

Joint Services Fire School Linton– Changing of the Guard

Farewell to Tim Hunt

I have been the Senior Fire Instructor (SFI) at the Joint Services Fire School (JSFS) for just over 2 and a half years. Before that I was the Royal New Zealand Airforce (RNZAF) as a fire instructor for almost 4 and half years. I have spent time operationally at RNZAF Woodbourne and in operational positions in the United Kingdom.

Throughout my time at the school I have worked with FRSITO in qualification development and in developing the fire courses delivered at the school. This was to ensure that the New Zealand Defence Force (NZDF) met best practice and kept up to date with current fire training developments. I represented NZDF on FRSITO's Training Advisor Group (TAG) and Quality and Moderation Advisor Group (QMAG).

My role has been to continuously ensure that training met the operational outputs required by both Air and Army. It was challenging as it had to both meet their own outputs as a single service and working in a unit perspective. Having the day to day management of the fire school the two fire instructors had to be kept up to date with the latest training techniques both for theory and practice. I also had to keep training management plans up to date and manage and maintain the school equipment.

The role also required me to network with the New Zealand Fire Service (NZFS), National Rural Fire Authority (NRFA) and Civil Defence, along with the Airport fire services nationally. Much of the fire school's practical training is carried out using external provider's facilities. This allows NZDF to liaise

with these organisations keeping us up to date with doctrine and keeping the communication pathway open between our organisations.

FRSITO wish to thank Tim for his dedication in creating a seamless pathway of progression in these disciplines. We wish him all the best in his new role with Recruiting based at the Palmerston North offices.

.... and welcome to ArmyQuals and Terry Carew

The NZDF is going through a period of change, which will see some areas combine where there is a common purpose. One of these is ArmyQuals, which is responsible for vocational qualifications.

As the Qualifications Administrator I will be working with Deanna Roa of FRSITO on qualifications for our fire fighting needs. NZDF has over 200 fire fighters in the Army and Air Force, and 2000 in the Navy. Why 2000? Being at sea all Navy personnel need to be competent fire fighters. Having been there myself, with the Royal Navy, I am well aware of this.

I also have an active interest in fire fighting as a member of the Eketahuna Volunteer Fire Brigade. Yes, that's right – Eketahuna. We are a current team of 14, with 4 Volunteer Support Officers, and are the specialist vehicle crash unit between Masterton and Woodville. All of this makes me an active trainee and adds to my strong support for vocational education.

I look forward to working closely with FRSITO.

Lake Rotoiti – Nathan Freeman

Department of Conservation staff members from all over Marlborough gathered at Lake Rotoiti for annual firefighting training. While some firefighters were using the day to consolidate training for assessment against unit standards 3288 and 20388, others were doing refresher training using portable pumps.

Training for the day included a safety brief from the helicopter pilot, using portable pumps, filling a monsoon bucket and getting on and off a hovering helicopter.

The day was well run by FRSITO Assessors; Stu Fowler, Clayton Ross and other Department of Conservation staff.

Life after NZDF – onward and upward

Jared Davidson has shown that leaving the New Zealand Defence Force can bring times of discovery and change of another kind.

Jared is now the Acting Programme Coordinator (Rural Fire) with the Emergency Management Academy of New Zealand (EMANZ), a division of Tai Poutini Polytechnic. Since starting with EMANZ, Jared has been working on the restructure of their fire programme. FRSITO will be working with Tai Poutini Polytechnic to ensure trainees are able to complete their national certificates.

Having industry knowledge to support one of our providers has proven to be an asset for his new employer.

Recently, EMANZ celebrated with a morning tea to recognise Jared's commitment and dedication in attaining his National Diploma in Fire and Rescue Services (Urban Fire and Rescue Operations) Level 5.

We wish Jared and EMANZ all the best for the future.

Photo: Jared Davidson with FRSITO Regional Training Coordinator Deanna Roa



"Go Hard or Go Home" – Nandini Chandran

"Go hard or go home" is a good buzz word for Waitakere Rural Fire Brigade.

Under the leadership of Warwick Briggs, (aka Bob), Chief Fire Officer, the 18 member team took a stand to go ahead with gaining the National Certificate Urban Fire and Rescue Operations (Level 2). Even though their primary responsibility is for vegetation fire fighting, it clearly showed their commitment and preparedness to make an effort to protect and serve their 'Urban' community.

Denis Cooper and Graham McIntyre have worked tirelessly to develop the skills, knowledge and experience of the brigade to become skilled in urban fire fighting. It's great to see they had support from the community and Waitakere City Council to help make their dedication to train such a success.

