, but it is a crucial safeguard.



National Secretary Peter Marshall.

continued on page 5

Let BankVic look after you, while you look after others.



bankvic.com.au



13 63 73



visit a branch

Police Financial Services Limited ABN 33 087 651 661 AFSL 240293 Australian Credit Licence 240293 trading as BankVic. BankVic 121 Cardigan Street Carlton Vic. 3053. Canstar Pty Ltd Authorised Representative 443019 of Canstar Research Pty Limited ABN 29 114 422 909 AFSL 437917. 4910bv 7.14



Institution of the Year
2014



BankVic

members matter
police, health,
emergency & public services



BankVic
police, health, emergency
& public services

Get behind the wheel today!

Have you and your family outgrown your car or are you just keen to upgrade to something a bit more comfortable?

Considering the endless hours we spend driving around, it's important to have a car that suits your personal or family needs. The problem is, finding a way to pay for it can be challenging in between life's expenses.

Save

In an ideal world we'd like to minimise what we owe and pay for our big purchases in cash. While it can be difficult with every day costs, saving for something like a car is possible if you stick to a budget and regularly remind

yourself of your end goal.

Speeding it up with a car loan

With our competitive new car rate of **7.99%p.a.**¹ and our used car rate of **8.99%p.a.**¹ BankVic have a variety of loan options to help you get on the road. You can be assured that there are no hidden fees and all costs associated to the loans are explained up front.

Better yet, with our fast approval, applying for a car loan couldn't be easier through BankVic. With only a few quick steps you'll be back behind the wheel in no time!

Interested in applying for a car loan?

For more information

Call: 13 63 73 option 4

Visit: bankvic.com.au/loans/car-loans

Not a BankVic member? No problem!

Join today for your chance to win a \$5,000 Flight Centre voucher!

Not only do we offer competitive car loan rates to get you back behind the wheel, there's no better time to join BankVic with a \$5,000 travel voucher up for grabs.

Already a member? You have a chance to win too by simply referring your family and friends to us. Good luck!

This article has been prepared by Police Financial Services Limited ABN 33 087 651 661 AFSL 240293 Australian Credit Licence 240293 (BankVic). This advice is general so it may not be right for you. Interest rates quoted are current as at the date of print and subject to change. All loan applications are subject to our standard credit assessment criteria. Comparison Rates : 1. All comparison rates are equivalent to the respective interest rate shown. WARNING: The comparison rates are true only for the examples given and may not include all fees and charges. Different terms, fees or other loan amounts might result in different comparison rates. The comparison rates apply to a secured car loan only, for an amount of \$30,000 over a term of five years. Fees and charges apply. Information on our terms and conditions, interest rates and fees and charges are available on application or request. Conditions of Entry: All new members and any existing BankVic members who refer a new member will be entered in the draw. Members must join by 5.00pm AEDT on 15/12/2014 and become active members by 11:59pm AEDT on 16/2/2015. Full Terms & Conditions of entry, including the definition of 'active' are available at bankvic.com.au/promotions. Competition will be drawn at 11am AEDT on 27/02/2015 at the 121 Cardigan Street, Carlton, Vic 3053. The winner will be notified in writing and their full name will be published in the April 2015 edition of Member Matters. The competition prize is donated by CGU Insurance Limited ABN 27 004 478 371 AFSL 238291. BankVic 121 Cardigan Street Carlton Vic 3053. 9.14 4934bv

From the National President

As with any typical Monday morning I was viewing my diary of the coming week, which included the usual endless list of meetings when I noted that I had double booked myself for our monthly Work Health and Safety meeting – no problem, a proxy can be arranged.

I then reminded myself of where I was last week, in Cobar attending a funeral. Daniel Howard was a 37 year old Retained Firefighter whose life was cut tragically short fighting a fire whilst serving his community in Cobar. I was there with over 2000 of Daniel's family, friends and work colleagues celebrating his life.

If you ever need to be reminded of the dangers of our profession sit down with your Union Industrial Officer, or your Service Employee Support Officer and view the injured workers' files. The first thing you will notice is how fortunate we are that there are not more deaths in the line of duty.

Last week was a stark reminder that good health and safety practices and good training procedures need to remain at the top of the agenda for our Union. We need to ensure that we continue to evolve and develop the best training procedures with the aid of our Training Departments and protect ourselves with clothing and equipment that has also been developed to give us the highest levels of protection for our task at hand. It has reminded me that we need to continuously work with management to ensure that we are all trained and protected to the highest standards.

Government budget restraints must never be allowed to occupy a position at the table when Unions and management are working

to provide a safer working environment. Too often training standards are allowed to be reduced due to these budgetary constraints.

With Neil Mangelsdorf as our National OH&S Co-ordinator, along with Mark Gribble, representing us at ISO I believe the national union is well placed to continue to develop and maintain the safest working environment possible for our Firefighters. In December all Branch OH&S Co-ordinators along with Neil will be meeting with their counterparts in New Zealand to further discuss new and improved equipment, clothing and training practices which can be brought to our services.

On behalf of the National Union and our members I would like to extend our deepest sympathy and condolences to Daniel (Howie) Howard's family, work mates and Cobar friends.

I also would personally like to thank the friendly hospitality I received from the Cobar community. I was especially moved by Daniel's funeral service which revealed a person who freely gave his time to his community and a friendship treasured by those who knew him.

GREG NORTHCOTT ■



National President Greg Northcott.

continued from page 3

Continually union and firefighter involvement in consultation and decisions affecting safety is being challenged.

Governments and agencies fling the word "flexibility" about as if training requirements, experience and rank structures have no context in our safety.

We work in a unique and dynamic workplace that requires immediate decision-making and cohesive teamwork.

Trust in our workplace may be the difference between a firefighter making it home to the family after a shift.

We have to know what is being decided and by whom. We have to be able to rely on decision-makers to put safety as the primary and paramount concern.

There is only one voice that puts the interests of firefighters first and that is your union.

Governments are not going to independently and voluntarily fund the recruitment and training of more professional firefighters to meet the challenges of the future.

Governments do not independently and voluntarily legislate to make it easier for firefighters to access medical assistance and entitlements for occupational disease.

Governments do not independently and voluntarily provide funding for the best equipment and uniform available.

History has shown us that these matters are only achieved through the tenacity and perseverance of your union – your union representatives.

Your union representatives are the subject experts.

Your union representatives are the firefighters that will use the equipment and rely on the systems of work and they must be involved in all matters that impact on safety.

We cannot do our job if we cannot trust those systems.

The community has to be able to trust us to protect them.

It really is a matter of trust.

PETER MARSHALL ■

Use your salary wisely

Exclusive offer for WA Fire & Rescue staff



Your own dedicated Salary Packaging specialist

Save with exclusive National Fleet Discounts

Pay NO GST* on your new car purchase or its running costs

Pick the car you want...It's your choice

Flexible Trade-in options

Bonus!

Mention this advert prior to completing your contract and get a bonus **\$250 Gift Card to Bunnings Warehouse** or **Toys'R'us** and also **\$300 will be donated to the Fire Footy Club** when your new vehicle is delivered!



While stocks last.

Let the team at Fleet Network show you how to save thousands when buying your next new car. It's all about using your pre-tax salary, and taking advantage of all the additional benefits only Fleet Network can offer.

It's worth a call – it's your salary, after all.

Call us for an obligation free quote NOW

1300 738 601 www.fleetnetwork.com.au

FleetNetwork
Lease > Package > Save

National Arboretum recognises Australia Fire & Rescue Services

On Saturday May 3 2014, the National Arboretum Canberra launched a web site that links honour rolls from Australia's Fire and Rescue services together in one place.

The web site can be found at http://www.nationalarboretum.act.gov.au/about_us/fireandrescue

This web site is a significant step towards the UFUA goal of achieving a dedicated, physical memorial in the National Capital for firefighters who have lost their lives protecting the Australian community, and brings together honour rolls from Fire and Rescue services around Australia in one easily accessible place.

Bushfires swept through the ACT, including the current Arboretum site, in 2001 and 2003. The Arboretum serves as a phoenix from the ashes and the people of Canberra will be forever grateful for the contribution made by the nation's firefighters.

The Bunya pine tree, which has fire protection characteristics, has been selected to symbolise the courage and dedication shown by current and past firefighters and aims to symbolise firefighters as a collective while recognising the contribution made by Australia's firefighters to the National Arboretum, Canberra.



The location of the Bunya Pines is bounded by the Bicentennial National trail within the National Arboretum. This view allows visitors to look from North to South over the vista of the Nation's Capital. The vista starting from the north and looking at Telstra Tower on Black Mountain allows visitors to see Canberra's city area, its City Centre, the Parliamentary Triangle through Woden Valley to the South of Canberra. This allows for reflection upon the work of urban firefighters. The vista to the south and the Brindabella Ranges allows for reflection upon the work of rural firefighters, and to the west the ever present bush that rings not only the Nation's Capital but most of our urban centres.

It is expected the Fire and Rescue website will draw firefighters and their families to the National Arboretum, Canberra, as a place of reflection, a place of remembrance, and a place of pride in everything that firefighters stand for in service of their communities.

PAT JONES

UFU ACT BRANCH

Branch President: Brett Baulman
Branch Secretary: Dave Livingstone
Website: www.ufuact.asn.au
email: ufuact@gmail.com

Will your super work full time, even when you stop?

Super questions? Get super solutions.

Whether you're transitioning to part time or retiring altogether, ESSSuper retirement products can help you benefit from a regular income in a tax effective way.

For more information, make a FREE personal appointment with a Member Education Consultant on 1300 650 161.

ESSSuper
Emergency Services & State Super

ESS3973 (09/14)_FA

Issued by Emergency Services Superannuation Board ABN 28 161 296 741 the Trustee of the Emergency Services Superannuation Scheme ABN 85 894 637 037 (ESSSuper). This information is of a general nature only. You may benefit from seeking professional advice from a licensed financial planner or adviser. Before making a decision about an ESSSuper product, read the Product Disclosure Statement (PDS) available at www.esssuper.com.au or by calling 1300 650 161.

The aviation fire-fighter's super fund — now open to all fire-fighters



- Real people answer your phone calls
- Top 5 investment returns in 2012-13
- Competitively priced insurance
- Free personal advice
- Low fees

avsuper

AvSuper is a profit-for-members super fund
Call 1800 805 088 - www.avsuper.com.au

PAAL

Owner Building Made Easy®

Since 1970

"The finished home is better than we ever dreamed"

Patrick & Glenda Dowd
— Luddenham NSW



PAAL 'Richmond'

www.paalkithomes.com.au

1800 024 912

Visit our 3 display homes

Industrial Roundup

Your union is currently working on resolving a number of issues which members have contacted us about and seeking assistance or advice on. In normal circumstances it would be a simple case of phoning or corresponding with the HR/IR section of a business and getting an immediate answer over the phone or a prompt written response. Not so with Airservices/ARFF and this is the reason it takes so long to get an answer to some of our questions. For some inexplicable reason, correspondence and email enquiries almost invariably receive the following response:

“Can you please provide me some specific details so I can look into your query, including the employee’s name, current position title, higher duties position title ...?”

“... in the interests of ensuring Airservices is able to deal efficiently with your inquiries, that you ensure that you provide all the relevant information, including names, dates, and specific details in your initial request?”

Quite often members make confidential enquiries about their rights and entitlements under the EA and don’t wish to be identified unnecessarily in pursuing their enquiry with ASA/ARFF as is your right. With any enquiry the union makes on behalf of members, enough information is always provided for a competent HR/IR practitioner to be able to respond to an enquiry without having to know the name of an employee etc, etc. In those instances where it is necessary for the employee’s name and other detail to be divulged the member will be told before pursuing the matter on their behalf. The motive for insisting on the union providing the name of an individual unnecessarily is certainly suspicious and unprecedented in my 30 plus years’ experience as a union official.

Be assured that, unless it is necessary or you agree to your name and other particulars being provided when making an enquiry with ASA/ARFF, your confidentiality will be respected and protected. If the matter cannot be resolved reasonably with the union the matter can and will be pursued by other means if necessary.

A summary of the industrial issues the union has been and is currently dealing with is as follows:

Carer’s leave

Your union believes that the EA provision of a cap of 144 hours of leave for caring purposes in each 12 month period runs contrary to the affect of the National Employment Standards [NES] which place no limit on the amount of leave that can be accessed subject to the employee having accumulated a sufficient bank of hours to cover the period of leave applied for. ASA/ARFF are asserting that more than 144 hours of carer’s leave can only be accessed in circumstances where the employee has accrued more than 144 hours of NES PCL [National Employment Standard Personal/ Carer’s Leave]. This matter is subject to ongoing discussion between the union and ASA/ARFF.

Higher duties payments

The position in regard to conditions applying to higher duties performed above Fire Commander rank are unclear and the union is endeavouring to clarify the position with ASA/ARFF. Issues go to remuneration, on-call arrangements and additional hours payments.

