



QUEENSLAND FIREFIGHTER



SUMMER 2011/2012

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State Secretary's Report

John Oliver

MEMBER REINSTATED TO FIGHT ANOTHER DAY

The UFU went before the QIRC regarding our illegal industrial action in support of Tim Batson earlier this month. Henry Lawrence and I appeared on behalf of the UFU at the conciliation conference with Deputy President Bloomfield. As a result of these QIRC conferences, political pressure and our media strategy, Tim was returned to his former position in a temporary capacity. Tim's case will now be taken to the Human Rights and Equal Opportunity Commission for a more informed decision.



I wish to thank all of our UFU members for standing behind the UFU throughout this campaign and also for providing numbers to attend the Queensland Industrial Relations Commission in Brisbane in a show of Firefighter support. We were able to get comprehensive media coverage on the major commercial channels and also the 7:30 ABC Report Qld. I have placed a link on our website for your viewing and have also included some of the newspaper articles. In many campaigns the difficulty is keeping media attention and your efforts helped to sustain their interest at a very busy time considering the Qantas dispute was in full swing.

I will keep you up to date via a "Code 2" in the coming months as we progress through the stages of this case. It's good to confirm once again, that Firefighters are a force to be reckoned with once challenged or treated unfairly.

ENTERPRISE BARGAINING – 2012

This financial year will see the UFU focus on Enterprise Bargaining negotiations beginning early 2012. The Union has set up an email account eb@ufuq.com.au for our members to send their ideas to.

I will be moving around the State talking to Firefighters in the coming months to listen to your industrial concerns and find out what is important to you. It will also give me the opportunity to listen to any EB suggestions that you wish to discuss.



Further to this I have set up meetings with the Queensland Police Union and United Voice (Ambo's Union) to discuss EB issues. It encourages me that they are keen to speak with the UFU around the next EB framework.

FLOOD COMMISSION OF INQUIRY

The Flood Commission of Inquiry Interim Report has been handed down with a number of Recommendations regarding the current and future response of the QFRS. The UFU has put forward a number of submissions, including the single skill Swift Water Rescue Operator. These courses have already started with increased numbers of Career and Part-time Firefighters being trained across the State to a Level 2 SWR Operator and a large number of Auxiliary Firefighters being trained to Level 1. These positions will also attract a remuneration package accordingly for Career members and it will also form part of the claim in the upcoming negotiations for the Auxiliary Certified Agreement.

AUXILIARY FIREFIGHTER CERTIFIED AGREEMENT (CA)

The QFRS has stated that they *will* meet with the UFU in regards to the Certified Agreement for Auxiliaries. They originally wished to wait until the next round of EB occurs early in 2012. I will keep you informed via Code 2 with our progress.

**Yours in Unity,
John Oliver
State Secretary**

Merry Christmas

Myself and all the staff at the Union office would like to wish all members and their families a safe and Happy Christmas. I look forward to seeing you in the New Year while doing my station visits.



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State President's Report

Steve Bunney

Due to the incidents that have occurred in the last week, the report that I had planned to go to print is in the bin and I would like to address the current main topics of discussion for our members.

Tim Batson

Let me first say that i have never been more resolute in my beliefs as a unionist as I am now. The latest rounds of activities against our member to me personally are both disgusting, abhorrent and without doubt, non Australian. Putting my union hat aside, I am heartened and encouraged by Firefighters willingness to stand by our brother when he had been totally disrespected and shown a lack of humanity by his employer and given the royal "don't come back".



**"Pitty on the man who betrays his brother,
by betraying one he will find himself with none."**

Perhaps those who are not part of our "Firefighting Brotherhood" fail to understand the enormity of our camaraderie. I ask them, would they willingly place there own life in a colleagues' hands? The simple words of "Solidarity" and the meaning of "I've got your back" and "We're right beside you brother" can only be understood by those who are "brothers" and the enormity of emotions that swell inside, when you look into a brothers eyes, when you can actually feel the intent of the spoken word.

I know that the term Brotherhood might have been originally directed to reflect men, but in this day and age it covers all sexes' race and creeds, the following excerpt is from Rhett Fleitz Author of the "The Fire Critic".

What is the Brotherhood among Firefighters?

I have always had a feeling as though I know what the brotherhood is. There are many great firemen who exemplify the "Brotherhood" and many others who think it is merely wearing a shirt or putting a sticker on their car. If you have to justify yourself as part of the "Brotherhood" you probably don't quite know what it is or where to find it.