In September this year they hired the Auckland International Airport training facility to conduct an assessment day for Unit Standards 20393 (Enter and suppress fire in a fire-affected building), 3278 (Demonstrate knowledge of

command and control structure of an emergency service provider) and 3283 (Demonstrate knowledge of personal safety at fire and emergency incidents). I was lucky enough to be invited to observe their assessment and practical exercise. I enjoyed every moment of that experience, witnessing the unparalleled commitment and motivation of the Volunteer Firefighters. It also made me wonder if as members of the community, are we doing enough to support and thank our Volunteer Firefighters?

It certainly helps knowing that we at FRSITO support these selfless Volunteers by taking the time to engage and encourage them in their training endeavors as they work to acquire the skills to protect the community. I have been invited to attend their House Burn Training in the near future so I am looking forward to that opportunity. I now need to get my PPE gear in order and lift my fitness level so I can keep up.

Thank you Waitakere Brigade, keep up the good work and". Go Hard and Move forward"

Conference 2011 – Enabling Emergency Management Coordination

This Conference is specifically targeted to strategic and operational training personnel within emergency management. The focus of the conference has been deliberately chosen as more and more personnel are finding themselves working across agencies. From recent events there is a lot we can learn.

The conference will look at practical aspects of training, and at how research can be integrated into the operational context. Again we are inviting respected international and national speakers.

Put the dates October 10-13 in your diary. For updates visit www.frsito.org.nz

FRSITO contacts

PO Box 11988, Wellington
P: 04 801 9469 | F: 04 801 9476 | E: info@frsito.org.nz
www.frsito.org.nz

Bill Robertson – Chief Executive Officer
P: 04 801 9475 | M: 021 739 197 | E: billr@frsito.org.nz

Liz Hamilton – Development Manager
P: 04 801 9470 | M: 021 509 076 | E: liz@frsito.org.nz

Warren Healy – Finance and Administration Manager
P: 04 801 9482 | M: 021 270 0022 | E: warren@frsito.org.nz

Martin MacLean – Quality Manager/National Moderator
P: 04 803 0070 | M: 021 859 582 | E: martin@frsito.org.nz

Nathan Graham – Operations Manager
P: 04 801 9483 | M: 021 270 0023
E: nathang@frsito.org.nz

regional training coordinators

- Employer visits
- Trainee assistance
- Training implementation assistance

Deanna Roa – Lower and mid Central North Island
P: 04 801 8406 | M: 021 739 202
E: deanna@frsito.org.nz

Shane Schrafft – Northland and North Shore
M: 021 739 2038 | E: shane@frsito.org.nz

Nandini Chandran
Auckland/Waikato/Coromandel
P: 09 525 9716 | M: 021 833 271 | E: nandini@frsito.org.nz

Janet Derham – South Island
P: 03 968 0222 | M: 021 270 0025 | E: janet@frsito.org.nz

development

Sam Cottle
P: 04 803 0071 | M: 021 270 0026 | E: sam@frsito.org.nz

Phil O'Brien
P: 04 803 0076 | E: phil@frsito.org.nz

moderators

Leigh Maddock
P: 04 803 0075 | M: 021 270 0024 | E: leigh@frsito.org.nz

Nathan Freeman
M: 021 739 198 | E: nathanf@frsito.org.nz

administration

- Inquiries about results
- Requests for general information
- Learning resources
- Invoicing queries

Maria Reynecke
P: 04 801 9469 | E: maria@frsito.org.nz

Ruth Salasiban
P: 04 801 9433 | E: ruth@frsito.org.nz

Ian Chen
P: 04 803 0080 | E: ian@frsito.org.nz

regional offices

Auckland
Building 10, level 3, Office 3
Central Park
666 Great South Road
Penrose
Auckland 1061
PO Box 12-148
Auckland 1642
P: 09 525 9716

Paihia
8 Williams Road
Paihia 0200
P: 09 402 5517

Christchurch
Office 4.5, Level 4
199 – 201 Cashel Street
Christchurch 8011
PO Box 158
Christchurch 8140
P: 03 968 0222

Combined event honours members

Upper Hutt's first combined honours night, on October 16, brought together members of the Upper Hutt volunteer fire brigade, Hutt Valley fire police and Upper Hutt rural firefighters.

The evening's MC, Mike Aamodt, said since some people belonged to more than one of the groups, it made sense to hold a combined event.

The event also helped people get to know others they would be working alongside in an emergency.