Rest Relief [No 8 hour break]

The union continues to receive calls in regard to claims under clause 4.7 of the EA despite be told by ASA/ARFF that previous issues for claims under the clause have sorted out. The union will be having discussions in the next couple of weeks with ASA/ARFF in a bid to come to agreement on the interpretation and application of the clause.

Rental subsidy

A member on a term transfer recently phoned the union office saying they had been told that rental on a property can only be up to the value of the rental subsidy amounts in clause 4.10.5 (h) of the EA. This is not correct, the amount of rental an employee pays depends on the type and availability of accommodation at the work location and is not capped at the amount of the subsidy. The amount of subsidy an employee receives is calculated after taking into account the employee contribution provided in clause 4.10.5 (h) and the rental cost but is capped at the amounts at the amount specified in the clause. Any amount owing

after the required employee contribution and the subsidy amount has to be met by the employee.

Group Flexibility Agreements re accrued leave

The union provided assistance to members at Canberra and Avalon in the drafting and negotiation of group flexibility agreements in relation to formalising accrued leave arrangements.

What improvements can ARFF introduce in order to reduce your workplace exposure?

WES GARRETT, NATIONAL WHS CO-ORDINATOR UFUA AVIATION BRANCH

Workplace exposures and the science that underpins “Presumptive Legislation” is a subject that should be of interest to us all.

As a direct result of your union’s unyielding efforts to improve the decontamination and hygiene protocols associated with CFBT training, late last year ARFF made an undertaking to extend the scope of those improvements to include traditional forms of hot fire training undertaken in smoke huts and LMUs as well as conducting a full risk assessment to identify and, if not eliminate, mitigate to the greatest extent possible all workplace exposures to toxic and carcinogenic materials encountered by ARFF employees. It needs to be noted that your union does not support the use of carcinogens in the training environment.

The objective of this working group is to design policies and procedures aimed at eliminating your exposure to carcinogens and the likelihood of firefighters contracting cancers and having to initiate workers compensation claims through the SRC Act and, to put it more simply, preventing cancers.

As it stands today there is a vast spectrum of standards practised within our service relating to workplace exposures and decontamination/hygiene protocols. These standards must be uniform and consistent throughout our service, and most importantly, based on industry best practice. Your union will strongly advocate through the exposures working group for the

continued on page 10

AVIATION BRANCH

continued from page 9

development of new administrative controls designed to exceed the current standards set by ARFF.

Administrative controls are management dictated work practices and policies aimed at reduction and/or prevention of workplace exposures. The effectiveness of administrative controls on work practices is reliant on management commitment and employee acceptance. Our acceptance should be contingent on proper consultation with your union and ensuring the adoption of best practice. Ongoing monitoring and reinforcement are pivotal in ensuring that control policies and procedures are not circumvented in the name of convenience.

Below is a flow chart that I hope will generate robust discussion between members. It also serves to illustrate some of the areas we need to be focusing on

and the reasons we need to be focusing on them.

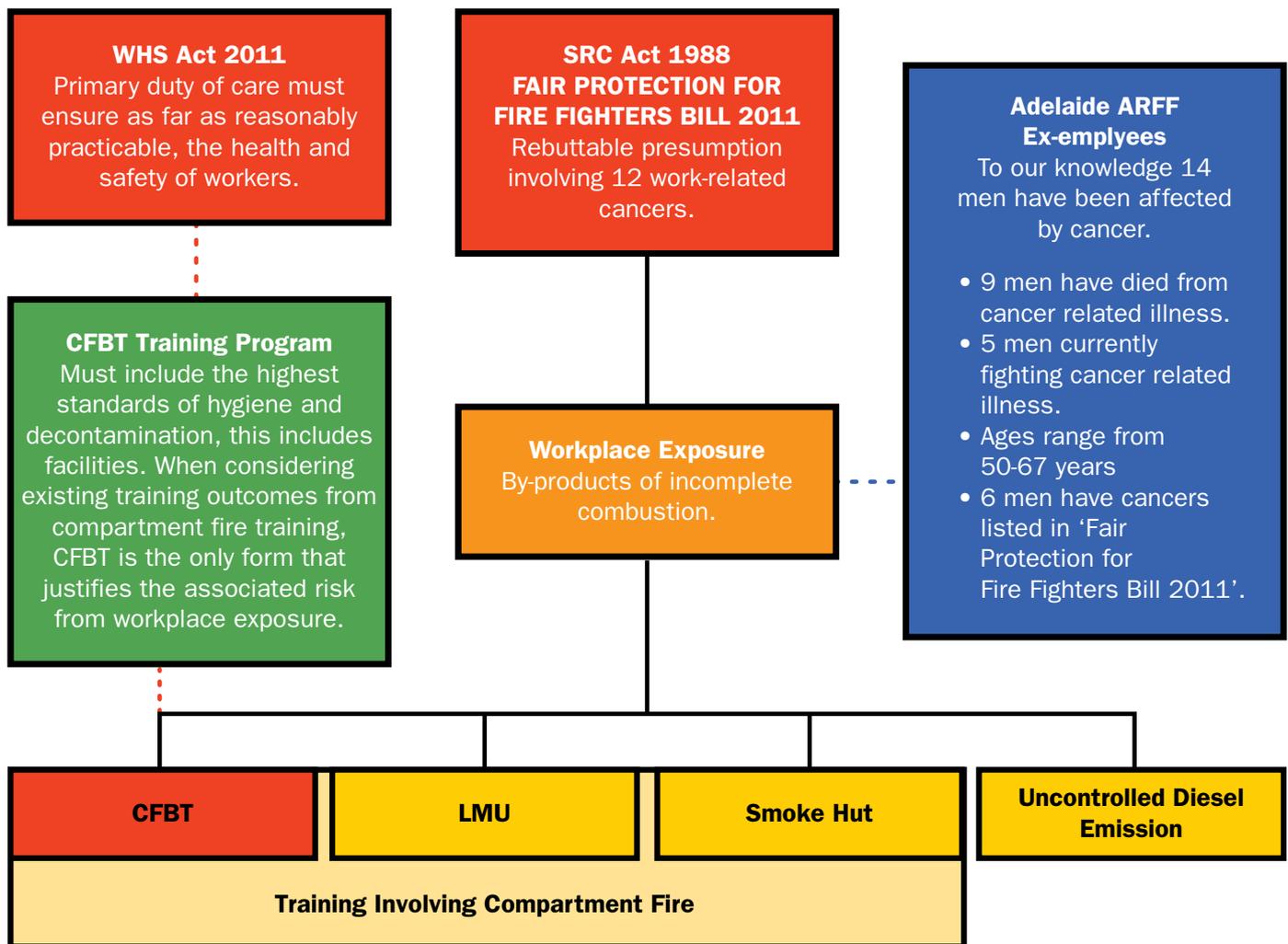
There are many areas within the context of our daily duties that are touched by damaging workplace exposure and in order to reduce or remove them, each one of them will firstly need to be identified. The following is a list of the areas that have been tabled for discussion thus far:

- Selection, care and maintenance of PPE (modelled on NFPA 1851)
- Fire station design and layout (clean, dirty, decontamination zones)
- Fire vehicle design/stowage
- Training use only ancillary equipment (all equipment stowed in the vehicle is kept clean, particularly the cab)
- Hygiene/decontamination procedures post compartment fire training with toxic smoke (showering immediately after exposure)and hygiene/decontamination

procedures post operational exposure to ensure clean cabins in appliances

- Policies dictating the frequency of compartment fire training using toxic smoke
- Selection of fuels most suitable for producing toxic smoke for compartment fire training
- Policies dictating when compartment fire training activities are best undertaken using cosmetic non-toxic smoke
- Uncontrolled diesel emission generated in the occupational workplace (source capture exhaust systems)

The list above is by no means exhaustive and I call on all members to forward to me their ideas on this subject prior to the beginning of the next working group meeting (date yet to be scheduled by ARFF) so that they can be considered for inclusion into the agenda items for that meeting.



Items of Interest

What is OHS about? Not about 'covering one's a*se'!

The OHS journalist and blogger Kevin Jones, has written another thoughtful

piece: "OHS is not all about covering one's a*se". The article is available through his SafetyAtWorkBlog. Kevin considers the possible motivations for employers to implement positive OHS changes, including 'reputational risk', and discusses research done in the UK and in Australia. The motivator of potential damage to a company's reputation as a result of a serious incident or fatality reported in the mass media is particularly relevant in Victoria. The regulator, the VWA continues to remain silent – neither commenting on fatalities, nor promoting successful prosecutions. Kevin writes: "The opportunity to increase reputational risk, and therefore motivate change, is not only missed in Victoria but being dismissed."

The push by the Liberal/Coalition governments to reduce the 'red tape' of OHS will also result in a decrease in other, traditional, motivators such as inspections and enforcement activities. Kevin concludes that OHS professionals, companies and of course workers lose as a result of the lack of enforcement and the dominance of the a*se-covering perception – and unscrupulous companies are the winners.

[source: SafetyNet 287, 31 July 2014]

Fly-in Fly-out (FIFO): effect on workers and depression

Rhys Connor, a young fly-in, fly-out worker who took his life in the Pilbara, left a suicide note that said West Australians "don't know what it's like to work FIFO and have depression". On the first anniversary of death, his family has released details of the note to raise awareness of the mental health problems of the FIFO workforce. The family has also released video of an interview conducted a few days before his death as part of a yet-to-be-released government-funded project aiming to provide support for miners.

The 25-year-old father-of-one told *This FIFO Life* that workers were struggling with depression, relationship breakdowns and boredom. He said anyone planning to work FIFO should "rethink" the idea

pointing to the isolation and the effect of being separated from family. Of great concern is that the interview closes with a voice-over: "Everyone has a role to play in recognising the potential signs of suicide and providing support to people who may be struggling." It then lists some of the "common signs".

Rhys' parents, on the other hand, want mining giants to do more to protect workers. Mr Miller said his once "larrikin" and "affectionate" son had been broken down by FIFO work, in particular the "torturous" roster of spending four weeks on-site for every one-week off.

[source: SafetyNet 287, 31 July 2014 (from Northern Territory News)]

Presumptive Legislation

It is not necessary that a firefighter remains employed at the time of their diagnosis in order for a claim to be accepted. It is important however that the firefighter meets the qualifying number of years for the particular cancer from which they suffer and that their cancer was diagnosed after July 4 2011.

The Safety, Rehabilitation and Compensation Amendment (Fair Protection for Firefighters) Act recognises that certain kinds of cancer are likely to result from employment as a firefighter.

Prior to the Fair Protection for Firefighters Act, in order to have a claim accepted for a cancer condition, a firefighter had to prove that their employment caused their cancer condition. This was proving to be overly difficult for firefighters because it was difficult to obtain the expert medical opinions proving the disease was caused by their employment, despite the common sensibility and growing body of medical studies suggesting that exposure to chemicals while fire fighting was dangerous to long term health.

The Fair Protection for Firefighters Act says that after a certain number of years of service as a Commonwealth-employed firefighter, some cancers are presumed to be work related. This means that firefighters no longer have to prove that their particular condition was caused by work and is thus easier for the employee to get their claim approved while suffering a serious illness.

Depending upon where the primary site of the cancer is, a certain number of years

of service is required to be covered by the presumptive legislation:

- brain cancer and leukaemia 5 years;
- breast or testicular cancers 10 years
- bladder, kidney, prostate, ureter, colorectal cancers, non-Hodgkin's lymphoma, multiple myeloma 15 years; and
- oesophageal cancer 25 years

It is not necessary that a firefighter remains employed at the time of their diagnosis in order for a claim to be accepted. It is important however that the firefighter meets the qualifying number of years for the particular cancer from which they suffer and that their cancer was diagnosed after 4 July 2011.

In addition to being able to claim the cost of medical treatment expenses, and time off work payments (for those aged under 65 years), lump sum compensation is available for permanent impairment and non-economic loss (often referred to as pain and suffering). A benefit may also be payable to a dependent of a worker whose death results from a compensable illness in the amount of \$504,449.16.

As in all litigation for latent onset illnesses, the longer an injured worker waits to seek legal assistance, the more likely memories are to fade, health conditions are to worsen, written records become unavailable and these difficulties can compromise a compensation claim. In the event you, your colleagues or former colleagues suffer from primary site cancers listed above and worked for 5 to 25 years as a Commonwealth-employed firefighter, please contact your union for further advice and assistance to make a claim for workers' compensation.

UFU AVIATION BRANCH

Aviation Branch President: Joe Stenhouse
Aviation Branch Secretary: Henry Lawrence
Website: www.ufuav.asn.au
email: ufuavat1@bigpond.com.au

Beware of award modernisation!

As we have previously advised, the so-called “award modernisation process” arising from the state government legislation is continuing in the QIRC.

QIRC has been busily stripping conditions out of awards applicable to some public sector and state government agencies.

