



### Seasons Greetings

Rick Barker

As Minister of Internal Affairs, I regularly meet with firefighters throughout the country and am constantly impressed by their commitment and passion.

The key strength of firefighting in New Zealand is the people who work in it. New Zealand has 1,600 paid firefighters, 8,000 urban volunteers and some 3,000 rural system volunteers. There are also firefighters at New Zealand's major airports, large industrial sites, military bases, and the Department of Conservation has a responsibility for the land it manages.

Today's firefighters do a lot more than simply fight fires. For instance you also attend vehicle accidents, floods and emergency rescues, and play an important educational and awareness-raising role.

While this is recognised in the training arranged by FRSITO, and by the training provided at places such as the recently opened National Training Centre in Rotorua, it is not recognised by the legislation you work under. The fact legislation is restricted to putting out fires is a major reason why we are working with stakeholders to modernise the legislation and the structure of the industry.

We will shortly be releasing a discussion document on the future shape of the fire and rescue services sector and I encourage those interested to respond to the ideas that will be included.

The more participation in the review of those involved with our fire



Gavin Wallace from the Forest and Rural Fire Association of New Zealand Inc gives Rick Barker a tour of the rural fire-fighting equipment at the Wainuiomata station.

services, the better the final result will be.

Thank you for helping to ensure the safety of New Zealand communities. Have a Merry Christmas.

Rick Barker  
Minister of Internal Affairs

### Welcome Bill Robertson - new National Manager



Bill comes to FRSITO from the Tertiary Education Commission where he has held the position of Wellington Area Manager for the last two years. Bill has held management positions in the public sector for more than twenty years, predominantly in land transport safety. He has worked as a teacher and traffic officer before moving into programme and policy development. His involvement in industry training has included roles as a trainer, assessor and moderator as well as a management role in a GTE. He holds a Master's degree in Education and is committed to lifelong learning.

Bill lives with his wife Angela on the Kapiti Coast although they spend as much time as they can with their four adult children and six grandchildren in New Zealand and the United Kingdom.

### Christmas Message

On behalf of the Team at FRSITO I would like to take this opportunity to thank you for the contribution you have made to the success of FRSITO during 2006.

A special note of thanks goes to all those people who have willingly made themselves available to serve as members of the Board, Advisory Groups or Qualification and Unit Standard Review Groups Teams. The workload this year has been enormous and without your assistance our goals would not have been achieved.

In particular I want to acknowledge the dedication and efforts of our small National Office Team and our Customer Support Field Staff, Industry

Moderators and Assessors. Both Bill and I have appreciated your support and commitment to the organisation during the year.

While this has been our most successful year there is still a mountain of things to be achieved and we look forward to your continued support for many years to come. The team at FRSITO wish you all a very Merry Christmas, a Happy New Year and hope your efforts this year will be rewarded with a well earned break.

Best Wishes,  
Leonce Jones  
Acting National Manager



achievements in gaining their National Certificates.

Ian was also a considerable driving force in the review of FRSITO qualifications that culminated in 2003/4; before returning to field work, this time also having an involvement with NZFS volunteers.

Ian has seen many faces change within FRSITO and counts himself fortunate to have met so many friendly colleagues. Ian - enjoy your semi retirement in whatever field you choose and wherever you may settle.

PS Thanks for the office - Liz

### Farewell Ian Lawson

Liz Hamilton

After 6 years and one month with FRSITO, Ian has decided it is time to move on - slipping into semi retirement as he calls it, as he reckons he's "far too young to fully retire".

In August 2000, Ian was offered an opportunity by then National Manager Ashley Chisholm to join FRSITO as the Industry, Sales and Support representative with a national responsibility. Ian's first challenge was to visit rural New Zealand to explain how the requirements of the then recently-introduced NRFA Code of Practice fitted with their fire fighting responsibilities and with unit standards developed by FRSITO.

Also during this time the qualifications for Industrial Emergency Response had been registered with NZQA, and Ian counts as one of his best memories the introduction of a new IER Structured Training Programme - training, with the assistance of Trevor Moss (Fire and Emergency Training Solutions), to the Kiwi Dairy Company (now Fonterra), and their eventual

### Changed Details?

If you change address or your telephone number, please send an email to [info@frsito.org.nz](mailto:info@frsito.org.nz) or call Vidette on (04) 801 9482 so we can update our files.

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• New business opportunities

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### Christmas Hours

Normal office hours will resume  
Monday 8 January 2007.

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### Certificate Presentations



Darren Horsley, RNZAF Ohakea



Matt Harper, RNZAF Whenuapai



Damian Daly, RNZAF Whenuapai



Rob Goldring, CHH Forests



Rob Lawrence, Blenheim Rural Fire Force

### Vegetation Certificate Awarded to Sid Hape



Sid Hape is currently a Silvicultural Contractor working for Hikurangi Forest Farms Ltd in Gisborne. He was recently presented with his L2 Vegetation Certificate.