About 50 people received certificates from the Fire and Rescue Services Industry Training Organisation and for service honours.

The top Upper Hutt volunteer fire brigade honour went to officer-in-charge senior station officer Ash Bennett, who received a two-year gold bar. He has given 45 years' continuous service to the brigade.

The Upper Hutt rural fire force's top honour went to senior firefighter Bryce Holcroft, who qualified for a national certificate.

At Hutt Valley fire police, its newly-appointed officer-in-charge, senior station officer Wayne Bedford, received a two-year gold bar for 37 years' service.

Mr Bedford replaced senior station officer David Ackroyd, who has been transferred to East Timor with the army.

Article provided by Mike Aamodt and Upper Hutt Leader



L to R senior station officer Ash Bennett, senior firefighter Bryce Holcroft, senior station officer Wayne Bedford - Photo supplied by Mike Aamodt

Chairman's Message – David Guard



What an amazing year for FRSITO. From the implementation of the review of governance, a new skill based Board, new member organisations, numerous external audits, re-recognition, a new TEC Investment Plan to the far reaching TEC ITO policy changes.

My special thanks go to our long standing member organisations for aligning with the Board's vision for change. I understand the uncertainty that always accompanies change can be unnerving.

Nevertheless, the Board willingly recognised that in the current environment, as a relatively small ITO we need to continually adapt. One of the more significant achievements in that adaptation was to position FRSITO as the ITO of choice for the wider emergency management sector. In doing so, this year we attracted the Ministry of Civil Defence and Emergency Management, LandSAR, Maritime New Zealand and Emergency Management Solutions Ltd as new members of FRSITO. I believe there are others poised to join and look forward to the diversity that comes from this strategy.

The governance changes saw a reduction in the size of the Board which was a convenient time for three members to bid us farewell. Piki Thomas, Keith Marshall and Rick Eng all decided to not seek positions on the new Board. I would like to thank each of them for the considerable contribution they made during their tenure. A special thanks to Keith Marshall, who had been a Board member since 2002. Te Arohani Cook and John Scobie, from Local Government and LandSAR respectively are new Directors and have already made their mark on the Board.

In the process of developing and negotiating our new investment plan we were exposed to some significant changes in TEC policy direction. The new policies are designed to make ITOs more accountable for achieving outcomes from training and provide

funding more aligned to actual performance. I am very pleased that, in the process of consultation and discussions with our investment manager, we have been confirmed as one of the higher performing ITO's. In practical terms, this means FRSITO is only affected in the most minor way regarding funding in the short term.

We held our first ever Member Forum in September which was well attended. I believe it was very successful in that member organisations took the opportunity to ensure their views were heard in terms of FRSITO future direction and strategy. Having moved from a representative to skills based Board these forums will remain a regular feature and I stress the importance of member attendance.

The FRSITO Excellence in Training Awards is a high point on the calendar each year. This year Brightwater Rural Fire Force emerged the winner in the rural category. Unfortunately this year no urban brigade stood out sufficiently to warrant an award in that category. While this decision is disappointing, it does emphasize that the awards do have to be earned by achieving minimum criteria. I look forward to one of our urban brigades achieving in 2011.

So, all in all, this has been a very exciting and busy year for both the Board and FRSITO staff. It is a pleasure to extend my sincere thanks to you all for the leadership, direction hard work and energy you have brought to FRSITO. My special thanks to Bill who continues to provide much of the leadership, drive and advocacy that sits behind many of our achievements.

Finally, to all of you, I wish you a safe, happy and restful Christmas and New Year.

David Guard – Chairman

Christmas and New Year Hours

FRSITO offices will close on Friday 24 December and reopen Wednesday 5 January.

Ceo update - Bill Robertson



As FRSITO Chairman David Guard has pointed out, 2010 has been a challenging year. Considerable focus has gone into meeting government requirements for us to continue to operate as an ITO. Fortunately we end the year with full recognition as an ITO and with assured government funding for the next two years. We are now well placed to provide an even higher level of service to our various industry sectors for the next few years.

Trainee numbers have remained constant in 2010 at close to 3,500 trainees nationally. National Certificate achievement was down slightly but will still exceed 500 certificates achieved. Our completion rate of 69% is the fourth highest out of the 39 ITOs. As most of our trainees are volunteers with limited time for training, this is a fantastic accomplishment. My congratulations to you all!