To date, our two awards have not been addressed by the QIRC, although the fire and rescue service have convinced the QIRC to avoid dealing with our application for an auxiliary award in the hope that it can somehow be delayed until our other two awards are modernised.

Your union provided redrafted awards and explanatory tables to the fire service in April 2014 and have repeatedly asked for meetings and feedback ever since.

To date, the fire service has not met with us or provided us any feedback on the documents we sent them over three months ago.

The fire service claim to be “keen” to present their own “version” of a modernised award to the QIRC, but again to date, have not provided it to your union despite our requests.

At a full bench hearing on July 23 2014, the fire service sabotaged the current auxiliary modern award application.

Their argument was to have auxiliary award coverage rolled into the modernisation of our existing awards.

It is informative that at the hearing, Mr Herbert, counsel for the fire service stated:

“It’s a very good opportunity from the fire service’s point of view to introduce the sort of changes that it sought in the 149 determination.

“There’s no secret about the fact that during the award modernisation process if the employer is successful in achieving those sorts of outcomes in the 149 determination will seek to have them included – them or something very similar to them – have them included into the modernised awards.

So that there will be some quite dramatic changes in the one - the employer at least hopes there will be some quite dramatic changes in the modernised award so that in a number of respects it will look quite different from the existing award in that - and there are very large financial implications associated with that.”

There might be “no secret” now those comments have been placed on transcript by the fire service’s barrister, but none of those intentions had ever been conveyed by the fire service to your union.

In fact the fire service has concealed their plot and is avoiding your union on these issues right now.

It seems as if the fire service has yet another hidden agenda, as they have failed to meet with us to discuss our proposed redrafted awards, and have failed to provide us a copy of the award “version” they propose.

Further the fire service have told your union that our two awards won’t be dealt with by the QIRC until at the earliest

Teach You 2 Drive

25 Pepperwood Street Redlynch

Mob: (0409) 113 592

Proudly Supporting Local Firefighters

WELCOME TO OUR WORLD

eQUIP is your one stop shop for fashion accessories. We’re passionate about fashion and throw our heart and soul into bringing you the latest look, and always with the thrill of an affordable price-point. Our range includes jewellery, hair accessories, sunglasses, handbags, backpacks & clutches.

For anyone wanting to join our world of fashion thrills, we invite you to become an eQUIP friend so you don’t miss out on the latest and greatest from eQUIP.

eQUIP accessories.com.au

eQUIP

September 2015. The curious thing about the fire service saying that is, the QIRC has not stated that publicly anywhere and has not conveyed that timetable to your union.

We have asked the fire service who told them about when our two awards would be going up before the QIRC for “modernisation”, but they have not advised us where they got their information from.

Maybe QFES have some inside knowledge that we don't have?

What do you think?

From parliamentary questions on notice asked of the Attorney General (AG) Jarrod Bleijie, it is clear that the QIRC Vice President Linnane has communicated with the Attorney General about the award modernisation process, and the content of the various “requests” made by the AG to the QIRC regarding “award modernisation”.

Extracts of some of the QIRC Vice President's correspondence have been tabled in parliament. Some of the extracts of the VP's correspondence refers to the general award modernisation process and some of it refers specifically to a “fire occupation”.

The Queensland Council of Unions (QCU) wrote to VP Linnane and requested full copies of the correspondence she had sent to the Attorney General as it was relevant to QIRC award matters involving affiliated unions.

VP Linnane refused to provide copies to the QCU of the correspondence she sent to the AG about the award modernisation.

Of the few awards that have been through the so called “modernisation process” to date, the QIRC has stripped out numerous existing conditions and has tried to roll in a number of awards into single awards.

The process looks rushed and crude and we were hoping to use the time we have to work with the fire service to make some agreed progress in advance of getting to the QIRC.

Given their history of secrecy and avoidance of the issues, we suspect the fire service is up to no good.

Your union will continue to press the fire service into discussing our drafts and revealing their “version”.

To date the fire service has:

- inferred they want a totally new award for the so called “fire industry” (which we have taken to mean “QFES”), and

- have obstructed and sabotaged an auxiliary award, and
- have not provided your union any of their demands for a new “modern award”.

Members have every right to be suspicious about what QFES is hiding and what lies ahead in the QIRC so called “award modernisation process”.

Your union has a dedicated section on our website, which contains information about “award modernisation” if you wish to stay up to date on this looming issue.

That information can be found here: <http://www.ufuq.com.au/modernisation-2/>

The website will be updated as new information becomes available and I will keep you informed as this “modernisation” matter develops.

Tim Batson's case resolved

As members may be aware your union has been representing member Timothy Batson since 2009. The fire service asked Tim to medically retire in April 2011 and dismissed him in October 2011.

As a direct result of the United Firefighters' Union taking action, Tim was reinstated into a suitable duties role until the matter could be heard in the Human Rights and Equal Opportunities Commission (HREOC).

In preparation for the case your union enlisted some of the best legal minds being Warren Friend QC, John Merrill (Barrister at Law) and Luke Tiley (Hall Payne Lawyers).

The matter was listed for a five day hearing starting on June 2 2014. On the second day of hearing the matter settled and a joint statement has been issued below.

“Mr Tim Batson and the QFES have reached a mutually satisfactory agreement in respect of Mr Batson's claim against the QFES for discrimination which will provide Mr Batson with an opportunity to return to operational duties in due course subject to an agreed process for the assessment of his fitness for duty”.

Please note that much of the details about the settlement are subject to a legally binding confidentiality deed.

Tim's case has been a long battle and we are pleased to report that it has been brought to a satisfactory resolution.

I congratulate our legal team and all UFU members who have supported Tim throughout this period.

Government laws restricting campaigning repealed

Members will recall your union reported last year that the state government had enacted laws designed to restrict unions' capacity to campaign publicly on issues affecting their membership and the wider community, until they had conducted a time consuming and expensive ballot about each and every issue.

At the time the Bill was introduced employers' unions objected and the government amended the laws at the eleventh hour so that they only applied to employees' unions.

Your union provided a submission opposing the laws to the parliamentary committee inquiry reviewing the Bill before the laws were passed.

The laws were enacted and Queensland unions mounted a High Court challenge arguing that the laws breached our rights to freedom of speech.

The Queensland government tried to delay the High Court case being heard but the matter was listed.

In the meantime, similar laws enacted in New South Wales were struck down by a recent judgement of the High Court.

The State government must have realised they were on a hiding to nothing in the High Court and, with their tail between their legs, repealed these laws.

The State government has enacted numerous laws designed to obstruct and complicate campaigning and industrial relations, we are beginning to wonder if they are actually capable of having a grown up conversation with anybody who holds any different opinions to the government.

In the meantime, we continue our battle to get a fair go for our members, but we can chalk the government back down on these particular laws as a win for fairness and free speech.

Firefighters and communications officers need a voice through our union, if we don't speak up for ourselves, who will?

JOHN OLIVER - STATE SECRETARY

The New Australian Metz L20-FA is the new super compact Combination Aerial Pumping Appliance (CAPA) specially designed for the Australian Fire Services



METZ L20-FA INNOVATIONS AT A GLANCE

- Get to work time under 60 seconds, reaching a working height of 20m
- Ladder capability;** 360° rotation, elevation up to 75° , Lowering under Horizontal up to -22°
- Patented rescue basket that moves up the ladder with a payload up to 450kg (4 people)
- Jacking width under 2.500mm, does not protrude outside of body vehicle limits
- Automatic terrain balancing and permanent ground pressure monitoring
- All components are fully integrated using Rosenbauer's Can-Bus system
- Automatic levelling at the turntable, Metz 3D Load measuring system
- Fixed installed Telescopic Waterline with detachable RM 15 Monitor



Stafford by election

A number of Queensland firefighters' union members volunteered to inform the public about matters affecting fire service employees during a State government by-election in July.

UFUQ members have expressed concerns about the State government's attacks on firefighters' and communication officers' employment standards and the effects on service delivery, as well as the obstruction of fair remuneration for retained fireies.

The fireies did not advocate a vote for any particular candidate, but did suggest that voters "put the LNP" last.

The result from this by election, was swing against the incumbent government by almost 20%.

Unfortunately, firefighters and communication officers have been subject to extreme legislation enacted by the current government and persistent attacks on their working conditions. The State government has shown no interest resolving areas of disagreement.

The political attacks on us have brought about a political response in amongst our battles in the industrial tribunal.

Auxiliary retained firefighters

UFUQ is continuing our efforts to win fair employment conditions for part time, retained auxiliary firefighters.

Our efforts are being opposed by the fire service and state government.

UFUQ won the very first state award for auxiliary firefighters in October 2013, after over a year of industrial commission proceedings and obstruction from the fire service.

The State government legislated to invalidate the award in November 2013, in amongst a raft of other legislative changes introducing "Award Modernisation" which attacked the existing award conditions of full time firefighters and communication officers.

UFUQ applied in December 2013, for the making of a "modern award" for auxiliary firefighters, which was set down for hearing during September 2014.

UFUQ prepared and filed our evidence and witness statements, including valuable information and witness evidence from the NSW FBEU about the NSW retained firefighting award.

The Fire Service successfully applied to have our award application "struck out" so that our case could not be heard.

UFUQ is now appealing against the decision which "struck out" our case.

UFUQ has now additionally made application on behalf of a number of auxiliary firefighters under the "unfair

contracts" provisions of the state industrial Act. The Act empowers the industrial commission to declare award free contracts of employment as being unfair, if for example, the contracts provide less remuneration than would apply under an industrial instrument.

Our union is seeking orders that the commission amend the contracts of employment to include fair standards such as might apply to award covered employees.

Our "unfair contracts" case also seeks financial compensation for the unfair contracts.

Our efforts are part of an ongoing struggle to improve the remuneration of some 2000 auxiliary firefighters, throughout the State of Queensland.

The government has refused to negotiate with us, so we have ended up battling in the industrial commission against fierce opposition.

Unfortunately, our efforts also seem to be obstructed and undermined by the auxiliary voluntary association who are meeting privately with the fire service and the government and complicating matters by putting different opinions about industrial matters they have insufficient knowledge about.

UFUA QUEENSLAND BRANCH

Branch President: Mark Dearlove
Branch Secretary: John Oliver
Website: www.ufuq.com.au
email: ufu@ufuq.com.au

**Help the Salvos
shield those
in need.**



RED SHIELD APPEAL

Thank God for the Salvos

www.salvos.org.au

CREDIT CARD DONATIONS 13 72 58

South Australian Fire and Emergency Rescue

Our re-elected South Australian Labor Government recently announced their intention to develop a single emergency service by bringing our South Australian Metropolitan Fire Service (SAMFS), State Emergency Service (SES), SA Country Fire Service (CFS) and their administration arm SAFECOM together.

This Government and our Minister for Emergency Services are to be congratulated for attempting something that previous Governments have failed to deliver since the early 1980s.

On April 24 2014, all associated Unions and Associations were invited to the Minister's office where he presented his Single Service intention. Following this all Service Chiefs, Managers, Unions and Associations were brought together

and invited to be part of the process of developing this model during the next six months.

The Union was excited not only about the prospect of having a single state emergency service, but also of being invited along with all stakeholders to be part of its development.

Minister Piccolo has held 17 forums in metropolitan and regional areas where he has listened to our members and volunteers and answered their questions and concerns regarding the proposed new model.

We have been given every opportunity to provide input to the development of this new model. To guide us through this process we first developed a Statement of Principles (see separate article). It has certainly been a busy four months for our Union. We have engaged with many people including previous Chief Officers, Union

Secretaries and all current Chief Officers and stakeholders.

I would like to thank our current National Executive for their help and advice especially John Oliver from Queensland and Kevin Jolly AFSM from Western Australia whose input regarding their current models has been very educational for us.

On September 11, we were scheduled to accompany Minister Piccolo to Western Australia to meet with their Minister, Commissioner, the UFU and Volunteer Association, and on September 30 and October 1 to travel to Melbourne and Brisbane for similar meetings.

We are impressed with the professional and inclusive process that the Minister is driving and we are confident at this stage that in the foreseeable future South Australia will have a single service model that will be the envy of other states.

GREG NORTHCOTT, SECRETARY

One Service Model – Statement of Principles

The urgency of the need for the consolidation of fire and rescue services under one key leader in charge of the state fire and rescue services' response in the case of a declared disaster or when catastrophic conditions prevail must not be underestimated. Unless the change occurs from the current system to one service model, addressing all the key issues identified effectively, it is simply a matter of time until there is a crisis which could result in the tragic loss of life and property.

For this reason, the UFU supports the proposal to introduce a one service model for fire and rescue services in SA.

This support is premised on the application of key principles to the model which will ensure the integrity and most effective operation of the new service. These include:

- The appointment of a highly qualified administrative and operationally experienced uniformed State Fire and Rescue Services Commissioner responsible directly to the Minister of Emergency Services is crucial to the proposal.