Sid is the fourth person from Hikurangi Forest Farms Ltd to be awarded with this certificate. Five of Sid's staff are close to achieving the same certificate.

### Vidette McGregor Gains a National Certificate

Recently Vidette McGregor, FRSITO, completed her National Certificate in First Line Management, Level 4. The 42 credit programme, with Precision Training support, was completed over a 4 month period which included 4 two day contact sessions. These sessions were great said Vidette with the opportunity to work in groups and relate your work experiences.

With the programme being a mix of on-job activities and structured exercises, the whole administration team became involved as Vidette

needed feedback from her work colleagues for several parts of the programme. As Audrey Parker commented, "we have gained and benefited from this, as it helped us look at processes and how we could improve."

While it was extra time over and above her job, Vidette believes that since completing the qualification it has given her more confidence in her role and motivated her to continue with further study. She would encourage others to look at the National Certificate.

Well done Vidette.

### Regional Incident Management Exercises

Lindsay Heal

I was involved in the Nelson Marlborough Regional Incident Management Team (RIMT) training day in Blenheim on the 28th of June. This involved a computer generated rural fire scenario which posed a range of challenges for the management team to deal with. Some members of the National Incident Management Team (NIMT) also attended and watched on.

It was a very successful day with the members of the RIMT reporting that they gained some good experience and knowledge from the exercise and they gained a lot from working together as a team. This training is specifically designed to enhance the efficiency of Incident Management Teams and I feel sure it met the objective.



Above: Members of the Nelson Marlborough RIMT consider how to solve the challenges faced at a training day in Blenheim. They re watched by members of the NIMT (orange jerkins).

Left: A Regional Incident Management training day was also successfully held in Manawatu/Wanganui.

## Regional Round-ups

Rick Sloman

Greg Steele

Shane Schrafft

Justin Murtha

### Rick Sloman – Wellington/Manawatu/Taranaki

DOC Staff from South Marlborough are coming on board with structured training, commencing with a week long annual training camp 6-10 November. Four experienced DOC assessors will be present throughout the exercises to observe staff and to record evidence towards unit standards.

Manawatu Regional Rural Fire Committee ran an incident management exercise during October to give their Regional team an opportunity to

### Greg Steele – Central North Island

Kia ora tatou. I'm a new boy in the FRSITO team and I welcome the opportunity to work on developing people's skills toward the completion of qualifications and National Certificates.

During my short time with FRSITO I have been impressed with the integrity within our organisation to meet the needs of a wide client base. Helping to develop support systems and improving service remain high on my list of duties in the Central North Island.

My role to date has been largely catching up with employers and tracking trainee progress and programme completions. Contact with employers tells me that although our ITO's main 'workforce' is often seen as the New Zealand Fire Service (NZFS), our qualifications and support services cover a very wide range of agencies and employees who benefit by improving their skill-sets in fire and rescue. I'm keen, therefore, to encourage training uptake within these agencies in 2007 and welcome contact from those who can use my help in this area.

### Shane Schrafft – Upper North Island

The highlights for me during the previous year would be the positive relationships that we have been able to develop. The New Zealand Refining Company is a good example.

Their company has for a number of years had staff signed onto STPs but they were finding it difficult to get the specialist training that they required for their staff to complete the programmes they were engaged in. This was leading to a lot of ill feeling towards the NZQA system and FRSITO, as their company had put in place a system of rank and pay progression linked to FRSITO qualifications.

Ben Trail, Emergency Services Manager, made contact with FRSITO to see how we could assist his staff members along the pathway of progression. Rick Sloman and myself went to Marsden Point to meet with Ben and his staff to see what some of the issues were and what solutions we were able to offer.

Some of the issues that we were able to identify related to not having enough registered workplace assessors to cover all shifts, and not having

### Justin Murtha – Canterbury/Westland

The 2006 year has been a full year for me, being involved in lots of activity around assessor manual development, preparation work for provider moderation, and moderation on some unit standards material. All of this activity ensures a satisfactory end result for trainees.

As well as general day to day ITO business and contacts, other outstanding activity during the year in the area was:

- An information workshop was delivered to the Department of Conservation regional managers on the West Coast outlining the new work that was put into developing qualifications for this sector;

work together and practice their skills before this fire season.

RNZAF Ohakea has conducted two significant exercises involving an off-field aircraft crash and a large structure fire in a hangar. Fire Flight staff have been in the front line of both exercises. The exercises provided a valuable opportunity to test other incident management systems at the Base.

A number of National Certificates have been completed. Congratulations to all those people who completed their goals this year... we will be back to sign you up for the next level!