2010 has seen a number of staff changes in FRSITO. We have had three new appointments. Early in the year we appointed Nathan Freeman as Moderator based in our Christchurch office. This expanded the size of the Quality Management team to three. Nathan has provided the extra resource needed to ensure our continuing focus on lifting the standard of assessment in our industry. This year saw the departure of long serving Operations Manager Léonce Jones. Léonce has been replaced by Nathan Graham who came to us from the NZ Defence Force and who has quickly put his stamp on the Operations team. The team is working hard to ensure trainees are well supported and their progress is monitored.

Our Development team, too, has had some changes. Resource Developer Venessa Green left to put all her focus into completing her Master's degree. She has been replaced by Phil O'Brien. Phil is a highly qualified developer and also has

considerable experience in workplace literacy. Literacy advisor Teresa Quin departed in the second half of the year. We decided not to replace her at that time as the potential for ongoing literacy funding was unclear. We have contracts with Literacy Aotearoa (Wellington) and Workbase to continue the work of ensuring all training meets the needs of our learners. It appears we will have adequate workplace literacy funding to consolidate this work over the next two years.

We continued to build and consolidate our international networks in 2010. We became official affiliate members of the Australasian Fire and Emergency Service Authorities Council (AFAC) and assisted with the organisation of the National Emergency Training Officers Conference (NEMTOC) which was held in Brisbane in October. Five members of the FRSITO team presented papers at the conference and we sponsored five New Zealand trainers to attend. These conferences are invaluable professional development and networking opportunities. In 2011 the conference will again be held in New Zealand. This time it will be in Christchurch in October.

I was invited to present a paper at the FEMA Higher Ed conference at the Emergency Management Institute in Maryland, USA in June. This was another valuable networking experience. Chris Schraders, from Tai Poutini Polytechnic, and I were the only kiwis present. We were both presented with challenge coins by Glenn Gaines, Deputy Fire Administrator for being the delegates who had travelled the furthest.

FRSITO is a small team but each member is a hardworking professional. I am very proud of them and thank them for the huge contribution they make to the success of the organisation and to the calibre and consistency of training in our industry. FRSITO is one of the smaller ITOs but is well regarded as a high performer by government agencies. With the continued dedication of staff, Board and the many stakeholders who freely give us their time we will do even better in 2011.

For now though it is time to take a well-earned rest. I wish you all a relaxing, safe and emergency free festive season and I look forward to working with you all again in the New Year to meet the challenges of 2011 and beyond.

Trainee Survey

Thank you to all those who took part in the recent trainee survey. We value the information gained from the survey and use it to help us provide a better service. Results will be published on our website.

Congratulations to Rob Chappell winner of the two day Mystery Weekend for two.

Moving onward and upward in the Airport sector – Deanna Roa

Terry Cooney Senior Rescue Fire Officer and Task Protection Services workplace assessor has been busy this year.

Task Protection Services provides rescue fire services to both Napier and Palmerston North Airports.

Personnel have a diversified role with those at Napier also providing;

- Car park monitoring and assistance
- Grounds and garden care
- Safety officers for major or minor works on airside.

The runway is currently being extended at both ends.

As you can see activities of Rescue Fire Officers at provincial airports is increasingly varied, including lighting & surface checks, wildlife control, Foreign Object Damage checks and removal, (one engine on a 767 costs around \$12 million), medical assistance and many other tasks as required by airport company or air traffic.

Airports have very high value assets and it is very important to us that staff maintain the highest standards whilst conducting day to day activity.

Task Protection Services have almost achieved almost one hundred percent completion of training agreements signed through FRSITO. We look forward

to continuing this partnership as training for their staff and new members is paramount.

Napier fire crew with their National Certificates in Fire and Rescue Services (Airport) Level 2 and 3

Left to Right Neil Huntley, Peter Vaughan and Paul Cowley



DOC Hawkes Bay fire training - Phil O'Brien

Recently I attended the Hawkes Bay DOC office annual fire training event. The training took place high on the Napier-Taihape road at Kuripapango. For a usually desk-bound resource developer this was a great opportunity to see training in action and get a feel for what sort of resources work in practice.

Of particular interest to me was the CIMS training delivered by Rachael Thorp, a technical support officer for the Wellington Hawkes Bay Conservancy. Being able to see the check-in procedures and basic logistics function in action was of great value and the DOC team have good systems in place to make the CIMS structure work well for the type of incidents they are regularly involved in.

As well as CIMS training there were also classroom sessions and practical training. The professionalism and safety focus of the fire crews was evident throughout their classroom sessions and their good natured yet competitive Wajax competition. Their emphasis on ensuring the basics were well known drove home to me the importance of resources.