- There should be one State Control Fire Centre located at the State Communications Headquarters, with the State Fire and Rescue Commissioner as the State Controller Fire.
- The State Fire and Rescue Commissioner will be supported by Assistant Commissioners with allocated responsibilities, including one for MFS, one for CFS and two for corporate areas. The SES Commander will report directly to the Commissioner.
- SAFECOM would be dismantled and the SAFECOM Board dissolved, allocating responsibility for the administrative and financial services related to the SAMFS, SES and CFS to the State Fire and Rescue Commissioner.
- The overall identity of the CFS, MFS and SES will be maintained. Massive potential expenditure will be avoided by the retention of all current uniforms, badges, including those on fire appliances, at brigade stations and property and in bushfire safety and prevention, circulars, and promotions material. All current CFS regions, regional commanders and local brigade areas will not be altered.
- The State Fire Commissioner will convene meetings of a sector consultative forum

- every three months or as required, with an advisory group comprised of SESVA, UFUSA, CFSVA, PSA; the Minister or his representatives may also attend.
- The high professional standards expected of the services will be maintained and appointments will be made on merit.
- The undertaking to maintain wages and conditions for current and future employees will be honoured.
- There will be no diminution of the amount or quality of training provided to any service.
- Review of and negotiations on the industrial instruments pertaining to paid staff will be necessary to ensure all aspects of integration are addressed fairly. There must be full consultation on the approach to be adopted to resolve issues and the parties must reach agreement before any change is implemented.
- Legislative amendments will be necessary to ensure there is no ambiguity in the formation of the SA Fire and Rescue Service.

UFUA SA BRANCH

Branch President: Barry Luke
Branch Secretary: Greg Northcott
Website: www.ufusa.asn.au
email: info@ufusa.com.au

Change of Government

As noted in our last report after 16 years of a Labor Government in Tasmania we now have a Liberal Government in power with an absolute majority in the House of Assembly. The new Liberal Government has announced the state budget situation requires a “Wages Freeze” which is political speak for a Wage Freeze. The State Government presented their first budget on Thursday August 28 2014.

Wages Freeze

The UFUA Tas Branch corresponded with the Treasurer seeking clarification on this Bill. Since writing, the Bill has been withdrawn but an announcement is pending as all indications are that the Liberal Government does not want to negotiate with unions.

Clarification on the matters raised is important for all professional firefighters as it could impact on firefighter pay point advancement through skills acquisition up to pay point 6. The Government’s original Bill was prepared without consultation with UFUA members, and only blocked in the Upper House.

Here is the letter the UFU sent the Treasurer:

Dear Treasurer,

Re: Wages Freeze, Letter to all Public Sector Workers

Considering the wages freeze that has been announced by yourself on behalf of the Government the UFUA is seeking clarification on the following statement included in your letter to all Public Sector Workers.

- **This is not a cut in wages. Rather there will be a one-year delay in planned salary increases and for salary progression within levels.**

The UFUA seeks clarification on your statement in the context of the award which identifies salary progression for firefighters as an advancement (highlighted) and not as a promotion until Station Officer Level.

Advancement in this context has a similar meaning to progression and does not suggest that this means promotion. (highlighted)

You will see from the extract of the award that the word promotion is identified in the Station Officer Classification but not in the Firefighter classifications.

Also another consideration is the salary to be paid to a recruit entry, Trainee Firefighter. After 6 months a trainee firefighter is appointed (highlighted) as a firefighter and advances to the next salary level.

The aforementioned provisions in the award are identified at clause 4 Career paths: (I have included this provision)

4. CAREER PATHS

(a) Method of advancement

(i) **Eligibility for advancement, but not promotion**, is to be on the basis of formal assessment of skills acquired and utilised that are required by the Tasmania Fire Service for the rank or classification. These skills are to be certified to in writing as part of the assessment process.

(ii) Where assessment is delayed through no fault of the employee, the eligible date is not to be changed and the increase, if any, will be paid retrospectively to that date.

(b) Recruit entry

(i) A Trainee Firefighter [classification 3(a)] is an adult employee who has been engaged in the Tasmania Fire Service in accordance with the State Service Act 2000.

(ii) After achievement of the competencies established by the Tasmania Fire Service or training up to a maximum of six months an employee is to be **appointed** as a Firefighter and is to **advance** to the next salary level [classification 3(b)].

(iii) **Advancement** to Firefighter after twelve months [classification 3(b)] is to be made after successful completion of twelve months employment and successful achievement of the competencies established by the Tasmania Fire Service.

(iv) **Advancement** to Firefighter after 24 months [classification 3(b)] is to be made on the subsequent anniversary date of advancement to classification 3(b) and achievement of competencies established by the Tasmania Fire Service.

(v) **Advancement** to First Class Firefighter [classification 3(c)] is to be made after three years from the anniversary date of appointment to a position of Trainee Firefighter in the Tasmania Fire Service and achievement of competencies established by the Tasmania Fire Service.

(c) Senior Firefighter

Advancement to Senior Firefighter

[classification 3(d)] is to be made from First Class Firefighter after the successful achievement of competencies established by the Tasmania Fire Service.

(d) Leading Firefighter

Advancement to Leading Firefighter [classification 3(e)] is to be made from First Class Firefighter or Senior Firefighter after the successful achievement of competencies established by the Tasmania Fire Service.

(e) Station Officer

(i) **Promotion** to Station Officer [classification 3(f)] is to be made from a Leading Firefighter, who possesses Tasmania Fire Service qualifications for promotion to Station Officer, to a vacant position on merit.

(ii) The Officer will serve a probationary period at this level for six months from the date of appointment. If approved by the Chief Officer, the Officer may be appointed as a permanent station officer. If the Officer is not appointed permanently after six months, the probationary Station Officer may be granted an additional three months probationary period after which, if approved by the Chief Officer, the Officer may be appointed as a permanent Station Officer. If the Officer is still not appointed at that time, the Officer is to resume the rank formerly occupied.

I have asked for this clarification from purely an industrial perspective, given my understanding of the application of your words as identified earlier in this correspondence, your comments made during the Treasury/Union Briefings and the terms contained in industrial instrument cited namely the Tasmanian Fire Fighting Industry Employees Award.

The reason this matter needs clarification is because the pay point progression for firefighters is linked to competency acquisition and is directly related to work a firefighter needs to perform when attending an incident. This training is fundamental to the capacity of a crew to attend at an incident and perform the work necessary.

Does your statement mean all firefighters employed in a firefighter classification below a Station Officer classification will not receive pay point progression payments as provided in the award?

If the answer to the preceding question

is yes, the UFUA also seeks clarification on how the Government intends to implement the wages freeze which will have the effect of usurping the provisions of the award.

Given the award is a legally binding document that has application to the Minister Administering the State Service Act 2000 and the United Firefighters Union of Australia Tasmania Branch we would seek assurances from you and the Government that neither the award or the Industrial Relations Act will be unilaterally altered in a manner where the effect of any amendment will impact negatively on a firefighters career and career path progression.

If clarification of any matter raised herein is required please do not hesitate to contact me.

I look forward to your response.

Greg Cooper, Branch Secretary

Role of the Independent Umpire

Undoubtedly the 2014 State Budget will be followed by announcements from the Government of legislative reform necessary to implement the Wages Freeze Policy.

The precise details of just what is planned are not yet available. It is apparent that any proposal will have the effect of negating workers' rights to bargain on wages and will also have the effect of overriding current award/agreement conditions. This could mean the role of the independent umpire the Tasmanian Industrial Commission could be severely undermined.

In following up on these matters with the Tasmania Fire Service, the UFUA Tas Branch has also received advice that the new State Liberal Government has not authorised the TFS to negotiate with the UFUA Tas Branch on the current bargaining claim submitted in good faith by the union following a round of General Meetings held in May this year.

Trainee Firefighters

The TFS welcomed 15 new trainee firefighters to the Fire Service at a function on Sunday August 3. The trainees commenced their training programme on Monday August 4.

UFUA Tas Branch President SSO Chris Tomes and Branch Secretary Greg Cooper met with the Trainees on Friday August 8.

After having a discussion with the Trainee firefighters about the role and function of the UFUA each new trainee decided to join the union. On behalf of the Tasmania Branch Committee of Management it is my pleasure to welcome the following trainee firefighters to their new career as a professional firefighter and of course as a member of the United Firefighters Union of Australia Tasmania Branch: Robert Boost, Joanne Conley, Julian Foale, Lynette Gay, Andrew Geard, Mitchell Grace, John Lyons, David Moore, David Mulcahy, Robin O'Brien, Nicholas Perry, Nicholas Rowbottom, Cameron Stuart, Dean Townsend, Alex Wilson

We wish them all the best in the coming weeks and look forward to the day the recruits start their careers as professional firefighters on station.

Consultation an Important Ingredient in Success

Unfortunately it must be reported that the UFUA Tas Branch has several disputes notified with the TFS. The main issue involves a misunderstanding of the term of consultation. The UFUA Tas Branch prefers the following definition;

Consultation: *means the full; meaningful and frank discussion of issues/proposals and the consideration of each party's views prior to any decision.*

The Tas Branch has presented this definition to the TFS and would prefer to have this matter agreed and captured in an industrial instrument. Consultation is an important process and should be dealt with consistently and thoroughly.

The TFS has advised the UFUA Tas Branch that not everything the TFS undertakes has to be agreed to by the union. We would not disagree with this as a number of issues within the TFS do not affect the UFUA. What is not acceptable is a failure by the TFS to inform the union of what's going on. This type of approach will eventually lead to confrontation. This confrontation is about to begin. Bans and limitations are on the agenda for the next round of general meetings.

As a major contributor to and stakeholder with the TFS the failure by the TFS to embrace consultation is not welcomed. It is

clear to the UFUA the TFS have a degree of work to do to be at the top of their game in this matter.

The UFUA represents members in various areas of the TFS. The majority of our members are employed as professional firefighters, but the UFUA also represents professionals in the TFS who work in;

- Shift work operations
- Brigade management
- Regional operations and volunteer management
- Career and volunteer training
- Community Fire Safety
- School Fire Education
- Building Safety
- Communications and dispatch
- Portable firefighting equipment installation and servicing (TasFire Equipment)
- TasFire Training

The union's strength is in the membership and the capacity of the union to work with our national office, the TFS and the community to achieve outcomes. Two significant achievements for Tasmania include;

A Fire Safe Community

In 2012 the UFUA Tas Branch in conjunction with the National Office successfully launched the Fire Safe Community Campaign. The Fire-Safe Community Campaign resulted in the restoration of the Tasmania Fire Service budget in 2012, prevented closure of TasFire Training, saved jobs in Planning and Capability, prevented the removal of the training crew, kept Rokeby Fire Station open, obtained commitments from TFS to continue the truck rebuild program and to reinstate the 2012 Trainee Firefighter course. Since that time the UFUA Tas Branch has continued to pressure the State Government for annual recruit courses which were achieved in 2013 and this year.

Presumptive Cancer Legislation

Following on from the successful National campaign Tasmania was the first state to introduce presumptive cancer legislation. The Protection for Firefighters

continued on page 20

continued from page 19

Amendment to the Workers Rehabilitation and Compensation Act passed through both houses of Parliament in September 2013 and became law on October 21 2013. The Tasmanian laws improve upon the Federal legislation and cover volunteer firefighters as well as professional firefighters. In addition a firefighter is entitled to claim compensation for a prescribed cancer for up to 10 years after they leave the TFS. The prescribed cancers and latency periods are listed.

These achievements were possible because of a number of matters including 100% support from the UFUA membership, family and friends. The outcomes achieved as a result of these two campaigns has improved everyone's lot in the TFS. This includes UFUA Tas Branch members and other stakeholders namely; volunteer firefighters, administrative staff, senior TFS executives, the Tasmanian government and of course the broader Tasmanian community. The outcomes were achieved through an open and transparent consultative process. Why the TFS pushback on the UFUA at times is hard to comprehend. Collaboratively we could achieve great outcomes. The membership will advise of their thoughts at the next round of general meetings.

CISM an Important Role

This report has been prepared by CISM Acting Manger Andrew Pitt. Andrew has performed in the Acting Manager's role for the last two years. Before taking up the role Andrew was employed as a professional firefighter for 22 years in Launceston Fire Brigade.

Tasmanian Emergency Services Critical Incident Stress Management Program

There is no doubt that an organisation's human resource is its most valuable asset - most valued in terms of the organisations success or failure, its future direction, and its continued operation. Equally, it is clear that organisations have both a moral and legal responsibility to provide a level of care to all employees.

The provision of Critical Incident Stress Management (CISM) is aimed at assisting

personnel following involvement in a traumatic or critical incident and is one mechanism through which organisations seek to cater for the interests of its employees.