To me it is many things, but in reality it is only one...

If you were to take a firefighter and strip them of their badge, remove their turnout gear, peel their skin back, and remove the organs, the brotherhood is that small fire that continues to burn inside of them.

That small fire cannot be extinguished, cannot be contained, and cannot be taken away. It is what makes you a firefighter and you must not for any reason let personal feelings hamper and decision to help another "Brother".

Rhett Fleitz Author

I state categorically when I say, Tim has our "full support" not only as a member but more importantly, as my "brother" and I as your State President will stand right beside him" through to the end. The glorious part to all of these proceedings, is something our so called superiors simply cannot grasp, Tim is not alone. Firefighters from all over the State have rang in support of our brother and together we will "unite" to provide him with the support he needs.

I stand proud as a member of the UFU, and comforted in the knowledge that I have the fine men and woman Firefighters in QLD as my "brothers and sisters".

MEMBERS REQUESTED TO ATTEND INFORMAL MEETINGS WITH MANAGEMENT

Do you know why having union support person present is so important when asked to attend an informal chat? Well don't be the first to find out. We all know that an informal chat (as some managers put it) out to be not quite as innocent as intended. I recently was shown a letter from management stating that the reason for one of these so called informal chats was as a part of a FACT FINDING MISSION and was not an official INVESTIGATION??????? And before you ask, yes I am completely serious and now you need to be as well . Don't be fooled into low key informal chats. Exercise your right to have a UFU support person in attendance and seek immediate guidance from your local UFU branch representative.

Presumptive laws, In November it is expected that the final reading of the Safety, Rehabilitation and Compensation Amendment (Fair Protection for Firefighters) Bill 2011 become enacted in Federal Parliament. As members are aware I have had a long involvement in the promotion of these laws and I am constantly contacted by UFU members, both retired and active as to concerns of contracting certain illnesses. The signing of this bill in Federal Parliament is just another step in the chain to recognition for QLD Firefighters. We will be acting on it immediately and will be expecting Firefighters from across the state to play there part when the lobbying of politicians occurs for the law to be introduced here in QLD.



Presumptive Legislation.

By now you are aware that the “Fair Protection for Firefighters Bill” has been passed in the Federal parliament. I am constantly being asked by Firefighters, what does this mean for us? My response is always, as Firefighters its introduction as law is incalculable. Firstly this law will not have any obvious tangible effects on us in the incipient stage, hopefully after a successful lobbying campaign we will see similar laws introduced in Queensland.

More importantly I would like to remind Firefighters of one important thing, Presumptive Legislation will not save you from contracting one of these dreadful diseases. It may make things less stressful for your recovery if you do, however this legislation won't save you. The following ideals will reduce the likelihood of you contacting these types of illnesses.

- A personal commitment to wearing supplied PPC and PPE *at all times*.
There is no excuse for not wearing a BA.
- Maintaining and laundering soiled / contaminated PPC after *use at all times*.
- Shower and put on clean clothes when you return to station. It takes 10 mins to shower and get changed, you're not paying for the water, in fact you are getting paid \$\$\$\$ to get clean. No excuses for not getting clean.
- Don't transport dirty PCC in the cab of the appliance and don't let anyone else do it either for that matter. It's your main workplace, let's keep it clean, you wouldn't put foul smelling clothing in your own private vehicle, so don't do it at work.
- Be a leader to our newest recruits, not a bad example.

By committing to these principles, you will go a long way to making your workplace a lot healthier.

Christmas break.

It's been a very trying year and I know that at this time of year some of us are fortunate and some are not at being off shift when it comes to Xmas holidays.

But there is one common theme, without rescuers no one gets rescued! I want all members to make it home safe and to there family's and loved ones this Xmas period. I remind you at all costs, watch your Brothers and Sisters back! Have a great festive break and I will see you either on the road at the coal face or at your station next time I'm round.

Regards

Steve Bunney
State President



Health & Welfare Report

Chris Robinson

Health & Welfare Officer



THIRSTY WORK FOR QUEENSLAND FIREFIGHTERS THE DEVELOPMENT OF A HYDRATION STRATEGY

BACKGROUND

Firefighters bodies are placed under huge physiological and thermogenic stress due to the nature of our work. The protective equipment worn by firefighters has limited water permeability, severely decreasing the body's ability to sweat.