Many thanks to Harry Verwey and all of the DOC Hawkes Bay staff for their hospitality, especially the fantastic barbeque dinner.



NEMTOC Conference – Martin MacLean

The National Emergency Management Training Officers' Conference (NEMTOC) was recently held between 6-8 October 2010 in Brisbane.

An excellent venue was arranged, being the Queensland Fire and Rescue training centre at Whyte Island.

Five people from FRSITO presented workshops, which were all high calibre, including one jointly presented by Flight Sergeant Tim Hunt from the New Zealand Defence Force with Deanna Roa, Regional Training Coordinator from FRSITO, looking at relationship building between FRSITO and NZDF. Other FRSITO presentations were from Leigh Maddock, Moderator and Sam Cottle, Development Advisor, looking at the High Trust/High Accountability environment of Qualifications; Liz Hamilton, Development Manager, exploring mentoring in the volunteer sector; and Martin MacLean, Quality Manager/National Moderator, covering professional development of assessors in the workplace.

Other NZ presentations were from Alex Tait and Anneke Pinker from the Ministry of Civil Defence and Emergency Management (MCDEM) on applying their competency development framework, and a great presentation from James Thompson and Janelle Mackie on the Christchurch Earthquake (how the training worked).

NEMTOC runs biennially at different locations in Australia and focuses on ongoing development, maintenance and currency of the skills and knowledge of personnel involved in providing high quality training and professional development within the Emergency Services Sector. This year's conference focused on:

- Professional development of Operational Training Officers
- Quality systems and processes
- Providing continuous improvement outcomes for organizations
- Best practices in training and assessment

The conference was well attended by members of the New Zealand Emergency Training fraternity, with representation from the Urban, Rural, Industrial and Civil Defence sectors. FRSITO provided sponsorship for the conference in supporting some delegates to attend, and both Liz Hamilton, FRSITO Development Manager and Bill Robertson, FRSITO CEO worked on the conference organising committee.

Like all conferences, much was gained from the networking with others in the industry, sharing ideas and practices, in addition to attending the various presentations, giving insights into what others are doing and the ability to reflect on our own practice.



Northland Happenings – Shane Schrafft

The winter months have seen a lot of training and assessment occur for our various stakeholders within the Northland area.

The Karikari Rural Fire Force, under the guidance of John McMahon has worked extremely hard during the winter months on the theory components of the required unit standards. Along with the well recorded details of skills observed during the busy fire season that they experienced at the start of this year, John has been able to ensure that his members have been able to achieve their Level 2 Vegetation Qualification whilst performing their normal firefighting duties.

The New Zealand Refining Company (NZRC) have also been busy with a huge amount of training being undertaken by their Emergency Response Team members this year. All paid members of their department are required to complete the various levels of the Industrial Emergency Response qualification, but on top of this most have elected to also sign on to the Urban and Vegetation qualifications as well.

Where training or assessment can not be conducted in-house, the department utilises a number of FRSITO and NZQA accredited providers to deliver training for them.

To allow some of their staff to complete their helicopter unit standards, the NZRC also hosted the field day at the end of the FRANZ conference.

The Northland Rural Fire Committee recently facilitated a 3 day crew leader course utilising the newly released resources. - Kevin Ihaka, lead facilitator "The course went well, held at Lonsdale Park so that out of town participants could stay over for the 3 day course. All the pre-course work had to be completed and handed in prior to the course. We checked over the books to get an idea where any weaknesses were and where extra emphasis needed to go.

We recollected the books at the end and then did the written and practical assessments. It really saved time getting the pre-course work in prior to the day as we could focus the training on the areas needing more input and as everyone had worked through the student notes thoroughly, they had a good sound understanding of the subjects. We didn't have to use up too much time on the basics; this allowed us to move the training level up a bit and focus on training to do the whole job rather than training to merely complete the standard.

Over all I am very pleased with the professionalism shown by the trainees and the effort put into the course work."

Rotorua prescribed burn – Nathan Freeman

Staff members from Department of Conservation, Timberlands and Central North Island (CNI) Forest Managers worked together under the direction of Jaylene Mitchell, Land Manager for Timberlands, to burn off an area of dry, felled forest. Jaylene also used the burn as an opportunity to gain 3296 – Manage prescribed vegetation burning operations. This involved developing a burn plan, arranging firefighters and equipment as well as directing the helicopter used to light controlled fires. The weather for the day was perfect and everything went well.

FRSITO Quality Manager, Martin MacLean and South Island Moderator, Nathan Freeman were invited to watch the burn and managed to get some photos!