The Tasmanian Emergency Services Critical Incident Stress Management Program was established in 1988. It is responsible for managing the impact of critical (traumatic) incidents on the emergency service personnel (permanent and volunteer) of the:

- *Ambulance Tasmania*
- *Tasmania Fire Service*
- *Tasmania Police*
- *State Emergency Service*

The program is responsible for the provision of pre-incident education preparing emergency service personnel within communities, rural and metropolitan, to deal with incidents of a traumatic nature (including natural disasters) and post-incident support services. The program caters for some 10,000 emergency services personnel, 75% of whom are volunteers within our communities. As such the program plays an integral role in the continued operation of all facets of emergency service delivery for the State of Tasmania. Many benefits accrue to the emergency service organisations and the wider community through the provision of high quality, professional staff support services. The benefits include:

- effective stress management (with flow on effects to service delivery)
- increased morale
- longevity of service (therefore maximising the investment in training)
- reduced worker's compensation expenses

The continued operation of the program is indicative of the value organisations place on the well-being of staff. It operates behind the scene to enable emergency service personnel to continue to provide the community with essential services.

In August 1999 the program initiated a relationship with the Department of Health and Human Services to facilitate the provision of support services to non-emergency service personnel who witness or are involved in critical incidents. Through the activities of the program (ie inquiring into the well-being of emergency service personnel) the members of the public are identified and

referred to the Department of Health and Human Services.

Without the program initiating the referral system, many of these individuals would be unsupported. To date a great number of members of the public throughout the State have been referred. The benefits of this early intervention are many. They include: interrupting the development of self doubt, demonstrating that others care, mitigate the development of stress problems and normalise the stress response.

The Tasmanian Emergency Services Critical Incident Stress Management Program adheres to the Crisis Intervention and Management of Australasia. The CIMA is seen to represent an effective early intervention strategy to mitigate the impact of critical incidents on emergency service personnel - in essence, it is psychological first aid. Since inception the program has developed and refined its multi-agency focus and is now in the unique situation of being the only program in Australasia which caters for the four "strands" of the emergency services. This is indicative of best practice as it means that service provision is maximised and able to deal with all issues that might arise during a critical incident

The program was recognised, in 1994, by Dr. Robyn Robinson as being "*one of the most successful and widely respected CISM programs in Australia*" following a review that she conducted into the operation of the program.

In April 1996 the program responded to the Port Arthur Incident and provided critical incident stress management services to the 685 emergency service personnel (including volunteers from local and adjoining communities) that were involved in the response. The program initiated an incident management structure which enabled a structured and comprehensive response to be delivered. The manner in which the program responded has been recognised nationally and internationally as "best practice" and many other programs have learnt much from the presentations which detail the response.

The program's high standing was further endorsed in 1997 when it was granted registration with the International Critical Incident Stress Foundation (ICISF) which is based in Baltimore, Maryland, USA. It was determined that all aspects of the operation

of the program were in accordance with the standards set by the ICISF.

The program has continued to develop on the strong foundations of the past. The program has adopted a number of strategies to ensure that service delivery is maximised. This has included the development of a comprehensive education package and the training of 16 program members in the delivery of the package. The program aims to provide education sessions to all members of the emergency services (permanent and volunteer). Additionally, the program has committed significant resources into the promotion of its services. These have included the provision of posters and pamphlets which provide a comprehensive account of the services available.

In recent years, the program has been innovative in a number of key areas. The development of the education package ensures a consistency of approach which is essential as all members of all services are provided with the same information. Therefore, the program and its services are properly promoted and the risk of misinformation is minimised.

In 1998 a "work-up" questionnaire was developed to ensure consistency and continuity during the assessment phase of the critical incident stress management process. Through the questionnaire information is obtained by the emergency service peer conducting the work-up from the emergency service personnel. The program's clinical consultant, based on the information contained within the

questionnaire, then determines what action is most appropriate in the circumstances. This is aimed at ensuring that the services provided are appropriate and consistent. It also aims to minimise the possibility of over or under servicing.

Since inception the Program has been implemented on a highly consultative basis. At all times all emergency services and relevant unions have had a member on the Management Committee of the program. Any issues which go before the Management Committee receive extensive consultation from all interested parties.

Over the years the program has developed and it is now recognised as a high quality, professional service provider. Currently there are five psychologists and fifty emergency service peers who provide the staff support services 24 hours a day, seven days a week. The program has developed from a predominantly volunteer basis to having a full-time manager who is employed by all the emergency services. The manager's position was formalised in 1999 with all agencies having input into the development of the position description for the manager.

Equity of access is of paramount importance to the program. Accordingly, the program delivers all services (education and the reactive services) to all areas of the State. When implemented the program was conscious of the need to ensure that every emergency service officer could avail themselves of the service irrespective of their location or the time of day. The program promotes itself as being available seven days a week, 24 hours a day and

has activation protocols with all the emergency services. Additionally, posters and pamphlets advise personnel how to access the program. 100% confidentiality is assured.

Over the last 12 months, the program has developed a web-based information page so that emergency service personnel can access this 24/7 and it assists them in recognising what may be deemed as a critical incident and the signs and symptoms of stressors involved with their every day line of work.

It helps them assess themselves and colleagues after a critical incident and provides tips on what to do and how best to contact our program. It helps enforce the fact that they have a duty of care to themselves, their colleagues and their families to seek help if they have been affected in any way from attending an incident. Reporting to our program is completely confidential.

Attached to this webpage is an online case management system which has been developed for the use of the CISM peers only. This system streamlines our complete program and assists in providing the best service possible to those who need it most. First Responders!

UFUA TASMANIA BRANCH

Branch President: Chris Tomes
Branch Secretary: Greg Cooper
Website: ufutas.asn.au
email: ufutas@ufutas.com

Sacred Heart Parish - St Albans

4 WINIFRED ST, ST ALBANS, 3021

PH: (03) 9366 2146

Proudly Supporting The Local Firefighters



Kids Helpline 1800 55 1800



Victorian Firefighters State Election Campaign Gets Traction

Proper funding of emergency services is increasingly a priority for voters in the upcoming State Election as a result of the UFU Victorian firefighters' "Naphthine Slashes You Burn" campaign.

Victorians go to the poll on November 29 2014 and recent polling has shown the UFU Victoria Branch campaign is having a real effect.

Victorian firefighters have taken to the streets, doorknocking in marginal electorates, greeting commuters at train and tram stations, and protesting outside Liberal campaign events.

The slick coordinated campaign has seen firefighters from throughout the state giving up their rostered days off to door-knock electorate after electorate, educating the public of the effect of fire service budget cuts and the reality of station closures and impact on response times.

Some weekends it is a combined electorate blitz with paramedics, nurses and Trades Hall volunteers.

Many firefighters were reluctant at the start but now the positive stories are flooding back – firefighters are surprised how well received they are door-knocking and how effective the message has been. The support is captured with hundreds of “selfies” of the residents in each electorate holding “I support emergency services” placards.



Every week the Victorian firefighters successfully secure thousands of signatures for a petition to the Government calling for proper funding and staffing of fire services, and the recognition of occupational cancer for firefighters.

Social media has been a hit with a dedicated Facebook page that regularly boasts 30,000-60,000 people seeing posts updating on fire station closures and fire

service agency, and government attacks on firefighters.

There is also great response to the positive posts of firefighters doing their every-day job of battling blazes, rescues and saving life and property.

The Naphthine Government has felt the heat from the campaign.

“Naphthine Slashes You Burn” campaign posters banners appear throughout the State, on fire stations, over bridges and at major events.

At the sod-turning for the new Eltham fire station recently the vocal firefighters and supporters protesting outside interrupted Emergency Services Minister Kim Wells’ speech a number of times.

A Liberal Party candidate was publicly vilified on talk-back after she attempted to gate-crash firefighters handing out information pamphlets to the public. Liberal Candidate Paula Kontelj spotted the firefighters and decided she would stand amongst them handing out Liberal Party election material. The firefighters kept their professional cool but the Geelong public were not impressed, turning to talk-back and Facebook pages, calling for the Government to protect the protectors.

Mammoth Termination Case Comes To An End

Fair Work Commission Decision Reserved

The mammoth 17-day hearing of the MFB's application to terminate the firefighters' enterprise agreements came to a close late August with two days of legal arguments and submissions.

Fair Work Commissioner Wilson has reserved his decision and it is unknown where a decision will be handed down.

The MFB applied to terminate the 2010 MFB UFU Operational Staff and Assistant Chief Fire Officer Enterprise Agreements claiming the agreements were "unworkable" and that some clauses are unlawful.

The MFB are claiming some clauses breach the principle that clauses cannot impinge on a State's right to determine the number and identity of employees (the Re AEU principle). This legal issue is currently being considered by a Full Bench of the Federal Court after an Appeal of the UFU case against the CFA to enforce the requirement to recruit at least 90 recruits a year. (See page 24 for update on that case)

The agreements expired last year and the MFB initiated bargaining by media with a press conference and news agencies being handed the MFB's proposed new agreements before notifying the firefighters or the UFU.

Since then it has been wave upon wave of attack on the various clauses of the agreement and the union.

The Napthine Government has backed the concerted campaign by both the CFA and the MFB to attack the key terms and conditions including minimum staffing, consultation and disputes.

The CFA and MFB's prolonged litigious campaign has been bankrolled through the Fire Services Levy, which is a levy on all property owners. The CFA and MFB annual reports for the financial year 2012-2013 shows they spent a combined \$6 million on legal and consultant costs. Much of that was to attack firefighters' terms and conditions of employment.

The UFU has faced the attack front-on

securing leading Counsel and responding with an effective state election campaign "Napthine Slashes You Burn".

The UFU responded with a comprehensive defence to the MFB's application to terminate the agreements with 74 witness statements.

In determining whether to terminate, the Fair Work Commission must take into consideration the views of those covered by the agreement, the union and the employer.

A survey of UFU members covered by the two agreements reported 96.07% did not want the agreements terminated.

"A SURVEY OF UFU MEMBERS COVERED BY THE TWO AGREEMENTS REPORTED 96.07% DID NOT WANT THE AGREEMENTS TERMINATED."

Melbourne University Statistical Consulting Centre Director Professor Ian Gordon assessed the veracity of the UFU survey and by written statement notified the Commission that the survey was "well conducted according to the principles of sound survey design" with "fair and appropriate" wording and ultimately a "response rate that was very high". Professor Gordon found that "an overwhelming majority of UFU members" did not want the agreements terminated.

The UFU case included international expert evidence confirming the established scientific and medical premise that firefighters must be able to trust their equipment, uniform and each other to perform their duties, and without that trust may be psychologically affected and stressed.

Occupational Medicine Physician Dr Francesca Litow, Adjunct Associate Professor of Environmental Health Sciences at the St John Hopkins Bloomberg School of Public Health in Baltimore, provided a list of authorities and studies to the Fair Work Commission that confirms evidence from

firefighters who said they were only able to walk into fires and provide emergency response because they could trust their gear and the systems they work within.

Twenty-six UFU witnesses ranked from Assistant Chief Fire Officers to firefighters confirmed they were able to rely upon each other's training and capabilities, their equipment and PPC without concern because the consultation process provided for in the Agreements required the agreement of the union on these matters.

The evidence was heard over 15 days of hearing and a further two days of Counsel presenting legal submissions.

The Fair Work Commission provided an additional court room with a video link to accommodate the 60-100 firefighters who turned up every day of the hearing. The UFU hosted the fires and the public with a barbecue breakfast outside the Fair Work Commission some mornings of the hearing.

If the MFB are successful, the two enterprise agreements covering all operational staff will be wiped out.

The MFB have provided an "undertaking" which is inferior to the current terms and conditions of employment and essentially would provide the MFB with their log of claims wish-list that they would otherwise have to try to negotiate through bargaining.

The enforceability of such an undertaking has been questioned. Therefore firefighters may be only left with the safety net of an Award. However even that safety net is not available for all as some Commanders and all Assistant Chief Fire Officers are not covered by an Award.

Commissioner Wilson has reserved his decision.

Federal Court Appeal of “Recruits” Case

The enforceability of staffing provisions in an enterprise agreement is currently being considered by a Full Bench of the Federal Court.

In 2012 the CFA reneged on the requirement in the CFA UFU Operational Staff Agreement 2010 to recruit at least 90 recruits a year. The UFU filed in the Federal Court for breach of the Agreement (“the Recruits case”).

The CFA responded claiming the requirement was unenforceable because it impinged on the State’s right to determine the number and identity of employees.

Justice Murphy handed down his decision of the Recruits Case in January 2014 deciding that the clause was not enforceable as it breached the principle that the Federal system cannot impinge on the State’s right to determine the numbers and identity of employees.

However, the UFU argues there is one big difference between the Re AEU principle and the “Recruits case”. The UFU says it does not infringe that principle as the clause is within an enterprise agreement that was agreed by the CFA and the State. Previous case law is where staffing provisions have been imposed by Award or through arbitration.

The UFU appealed Justice Murphy’s decision on that basis and the appeal was heard by a Full Bench of the Federal Court in mid August. The decision of Justices Perram, Robertson and Griffiths has been reserved.

The CFA is also contesting Justice Murphy’s decision that the CFA is a constitutional corporation which is relevant as to the Referral Act (which excludes the referral to the Federal system of the State’s ability to determine the number and identity of employees).