When the evaporative heat loss potential needed to sustain a safe state exceeds the evaporative capacity of the environment, a situation known as uncompensable heat stress develops. When the heat cannot be dissipated, the body's core temperature begins to rise to dangerous levels.

Dehydration and heat illness pose a severe risk to the health and safety of Queensland Firefighters [impacting in all regions throughout Queensland]

Dehydration results in:

- Impairment to the firefighter of his/her body's ability to regulate heat, resulting in increased body temperature and an elevated heart rate
- Increase in perceived exertion, causing the firefighter to feel more exhausted than usual at a given work rate
- Reduced mental function, causing negative implications for motor control, decision- making and general concentration.

RESOURCE DEVELOPMENT

There is no evidence based fluid recommendations for firefighters in a "Structural Fire" setting, the recommendations for fluid requirements, when firefighters are working at the emergency incident could be resourced from many agencies and academic institutions. One such is the "American College of Sports Medicines" for Athletes, who suggest that fluid intake should match the volume of fluid lost in sweat.

Assuming firefighters lose approximately 1-2 litres of sweat per hour, a volume of 300-600mls every 20 minutes recovery period was recommended. [It should be noted, it is a "best estimate" of requirements and is not based on "clinical" evidence]

As firefighters are well aware, this is not always possible when actively firefighting and



performing acute physical exertion at emergency incidents.

It is essential to offer firefighters recommendations that optimize their level of hydration and thereby their physical and mental health performance.

QFRS Safety Bulletin [date of Issue 07-09]

MANAGEMENT OF HYDRATION IN HOT AND HUMID ENVIRONMENT

The QFRS Management through a Safety Bulletin SB-11-09 Version 2.0, acknowledge the heat related illnesses and injuries resulting from risk of and overexposure while working in hot and humid environments, during emergency operations.

RELATED ILLNESSES AND INJURIES

Miliaria [heat rash]

Prickly heat is an acute inflammatory disease of the skin which occurs especially in hot, humid environments where sweat is not removed easily from the surface of the skin which remains wet most of the time. The firefighters sweat ducts become blocked and a rash appears. Firefighters wearing PPE / PPC for extended periods of time.

Prevention can be achieved by rotation of firefighters, changing into dry clean PPE / PPC.

HEAT SYNCOPE

Occurs in firefighters who are not accustomed to hot environments and prolonged standing in a fixed rigid position [holding a charged line in a defensive/ offensive stance] Heat causes dilating of large blood vessels and pooling into the lower extremities. Restricts blood flow to the brain [fainting]

Prevention can be achieved by hydration and rotation of firefighters

HEAT CRAMPS

Occurs in firefighters during strenuous activity in a hot environment. Firefighters are exposed to excessive sweating resulting in loss of electrolytes. Heat cramps are not a serious problem but respond to rotation of firefighters into a cool environment and replacement of fluids. NB: Heat Cramps are a early warning sign of potentially more serious situation if not acknowledged and acted upon.

Prevention can be achieved by hydration and rotation of firefighters

HEAT EXHAUSTION

Occurs when excessive sweat loss and insufficient amount of hydration replacement causing depletion of the body's fluid volume. The firefighter will incur peripheral vascular collapse and hypoperfusion of the firefighter body organs. Heat exhaustion is related to excessive loss of hydration [dehydration] and can occur from fatigue and overheating alone. Heat cramps are not always present with heat exhaustion.



The firefighter will show signs of trembling, weakness and poor coordination with disorientation and momentary loss of consciousness. Early symptom for a firefighter is an impairment of judgement.

Prevention can be achieved by hydration and rotation of firefighters

HEAT STROKE

For firefighters this is the most severe type of heat related injury.

A firefighter will sustain heat stroke when the body's temperature regulating and cooling mechanisms are no longer functional.

A firefighter will display the following signs prior to heat stroke

Fainting / Disorientation / Excessive Fatigue / Symptoms of heat exhaustion

Heat Stroke is rapid with sudden delirium, loss of consciousness and convulsions occurring.

Prevention can be achieved by hydration and rotation of firefighters

PREVENTION

Firefighters must self manage, *PRE-SHIFT/ ON-SHIFT / POST-SHIFT*

- Prior to starting shift, fatigue management and sufficient fluid intake [hydration]
- While on shift & at the emergency incident, fatigue management and sufficient fluid intake [hydration]
- After shift, fatigue management and sufficient fluid intake [hydration]

It is accepted the most critical factor in the prevention of heat illnesses and injury is proper hydration, fatigue management and rotation of firefighters at emergency incidents.