I am encouraged by the attitude to training from the Department of Conservation (DOC) in the central region and the District and Regional Councils in the Bay of Plenty. A new programme within Red Stag Timber includes more than 20 trainees from their several emergency response teams. This flexible programme is a good example of how organisations can pick a Limited Credit Programme with unit standards that are most beneficial to their organisation.

My short tenure has seen the presentation of several National Certificates to employees of DOC and Norske Skog and my congratulations go to the recipients.

In addition to expanding my networks, 2007 will see me working closely with the NZFS in this region particularly those responsible for training in the volunteer brigades. I also would like to assist in developing cooperation between reputable training providers and specialist assessors with a view to improving training delivery in areas not presently covered.

Best wishes for the rest of 2006 and I look forward to working with a whole lot of new people in 2007.

onsite access to specialist training to complete the requirements of some of the programmes they were engaged with.

With this information FRSITO could then offer solutions to the problems the refining company faced and their staff have now been able to move forward to complete their STPs. Better still, they are all keen to carry on to higher levels. This is a win-win for all parties concerned.

Following is an email from Ben Trail, New Zealand Refining...

*Shane,*  
*I was one person that disliked the NZQA system, I initially thought the idea of assessing people that are doing the task and giving them the qualifications that align with that task was great. However in practice one would encounter red tape and assessments that did not line up. The fact that there also seemed to be assessors that held the unit just beyond one's reach. There were a number of other things that happened that added to my personal attitude.*

*In this last year working with people like Trevor Moss of Fire Et Emergency Training Solutions Ltd and Shane Schrafft of FRSITO, I have changed my attitude and now think that there is some light at the end of the tunnel. So for the last year, and on behalf of the team I head, I thank both Shane and Trevor for their help with my teams training.*

*Ben Trail*  
*Emergency Services Manager*  
*New Zealand Refining*

- The prize giving for the excellence and training awards to the Greymouth Volunteer Fire Brigade;
- Assessor refresher training workshop and the role out of the new assessor manual;
- NZFS RPL project rolling out through the region for NZFS paid staff as well as the assessor hand over from the ITO to the NZFS Professional Development Unit.

Also recently two days of assessment in 20388 were organised by PRFO Don Geddes for the Ashburton area with participants from surrounding RFFs enjoying their helicopter briefings and flights, even though the weather was little inclement for some!

## Regional Round-ups

Lindsay Heal

### Lindsay Heal – Southland/Nelson/Marlborough

Most trainees within the organisations I support in the South Island are now active and on course. I've spent a large amount of time amending and terminating some training agreements but I'm near the end of that process and can now expand my efforts into the real work of monitoring and mentoring existing trainees along with developing new opportunities.

The impending changes to fire legislation are having an impact on people's confidence to enter into structured training programmes.

The Fire Service Volunteer TAPS programme is just bedding in and we now have some clarity on what units need to be attained to gain a national qualification. Bruce Stubbs from the NZFS PDU is working with us and he is encouraging fire service personnel to complete the NZQA qualifications through the TAPS programme. NZQA offer a nationally recognised qualification that belongs to the individual and there is very little extra work required for personnel to attain a National Certificate.

Contact any of the FRSITO Customer Support staff or Bruce Stubbs at the PDU to find out what's involved.

## Assessor Manual Launch

FRSITO has completed a total review of its assessment and moderation system following an NZQA audit. A new version of the Assessor Manual is being issued at a series of regional meetings commencing in November. Linked to this are new Moderator and Provider Manuals as part of our Quality Management System.

The Assessor Manual provides clear directions and improved tools to support FRSITO workplace assessors on the job and strengthens the support requirements of the Regional Moderators.



## New Board Members

Nella Booth

Brendon Wood

### Nella Booth

I joined the NZFS in 1988, and served my first two years in Wellington. I transferred to Auckland in 1990 and primarily worked at Mt Roskill and Avondale.

I moved into fire safety in 1998, ten years after joining the Fire Service. In the late 1990's I attended a "Women in the Fire Service" conference in Madison, USA. I came back determined to see something like that here in NZ (all be it on a smaller scale).

Soon after, we held the first women's forum in Auckland - 9 of the 10 currently serving women attended. Since that time, I have been working to ensure that women are networked, consulted, and included in all aspects of the Fire Service (as well as doing my job as a fire safety officer - education).



their comments and concerns back to the FRSITO board.

Brendon is a Station Officer in the Auckland City East Fire District, currently serving at Onehunga station on blue watch, where he has been for nearly two years.



### Brendon Wood

Brendon Wood is the representative for the United Fire Brigades Association (UFBA) representing those brigades which are members of the UFBA.