The CFA is also appealing Justice Murphy’s decision that the consultation



UFU counsel Warren Friend SC and Richard Kenzie SC outside the Federal Court.

clause and disputes clause are also enforceable. These two points were raised by the CFA in the previous hearing before Justice Murphy and are unrelated to the staffing clause which governs the number of recruits.

UFU VIC BRANCH

Branch President: Dave Hamilton
Branch Secretary: Peter Marshall
Website: ufuvic.asn.au
email: reception@ufuvic.asn.au



FIRE INTEGRITY SERVICES



(02) 6284 4981

Info@FireIntegrity.com.au

Over 20 years in the industry. And counting.

Fire Integrity Services is locally owned and operated, with over 20 years experience in local and interstate passive fire protection services.

Fire Integrity Services was established to fill an opening in the local industry, providing thorough and trustworthy fire protection services.

Service you can trust.

Fire Integrity Services prides itself on quality of workmanship, and up to date knowledge of the BCA, Australian Standards and product specification and installs.

No project too big or small.

Fire Integrity Services are engaged by a range of clients.

- Local and interstate builders
- Building property managers
- Fire engineers
- Building Certifiers

Professional Fire and Rescue Stations in Regional WA

There are four professional Fire Stations in regional WA: Albany, Bunbury, Geraldton and Kalgoorlie. The Union has for many years been campaigning to improve the staffing profiles and facilities at our Stations in the regional cities and to expand the professional Fire and Rescue Service across the State to ensure that more communities and infrastructure are protected.

It is a major indictment on a series of WA Governments that sees our State without permanent professional Fire and Rescue Services above Geraldton - WA's risk, infrastructure and communities have grown and yet the planning formulae for our service has not kept pace. Recently in Karratha there was a multi million dollar factory fire and because the turnouts were low and late the property loss was significant. The Branch believes that the following regional centres are long overdue for professional Stations: Esperance, Vasse (near Busselton), Australind, Karratha, Port Hedland, Broome and Kununurra. Not only is the fire risk huge for these communities but there are high rates of road crash rescue and in some of these locations significant Ports with high volumes of freight.

The Branch welcomed the increase to Firefighter and Station Officer numbers on our Country Stations but at this stage Bunbury Fire Station is the only two pump station. Prior to the increase in Firefighter numbers our crews were at risk when donning BA if there was no back up and dealing with significant fires and incidents. That is not a criticism of volunteers who

are a major secondary resource, it is fact, and many volunteers cannot reasonably be expected to be mobilised, leave work and get to their stations to turn out within the optimum response time of 7 minutes. Metropolitan crews can call in fires and incidents at the level of 2nd, 3rd and 4th alarms and can rely on back up. In the country the level of support and the isolation for bigger and more complex incidents is not the same and there often appears to be no recognition of these conditions and exemplary demonstration of care and duty under duress.

After many years we are beginning to see some commitment to capital investment for the Country Stations – again they are long overdue for aerial appliances. New stations are being forecasted for Albany, Bunbury and Geraldton. The major problem to date with the proposed new Stations has been the selection of blocks. The Union has endorsed a modern standard Station design, inclusive of decontamination showers and with facilities that allow for some growth in staffing and appliance numbers. The frustration with the Department has been their tendency to prioritise cheap deals over the best operational locations.

For example in Geraldton, there was no Traffic Management Plan endorsed before the block was locked in and no amount of operationally driven advice shifted the Department's thinking..... the pumps will be turning out into a dip in the Great Northern Highway and the block has other significant limitations. Luckily in Geraldton there has been an operationally sound and effective strategy to place a separate Volunteer Fire and Rescue Service Station from our Station. This allows for a greater spread of resources

for the City of Geraldton and has freed up valuable space at the existing Station while waiting for the build to commence.

Unfortunately the same cannot be said for Bunbury. The Volunteer Fire and Rescue Service has also moved off site which provided space for the new crews and gear, and from an operational perspective delivered services to the growing South East Metropolitan corridor of the City of Bunbury. Despite strong lobbying from both our Union and the VFRS, the validity of the continued separation for the two services is being ignored. The risk is that the proposed new location will be over crowded and difficult to manage. And again the Department has not genuinely considered the obvious issues of traffic management - the site is on a highway and close to a congested roundabout. There is some hope for Albany Fire Station, the process of block location is underway and the VFRS are housed in fairly new conditions in a location that makes operational and logistical sense.

The Union values our members and the services they provide to regional West Australians – both from our Fire Stations and from our Regional Offices. We look forward to the Department demonstrating their care and appreciation by securing improved staffing numbers (with inbuilt relief) and by supporting our members with state of the art premises, appliances and training.

UFUA WA BRANCH

WA Branch President: Frank Martinelli
WA Branch Secretary: Kevin Jolly
Website: ufuofwa.net.au
email: ufuofwa.net.au/contact.html



Firefighter Cancer Foundation

As part of the UFUA continued campaign to advocate and campaign for justice for firefighters with occupational cancer, the UFUA established the Fire Fighter Cancer Foundation.

This project is part of the overall campaign to have occupational cancer and firefighting recognised so that all Australian firefighters can access their entitlements including medical assistance and compensation.

To date the Australian Parliament, and the Tasmanian, South Australian and Western Australian state governments have all introduced presumptive legislation recognising the same 12 occupational cancers.

This is an ongoing campaign for all Australian firefighters, regardless of state or territory, to have the protections of presumptive legislation. The UFUA's Fire Fighter Cancer Foundation will assist with that ongoing campaign.

The Fire Fighter Cancer Foundation was launched on the UFUA website and social media through Facebook earlier this year.

The UFUA's "Fire Fighter Cancer Foundation" Face Book page had tremendous support within 12 hours of going live including supporters adopting the logo as their Face Book profile picture and its number of followers is growing by the day.

The Facebook page keeps the public and fires up to date with the latest developments in research and relevant information regarding occupational cancer and firefighting.

Go to <https://www.facebook.com/firefighter.cancer.foundation> and like the page.

UFUA – Climate Reality Leaders

Former Vice President of the United States of America Al Gore recently met with UFUA National Secretary and Victorian Branch Secretary Peter Marshall and congratulated the union as being one of the most progressive and active unions in the climate change debate globally.

Peter Marshall was invited to a VIP function with Al Gore when the former Vice President was in Melbourne as keynote speaker for the Climate Reality Leadership Project. Mr Gore expressly asked for time to talk to Mr Marshall and during that discussion the former Vice President remarked on the UFUA's involvement and research in the climate change debate, knew about the Australian firefighters' participation in the events and said he considered Australian firefighters and their union to be extremely progressive and effective on this issue.

There was further discussion between Mr Marshall and Mr Gore regarding firefighter unions' global alliance. Mr Gore personally knew office holders from North America who are also very good friends of the UFUA.

Al Gore is one of the most respected voices in the climate change debate and is the Chair of the Climate Reality Project which is a non-profit organisation focused on global education of climate crisis solutions.

The UFUA sent four representatives from the South Australia, ACT and Queensland Branches and the National Office to the two-day conference and Climate Reality Leader training.

The highlight of the conference was keynote speaker Mr Gore who was on stage presenting from 8am to 6pm one day.



National Secretary Peter Marshall and South Australia Branch Representative Chas Thomas meet with Al Gore.

FATAL IRONY

Flame retardants might slow the burn but escalate the risk of cancer for firefighters

The latest research into occupational cancer has shown that firefighters' skin absorption rate skyrockets with the rise in body temperature, leaving firefighters increasingly exposed to contracting occupational cancer.

The USA pilot study also confirms the irony that flame retardants in household products significantly increase the toxicity in residential fires and therefore the risk of occupational cancer for firefighters.

The study "Persistent Organic Pollutants including Polychlorinated and Polybrominated Dibenzop-dioxins and Dibenzofurans in firefighters from Northern California" found brominated dioxin and furan released upon the combustion of flame retardants was 21 times more toxic than the chlorinated dioxins and furans analysed in previous firefighter exposure studies.

Environmental toxicologist Dr Susan Shaw found significantly high levels of toxins from the combustion by-products of flame retardants in firefighters than the general population.

Dr Shaw is reported as stating that in 30 years of research "the exposure



among firefighters is truly the worst that I've ever seen" and that the results of this pilot study calls for stronger regulation around the use of fire retardants to protect firefighters.

In 2012 the UFUA and its global partners successfully lobbied to stop the use of an additional fire retardant in the manufacturer of television casings. The international standards organisations were swayed by the submissions of increases in fire retardants increases the toxicity of fires and therefore increases the risk of cancer for firefighters.

The finding of the rate of absorption escalates with body temperature builds on the wealth of international evidence that has confirmed the link between firefighting and cancer.

A larger study is planned.

Transfield Scoops Up All Defence Firefighting Contracts

Transfield now monopolises firefighting contracts on Defence bases by securing all NSW and Victorian bases.

Transfield has confirmed that, in addition to its current cache of firefighting services contracts in WA, SA and Victoria, it has secured all NSW bases in the recent Defence contract round.

Transfield has secured the firefighting services contracts on the NSW Defence Bases Wagga Wagga, Kapooka, Albatross and Cresswell as well as Bandiana on the Victorian side of the border. Transfield already had Puckapunyal, East Sale and Cerberus in Victoria.

For the UFUA members it means one contractor for all Defence bases in Western Australia, South Australia, Victoria and NSW.

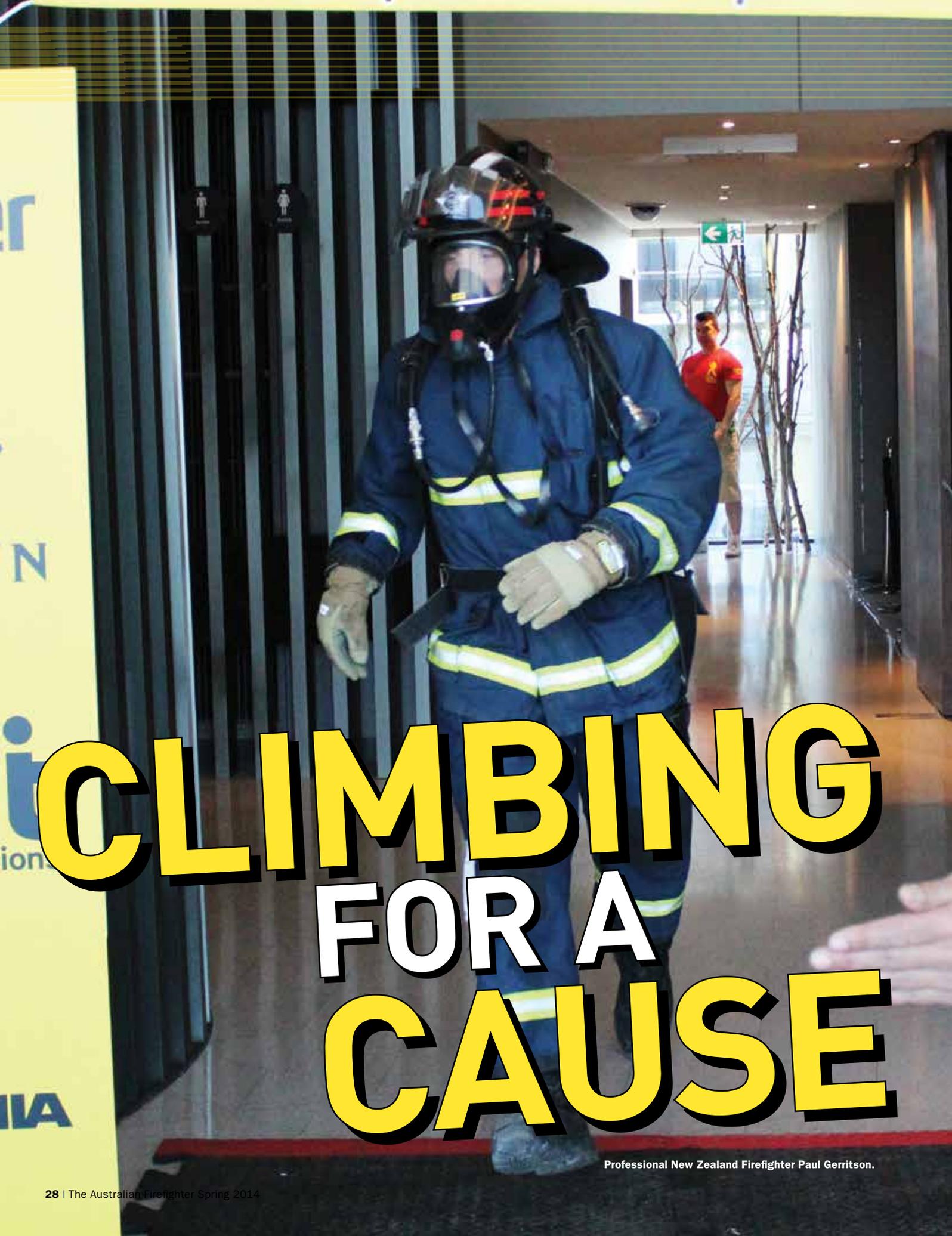
This is an opportunity to address the inequalities in the diversity of terms and conditions of employment across Defence bases .

Transfield takes over the Albatross and Cresswell sites from Serco Sodexo Defence Services in November with Compass relinquishing Wagga Wagga, Kapooka and Bandiana in January.

Transfield has said it bid on a new-broom-clean-sweep basis and is purchasing new trucks, equipment and PPC for the newly acquired bases. The UFUA is currently in discussions with Transfield to ensure its members are at the forefront of the transition.

Meanwhile bargaining continues for Victorian Defence firefighters and due to the coverage clause of the current agreement Bandiana firefighters will transfer to that agreement.

The current contractors are not being let off the hook either – UFUA members at Wagga Wagga and Bandiana are negotiating with outgoing contractor Compass, and Albatross and Cresswell firefighters are in a consultation process with outgoing contractor SSDS.

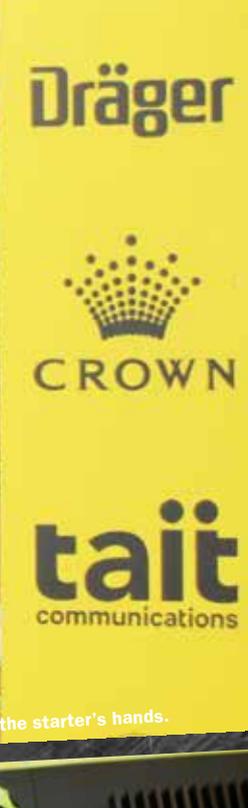


CLIMBING FOR A CAUSE

Professional New Zealand Firefighter Paul Gerritson.

Melbourne Firefighter Stair Climb

START



Leading Firefighter Scott McGraw in the starter's hands.

182 firefighters ...
25 kgs of kit ... **28** floors ...
 to raise **\$100,000!**



Firefighter Mike Ward, Overall Winner.

On Sunday September 7 firefighters from across Australasia came to Crown Metropol to participate in the inaugural Melbourne Firefighter Stair Climb, in a bid to raise the \$100,000 necessary to upgrade the facilities of the Alfred Hospital Burns Unit.

The event was presented by the Firefighters Charity Fund and saw participants climb the 28 floors wearing 25kg of full structural turn out gear and breathing apparatus. The Fund's Chairman LFF Mick Whitty said: "The Firefighters Charity Fund usually

derives the majority of its funds from a small percentage donated from the weekly wage of about 700 employees of the Metropolitan Fire Brigade, Melbourne. It is our first fundraising initiative of this nature and it's very exciting!"

The final figure raised by the event will be in excess of \$125,000. Dr Heather Cleland from the Alfred Hospital Burns Unit said that these "phenomenal efforts will help us provide all Victorians with the highest level of burns care and access to the best facilities."

continued on page 31



MFB Station Officer Tony "Pluggie" Martin, passionate and proud.



Passenger and Commercial Vehicles and Salvage Vehicles auctioned weekly. Truck and Machinery auctioned monthly.

Gordon Luck Ave, Altona North, VIC 3025
P: 03 9922 6555

manheim.com.au



Holcim

www.holcim.com.au

(08) 8952 1633

**37 Priest Street
Alice Springs, NT, 0870**

**Proudly supporting
our firefighters.**

Recommended
CONCRETE PTY LTD

**"Your dreams
are created
off our
foundations"**

**Domestic, commercial and industrial concreting.
All areas, fully insured**

- House slabs
- Shed slabs
- Cleaning & re-sealing
- Exposed Aggregate
- Retention pits
- Stencil/stamped and spray-on
- Concrete steps
- Suspended work
- Pathways

Phone: **4932 0141**
Mobile: **0410 483 980**

email: tony@recommendedconcrete.com.au
web: www.recommendedconcrete.com.au

ABN: 83125020003
Lic No: 1991100



Exford Primary School

Desiderata Cattery & Kennels

Capricorn Holiday Park

Australian Kiln and Mill Services Pty Ltd

Consec - Conference Management

St Joseph Parish

Son Nguyen

An anonymous supporter



**Proudly Supporting
Australia's Firefighters**

For more information
please contact us on
1300 967 575

or

Visit our website at
www.workskil.com.au

Bringing employers and jobseekers together

Looking for staff?

Workskil Australia provides business with free services to meet your staffing needs.

Looking for work?

If you're looking for work, Workskil Australia provides a comprehensive range of free employment services to people registered with Centrelink. With over 40 offices and regularly placing over 1200 people per month in work, Workskil Australia has the experience you need.



continued from page 29

In the fundraising stakes a CFA Brigade raised \$9,196 and Paul Hayes won the award for the most fundraising by an individual, raising a staggering \$5,255.

Prior to the race, the entire field of 182 firefighters took a moment to pause and honour the 343 FDNY firefighters who climbed the stairs of the World Trade Centre and made the ultimate sacrifice on September 11, 2001, in New York.

The climb had representatives from the Metropolitan Fire Brigade (MFB), the Country Fire Authority (CFA), Aviation Rescue Fire Fighting Services (ARFF), New South Wales Rural Fire Service (NSWRFS) and the New Zealand Fire Service (NZFS). The overall race was won by MFB professional firefighter Mike Ward with a time of 3 mins 21 secs, which would have beaten the lift! The overall female winner was MFB Station Officer Sandra Hearn with a time of 5 mins 26 secs. The teams category was won by members from Dandenong CFA who pipped South Melbourne MFB by 1 second.

The event was an outstanding success: a wonderful gathering of services to share camaraderie and a little bit of competitive spirit for a great cause.

Event Manager Leading Firefighter Steve Axup said: "Next year is going to be bigger and better, so please stay tuned to www.firefighterclimb.org.au or our Facebook page for details about the 2nd Annual Melbourne Firefighter Stair Climb – it's sure to sell out fast!" ■



L-R Event organiser Leading Firefighter Steve Axup, Dr Heather Cleland From the Burns Unit and Firefighters Charity Fund Chairman Leading Firefighter Mick Whitty.



Event Organiser, Leading Firefighter Steve Axup, at the finish line on Father's day

When ACT Police and Emergency Services Minister Simon Corbell accused ACT firefighters of sexism, and resisting the employment of female firefighters, they were outraged.

The UFU's ACT Branch Secretary Dave Livingstone hit back with this article, published in the *Canberra Times*.

Firefighters are FIREFIGHTERS and we need MORE of them

We need more women in the fire service, but publicly referring to our firefighters as sexist bullies is not the path to diversity.

Our firefighters do a bloody hard job in Canberra. They are the first response to all fires, road accidents, rescue jobs and most medical emergencies. It is a demanding, difficult, and incredibly rewarding job. The women and men of our fire service are the best of the best, and are among the highest trained firefighters in the country. Working conditions and rosters are incredibly family friendly, and the culture we foster is one of camaraderie, openness and teamwork. You could not ask for a better job.

We are pleased to see the government committing money to increasing the amount

of women in firefighting (“ACT government launches campaign to attract more female firefighters to counter sexism”, *Canberra Times*, May 26 2014), but the perception of sexism simply doesn't resonate with us.

Only 2% of our firefighters are women, and while such a low take up is concerning, it is not unique to the ACT, nor is it unique to firefighting. For many years we have been at the forefront of this debate, trying to find ways of recruiting a more diverse range of firefighters, be it on gender, sexuality, or cultural background.

We have long argued that the answer to this problem lies in how we advertise firefighter jobs, and how we recruit people. If we had \$160,000 to spend on this, we would use it creating a community education

program targeted at young women who might consider a career in firefighting; and recruitment campaigns using inclusive language and imagery, advertised in places where women might take notice, such as fitness centres, online forums, and internet sites with a high readership among women. The goal is to broaden the scope of our recruitment, and to educate more women on the benefits of becoming part of the firefighting family. We have raised these ideas with government for many years.

When we advertise for new firefighters, we advertise for 16 people, and often get over 2000 applicants, the vast majority of

stations, this perception does not resonate with me. Of course, like any other workplace, there are isolated incidents of bullying in our service. Like any other workplace issues, these are dealt with and resolved. There is a difference though, between a few isolated incidents, and a “pervasive culture” of sexist bullying, as Minister Corbell would have us believe. Our firefighters are very concerned that the Minister has this perception of our culture. We would relish the opportunity to assist the Minister in finding solutions to this ‘problem’, but unfortunately he has been unwilling to share with us any evidence in the report that he refers to, despite direct requests

If you were to ask a random sample of men and women in the fire service about their view on the role of gender in the fire service, the answer you would get is the same: “I don’t see a man or a woman, I see a firefighter, and I will drag that firefighter out of harm’s way to save their life, because I know they will do it for me.”

That view resonates with me, and very much reflects my experiences on fire stations.

So where is the bullying culture? A bully is a person who repeatedly seeks to vilify or diminish somebody in the eyes of other people, who chooses to attack somebody’s credibility rather than address their legitimate concerns, and who chooses to be guided by perceptions rather than facts in their judgement of people.

Over the course of the last few years, firefighters have often raised genuine concerns about our safety, about our ability to protect our community, and about the need to maintain a highly functional, responsive and technologically advanced fire service. In response, senior bureaucrats and members of this government, including Minister Corbell, have publicly referred to us as cowards, have threatened to restructure us out of our jobs, take away our employment entitlements, and now, openly refer to us as sexist. I know what a bully is, and this kind of behaviour fits that bill.

The union absolutely supports any approach to increase the number of firefighters in Canberra. We will not, however, sit back and allow our members to be tarred with accusations of sexism and bullying, when that perception doesn’t fit our reality, and when the government has chosen not to share any evidence to prove their assertions.

We want to see more women applying for jobs in our fire service, but it is hard to see how Minister Corbell intends to attract more women into firefighting by publicly labelling us as a sexist workforce. We believe that an open, honest and transparent discussion about increasing the number of women in firefighting will result in real and progressive steps in that direction. Unfortunately, we have not been given the opportunity to engage in an open and honest discussion about this, and instead find ourselves defending our members against perceptions that are simply not based in reality. ■

No room for sexism when lives are at risk

Dave Livingstone

It's hard to take up a career in the fire service, let alone in the fire service. For many years we have been at the forefront of this debate. Trying to find ways of recruiting a more diverse range of firefighters, be it as gender, sexual identity or cultural background.

We know how important the structure of the fire service is to how we do our job. We know how important the fire service is to how we do our job, and how we recruit people. If we had \$100,000 to spend on this purpose, we would use it to create a community education program targeting young women who might consider a career in firefighting, and an educational campaign using the same language and imagery, advertised in places where women might take notice, such as fitness centres, online forums and internet sites with a high readership among women.

The goal is to broaden the scope of recruitment and to educate more women on the benefits of becoming part of the firefighting family. We have raised these ideas with government for many years.

When we advertise for new firefighters, we advertise for 16 people, and often get over 2000 applicants, the vast majority of whom are men. The 16 men and women who successfully make it through the process are the best of the best, who have met or exceeded our high standards for fitness, mental acuity, and resilience. Their ability to succeed in this space has absolutely nothing to do with their gender. We aim to recruit the very best firefighters into our job, but we want that process to be about merit, not about gender. In our view, more female recruits will come from increasing the number of female applicants. We need to target job ads better and smarter if we wish to attract a more diverse range of candidates.

The government has a perception that there is a culture of sexist bullying and harassment in the fire service. As someone who spends every day with firefighters at fire stations, this perception does not resonate with me. Of course, like any other workplace, there are isolated incidents of bullying in our service. Like any other workplace

issues, these are dealt with and resolved.

There is a difference though, between a few isolated incidents and a “pervasive culture” of sexist bullying, as Minister Corbell would have us believe. Our firefighters are very concerned that the Minister has this perception of our culture. We would relish the opportunity to assist the Minister in finding solutions to this ‘problem’, but unfortunately he has been unwilling to share with us any evidence in the report that he refers to, despite direct requests from the union for over a year, and a Freedom of Information request in November.

If you were to ask a random sample of men and women in the fire service about their view on the role of gender in the fire service, the answer you would get is the same: “I don’t see a man or a woman, I see a firefighter, and I will drag that firefighter out of harm’s way to save their life, because I know they will do it for me.”

That view resonates with me, and very much reflects my experiences on fire stations.

So where is the bullying culture? A bully is a person who repeatedly seeks to vilify or diminish somebody in the eyes of other people, who chooses to attack somebody’s credibility rather than address their legitimate concerns, and who chooses to be guided by perceptions rather than facts in their judgement of people.

Over the course of the last few years, firefighters have often raised genuine concerns about our safety, about our ability to protect our community, and about the need to maintain a highly functional, responsive and technologically advanced fire service. In response, senior bureaucrats and members of this government, including Minister Corbell, have publicly referred to us as cowards, have threatened to restructure us out of our jobs, take away our employment entitlements, and now, openly refer to us as sexist. I know what a bully is, and this kind of behaviour fits that bill.