He is the Immediate Past President of the New Zealand Fire Brigades Institute (NZFBI), the technical arm of the UFBA. Brendon sees his role as the 'voice' of the UFBA in matters relating to training standards and qualifications. He regularly reports to the UFBA executive and conveys

## Deployment to USA 2006 Fire Season

### Doug Ashford – Tripod Complex, Washington State

I, along with 8 other Kiwi's, was in the 3rd deployment to the US leaving on 9/11 (not a good day for flying), and spent the time at the Gidgie Heli base on the Tripod Complex mid-northern Washington State. Tripod Complex was a collection of several fires covering 68,000 hectares up to the Canadian border burning at an altitude of between 1200 and 2400 metres in the Pasayten Wilderness area Okanogan National Park.

Days started with the main briefing at 6am, followed by breakfast and the Air Operations briefing at 8am. As Heli Deck Coordinator, I was responsible for activity on and around the Heli Site, and with better weather we were involved with a number of flights including flying in fire crews, rappel crews and other personnel to the fireline for decommissioning hose lines, unwrapping structures (wrapped in silver paper) and rehabilitating the land. Sling loads were constantly delivered to the heli pad requiring breaking down and signing off the fire. Aerial seeding operations also started on the worst of the burnt area.

The good, the bad, the ugly...

The good: the most lasting impression was the openness and friendliness of the American people, from our arrival at the airport and throughout the whole period in the US. People from all walks of life thanked us for coming and helping.



- CIMS: A good introduction to a true CIMS operation.
- Training: Taking advantage of the large gathering of fire personnel, Management used every opportunity for training, running workshops in the evenings and assessing on the fireline.

The bad: Being referred to as Australians. Otherwise, there was not a lot of negativity with this deployment, in fact I can't recall one part of this deployment that I didn't like.

The ugly: As one would expect with the American way of litigation, there is a powerful lot of paperwork and systems.

- Paperwork: Aircraft Managers have one helicopter unit and between two and five ground crew to look after, requiring them to fill out an incredible number of forms each day.
- Systems: With the systems in place briefing at 6am followed by unit briefings and assignment briefings often fire fighters weren't out on the fireline until mid-morning. One day the last crew left the Heli pad at 10.30am.

### Kevin Ihaka – Mt Hood, Oregon & Columbia Complex, Washington

I was deployed to the Mt Hood fire in Oregon and later to the Columbia complex in Washington. I don't know why, but I had a bit of a pre-conceived idea that I would meet overweight unfit people in the US, how wrong that turned out to be!

I was very impressed with the professionalism, attitude and physical fitness of the frontline teams. They worked 16-hour days in some very tough country but always had positive



*Mendocino Hotshot crew at Camp Kiwi with Kevin Ihaka, 2nd from right, and Nick McCabe, far left.*

upbeat attitudes and really knew their jobs.

The training and promotion system in the USA involves first qualifying in a role then performing it under guidance to be recognised as competent. You must stay current in your role and be evaluated at every fire, otherwise you have to move back down and reprove your currency. Consequently we were working with very skilled and experienced teams.

Everyone has an evaluation at every fire. Your score is put into the system and determines your position in the queue for the next deployment. Highest score goes to the top of the list. I think this system has a lot to do with the level of motivation and professionalism displayed by the US crews.

### Graeme McIntyre – Stanley, Idaho

I was based at a helibase 6 miles from the camp at Dry Creek, working in helicopter management. The base was home for 8 helicopters fighting 6 fires in total, the largest being over 36,000 acres. Of the 38-day stay in the USA 30 days were spent fire fighting with the other days either briefings, debriefings or travelling to and from fires. A typical working day was 6am to 8.30-9 pm, in temperatures from 30 to 40 degrees during the day to -8 degrees at night. All this in the luxury accommodation of a one man tent with 400 others at the fire camp.



### Rachael Thorp – Stanley, Idaho

Although I have been on overseas fire courses, this was my first deployment to the States. After the initial three days of training at the National Interagency Fire Centre in Boise I was given a resource order to go to the Trailhead fire near Stanley, Idaho as a Helicopter Manager.



I spent both of my 14 day assignments attached to Dry Creek Helibase in some of the most beautiful mountain country in America. We had nine helicopters and looked after seven fires at the base (Trailhead, Red Mountain, Boundary, Meadow, Knapp2, Porter Creek and Elk). The work was varied and I spent time managing a Type 1 Kmax then a Type 3 Jet Ranger. We got to go out to Helispots to send cargo and personnel back to the base and also the dip sites where they had pumpkins and a heliwell (dipping dams) set up.

It was a huge experience, one enjoyed by all that went over there. We learnt a lot, walked, flew and drove a lot of miles and made a lot of new friends. I would recommend to all who get the chance to take the challenge - you won't regret it.