The union absolutely supports any approach to increase the number of firefighters in Canberra. We will not, however, sit back and allow our members to be tarred with accusations of sexism and bullying, when that perception doesn’t fit our reality, and when the government has chosen not to share any evidence to prove their assertions.

We want to see more women applying for jobs in our fire service, but it is hard to see how Minister Corbell intends to attract more women into firefighting by publicly labelling us as a sexist workforce. We believe that an open, honest and transparent discussion about increasing the number of women in firefighting will result in real and progressive steps in that direction. Unfortunately, we have not been given the opportunity to engage in an open and honest discussion about this, and instead find ourselves defending our members against perceptions that are simply not based in reality.

Dave Livingstone is a fire safety officer at the Australian Firefighters Union, ACT Branch.

whom are men. The 16 men and women who successfully make it through the process are the best of the best, who have met or exceeded our high standards for fitness, mental acuity, and resilience. Their ability to succeed in this space has absolutely nothing to do with their gender. We aim to recruit the very best firefighters into our job, but we want that process to be about merit, not about gender. In our view, more female recruits will come from increasing the number of female applicants. We need to target job ads better and smarter if we wish to attract a more diverse range of candidates.

The government has a perception that there is a culture of sexist bullying and harassment in the fire service. As someone who spends everyday with firefighters on fire

from the union for over a year, and a Freedom of Information request last November.

In our view, a debate about the ‘culture’ of the fire service must include the view from the fire stations, where our firefighters actually work:

Firefighters work in crews (four in a truck). We eat together, clean together, train together, and ultimately, fight fires and save lives together. The fundamental aspect of this is that we absolutely must have trust and faith in each other to do this job.

The irony of the governments statement yesterday is that there is absolutely no place in the fire service for discrimination, whether it be on gender, cultural background or sexuality. Discrimination of any kind separates us from each other, and that is not how we work.

10

things you should know about

avsuper



1. Concessional contributions

Yes, that means salary sacrificing into Super!

The good news is that from 1 July 2014:

The general concessional contributions cap will rise to \$30,000.

A higher cap of \$35,000 will apply to people who are 50 years or over.

A lot of people have been wanting to “put more into Super” but have been hampered by the limits. So now is your chance....do something now so that you get the salary sacrifice working as soon as possible to get maximum advantage.

For those who have a Defined benefit, the situation is slightly different, so it is best to call the team at AvSuper, who can help you work out what you can do. But be careful, because there are some grandfathering rules around the DB and contributions limits, so find out before you move!

2. Free advice

Want to know how much you can salary sacrifice without tax penalties? How much you can take as a pension each week?

How do I find out how much I have in superannuation today, and how much will I have when I retire?

While the world of Superannuation seems complex, the answers to these question and others are often left in the “too hard” basket. But there is an easy solution....AvSuper’s advice service that we offer and we can help you work out how to get the best outcome for you for NO extra cost.

Our team is just a phone call away, and while we can not help you work out whether you should invest in BHP shares or put the money into a rental property, we can usually help with all those things about Super ... and especially AvSuper!

3. Anyone can join!

Do you know that anyone can join AvSuper? AvSuper is what is called a public-offer Fund and as such we are open to anyone. So when your kids start working at McDonalds or even better when they finally start work in a highly paid career, they will need to nominate a Superannuation Fund so that the SG can be deposited. Or if one of your relatives complains at the barbecue of the lousy returns and the exorbitant fees that their current fund is charging, then why not boast about AvSuper?

For someone starting out, simply fill in the form at the AvSuper site:

http://avsuper.com.au/publications/forms/public_offer_app.pdf

Or if you have an existing fund and wish to roll into AvSuper, all the information is at this page:

<http://avsuper.com.au/pages/transfers.php>

4. I want to go part-time. Does this affect my Defined Benefit?

The simple answer is Yes.

The Defined benefit is a combination of your Final average salary (FAS) and a multiple which is determined by your contribution rate.

The good news is that the FAS is always the full time equivalent salary, even if you work part-time. And it can't reduce, even if you have a salary reduction.

The not so good news is the benefit accrual multiple is reduced according to your part time hours. ... **but only for those years that you work part time.**

So, if you have worked for 20 years full time and 2 years part time, then you have 20 years of "high benefit accrual multiple" locked away and only 2 years of a "lower benefit accrual multiple".

Contemplating the idea? Then having a chat with the AvSuper team is probably a good idea, as they can give you a more in-depth understanding of what the dollar effect of a move to part-time can be.

5. How much do I need to retire?

Sorry folks, there is no one answer to this. It depends upon how much you plan to spend each week and how long you plan to live!

The living bit is surprisingly easy. The Bureau of Statistics keeps good record of how long people live. If you are a male and now aged 25 most will live to 80. A female 84!

If you make 60 then you can count on another 23 years for men and 26 for women.

So you can see that once you hit a retirement age of 60, chances are you will also get to that 80-85 mark. And with the government's plan for later retirement ages, by the time you hit 70, the average still make it to 85 for men and 87 for women.

So how much can I spend?

Well research by ASFA (the Association of Superannuation Funds) estimates for a "comfortable" retirement a single person will need \$42,250 per year. With an assumed earning rate of 7% and 3.75% increase in average weekly earnings, you will need a lump sum of \$430,000 to achieve this.

What's comfortable? According to ASFA an income enabling an older, healthy retiree to be involved in a broad range of leisure and recreational activities and to have a good standard of living.

It also assumes access to a part age pension.

But the base pension rate is currently \$766.00 per fortnight for single and \$577.40 for a member couple. Or \$19,916.00 and \$30,248.00 per year. Eligible pensioners may also receive a pension supplement and an energy supplement.

Now some people can live on this amount, others need more, but the simple equation is the more you save for your retirement, the more comfortable you will be.

And you will be less susceptible to changes in government policy, especially if pensions are reduced or access to them is limited further.

6. Retirement is years away, why should I bother now?

Sure you're in your twenties, looking to buy a house, settle down and all that entails. Retirement is so, so far away, it's just not worth worrying about.

Or is it? Take it from someone who was 20 something once, it will happen and it will happen quickly.

One day you will wake up, with the kids finishing school, the mortgage paid off and here you are over 50 and only a couple of years to go before you finish. Pity you can't finish work, and have to keep turning up every day, because you didn't start putting away that little extra when you were 20.

Yes, paying off the mortgage is a good thing, and the kids will be off your hands one day, but saving for the future relies on two things: time and money.

The time thing you have plenty of, if you start early. The money thing is something that requires just a little each fortnight. \$20 a week saved toward retirement finishes up being over \$30k in 30 years! And that's without any interest!

If you salary sacrifice, it could be only around \$10 or \$12 a week from your take home pay.

So while EBA negotiated payments into your super will produce far bigger numbers, just a little extra could produce some mind-boggling numbers.

But then the price of a loaf of bread in 30 years will be mind-boggling as well. Just be sure you can afford the loaf of bread in 30 years time!

7. Death, TPD and income cover

OK, we promise not to confuse you or bore you too much, but here goes:

Anyone who is a member of AvSuper and works for Airservices Australia is insured for Death and Total and Permanent Disability (TPD).

Simply, if you die your dependants will be paid an amount that you would have received from Superannuation IF you had reached the age of 60!

If you are disabled through illness or injury and are unable to do the work that you are trained for (the lawyers have a longer definition of what this means), you may be entitled to a TPD payment. This is again an amount equal to what you would have received at age 60 from Superannuation.

Your annual statement will give you an approximation of how much these amounts are.

Now, because Death and TPD payments require a long legal process to complete, you may desire insurance coverage in the event of a temporary loss of income. Income cover is an option. AvSuper can do this at a price which is far cheaper than most people can get in the public arena.

Finally, even if you aren't interested in any of this....you still might be able to help out your workmates if some tragic circumstances happen to them.

Probably the last thing on a relatives mind if their partner has died is Superannuation ... can't blame them. But it has happened that AvSuper has only found out about a death, because a colleague told us. Family are often unaware that huge sums of money can be sitting in a fund, awaiting a claim.

Likewise, members who may have a terminal illness, even if they are still working, can be entitled to an early payment. But they or their relatives just don't know about it or care while undergoing treatment. It can be a great relief to surviving relatives and partners to find out that the financial stresses of death or a terminal illness can be helped.

So look out for your workmates and colleagues who may need our help in these difficult times. Encourage them to give us a call, or just give us a call and let us know the circumstances, and we will take it from there.

8. Update your details

Getting married, divorced, new spouse, new children? Superannuation is an asset which for a lot of our members, particularly those who have had a long career, is rather sizable. So if something were to happen to you, what happens to your super?

You might think that your Will sorts out this problem but it doesn't necessarily. There are lots of complex rules around how your superannuation money is divided in the event of your death, and it may not be how you want it to be divided!

Like a Will though, if there are no updated instructions then the old instructions apply. So following a divorce, your ex-spouse may be still the only beneficiary AvSuper knows about.

Don't have instructions? Then the Trustee of the fund will make the decision for you. Is that what you want?

Do you really want us to pay your (very large) superannuation to someone you don't like anymore, or not pay your superannuation to someone who you think deserves some consideration?

There are forms to fill out, and these can be found at:

http://www.avsuper.com.au/publications/forms/nomination_of_beneficiaries.pdf

Or if you have already nominated a beneficiary, you can update it online (change beneficiaries in the personal details section)

And if you are totally confused about binding and non-binding nominations give the AvSuper team a call and they can explain it quickly and simply.

9. Salary sacrifice ... what's it all about?

Most people now have a good understanding of salary sacrifice and its advantages. But that isn't everyone. Or while bringing up the kids, paying mortgages and school fees has meant salary sacrifice hasn't been high on the agenda to date. Just getting enough salary to meet the weekly needs has been more important.

Perhaps things are changing as you get older, and now is the time to start thinking about retirement and how to fund the future for you. Saving more is the simple answer, but salary sacrifice enables you to save more. That's because salary sacrifice into Superannuation is taxed at 15%. That is usually a lot less tax rate than you currently pay.

Even better is that any salary sacrifice amount is deducted before the government takes income tax. So it can be that you finish paying less income tax as well! More money in super, less income tax - sounds like a no-brainer doesn't it?

There are limitations as to how much you can contribute to superannuation through salary sacrifice without penalty and it is different for each individual, so don't take advice from the person working next to you. Far better to call our team and find out what is possible. It's free and they can give you the numbers that you will need to give to the pay section.

10. Changing your superannuation risk

Do you know that you can change the way your superannuation money is invested? In fact AvSuper has seven investment options to choose from.

Some people aren't comfortable investing heavily in the share market, and some people as they approach retirement don't want to take the risk that the market may fall just as their final working days approach.

If you are early in your career you have the opportunity to increase your share market exposure, because you have a long time to recoup any losses that may occur.

Which option to take? It's up to you, and our team can help. And you can mix up the options as well. You might like 50% of one and 50% of another.

If you don't want to change anything then you will remain in our "default" option, (MySuper) which is designed to offer low fees and medium risk.

The full range of options is available at:

<http://www.avsuper.com.au/mictable.php>

You can change the way your money is invested on-line through the member on-lines service:

<https://secure.avsuper.com.au/>

Or fill in the form at:

http://www.avsuper.com.au/publications/forms/nom_switch_option.pdf

**Need more help: Call
Carl, Wilson or Ross
on 1800 805 088 or
(02) 6268 4336 or just
4336 from an Airservices
Australia phone.**

We can find, insure and salary package ^{almost} any type of car!



Call or visit us online for an obligation-free quote.

1300 148 509 | www.FirefightersLeasing.com.au

 **smartsalary**
saving money, made easy

 **smartleasing**
by smartsalary

DISCLAIMER: Smartsalary cannot provide taxation or financial advice, we strongly encourage you to seek financial advice prior to entering into any lease arrangements. For full terms and conditions please visit our website.

HAZMAT, SES, CFA and Armed Forces vehicles rely on

FITZROY[®] ROBUST BALL BEARING SLIDES

- *Fitzroy helps reduce back injuries, muscle tears & strains*
- *Fitzroy is renowned for its smooth, solid, easy-slide action*
- *Fitzroy will readily slide weights from 40kg - 1000kg*

No more straining with heavy gear like generators, air compressors, portable pumps and hydraulic equipment - **No strain, No pain!**

You'll find "FITZROY" hard at work with Fire Brigades, CFA, SES, Mining Companies, the Armed Forces & Railways throughout Australasia.



CHARLES MARSHALL PTY. LTD.

ENGINEERING & MANUFACTURING IN AUSTRALIA SINCE 1880

451 Burnley Street, Richmond, Victoria, Australia, 3121

Ph: +61-3-9429 9044 Fax: +61-3-9428 0238 Website: www.fitzroytracks.com