REFERENCES

A synopsis of the practicum by Kimberlee KinghQ

Management of hydration in hot and humid environments – QFRS, UFUA

Unity and Strength,

Robbo

Chris Robinson "Robbo"

QLD Health and Welfare Officer

United Firefighters Union of Australia

M: 0447 776 356



Safe Work COLLEGE OF WORKPLACE HEALTH & SAFETY

What's this new fangled Harmonisation about?

To begin with the Workplace Health and Safety Act 2011 Act is largely similar our current Queensland Workplace Health and Safety Act 1995. It becomes law from January 1st 2012. This article will look at what we as workers can and should do under the new Act – it doesn't profess to cover all the legislation, there is a whole blinking document that does that, good bed time reading for you. This is more the idiots guide (did I say that) to the practical side of the legislation from a Union perspective. For more in depth information contact any of the addresses at the end of this article

KEY DEFINITIONS

Worker – employees, contractors, subcontractors, outworkers, apprentices and trainees, work experience students, volunteers and PCBUs who are individuals if they perform work for the business.

Work group – a group of workers who share similar work conditions (e.g. all the electricians in a factory; all people on night shift; all people who work in the loading bay of a retail storage facility).

Workplace – any place where work is carried out for a business or undertaking. This may include offices, factories, shops, construction sites, vehicles, ships, aircraft or other mobile structures on land or water such as offshore units and platforms.

PCBU - Person Conducting a Business or Undertaking – a person conducting a business or undertaking alone or with others, whether or not for profit or gain e.g. a government department of public authority

HSC – Health and Safety Committee – see below

HSR – Health and Safety Representative – see below

PIN – Provisional Improvement Notice – see below

WTF – what you were thinking before you finished this article

As with the current legislation the Workplace Health and Safety Act 2011 has a strong emphasis on consultation, cooperation and coordination between the parties (workers and employers)

Consultation is a collaborative process between the PCBU and any workers undertaking work within or for the business or undertaking. This is crucial in risk management which in



its simplest form is identifying risks and hazards and putting controls in place that minimise them. It involves **sharing information** about health and safety. PCBUs must give workers who are, or are likely to be, directly affected by a matter relating to health and safety, a **reasonable opportunity** to express their views or raise issues. If an HSR is representing workers, the consultation must involve them.

From here I believe the aspects of the new legislation we need to have an understanding of is as follows;

A PCBU must consult with workers when:

- identifying hazards and assessing risks arising from work
- proposing changes that may affect the health and safety of workers
- carrying out activities prescribed by the WHS Regulation.

A PCBU must also consult with workers and take their views into account when making decisions about:

- ways to eliminate or minimise risks
- the adequacy of facilities for workers' welfare
- procedures for consulting workers
- resolving health and safety issues
- monitoring the health and safety of workers or workplace conditions
- how to provide health and safety information and training to workers.

Workers are entitled to:

- elect a health and safety representative
- request the formation of a health and safety committee
- cease unsafe work
- have health and safety issues resolved in accordance with an agreed issue resolution procedure
- not be discriminated against for raising health and safety issues.

HSRs

An HSR represents the health and safety interests of a work group. There can be as many HSRs and deputy HSRs as needed after consultation, negotiation and agreement between workers and their employers.

A PCBU must keep a current list of all HSRs and deputy HSRs and display a copy at the workplace. The list must also be given to Workplace Health and Safety Queensland.



WORK GROUPS

Any worker or group of workers can ask the PCBU for whom they are carrying out work to set up a work group at one or more workplaces for the purpose of electing an HSR.

A work group is a group of workers who share a similar work situation. For example, a work group might consist of all workers in the office part of a manufacturing complex, or it might consist of people of the same trade, or it might consist of all people on the night shift. If agreed, workers from multiple businesses can be part of the same work group which might include contractors, labour hire staff, outworkers and apprentices.

If a request is made for the election of an HSR, a PCBU must start negotiations with workers within 14 days. Negotiations between a PCBU and workers will determine the:

- number and composition of the work group(s)
- number of HSRs and deputy HSRs
- workplace(s) to which the work group(s) apply.

A PCBU must negotiate a work group with a worker's representative (e.g. union) if asked by a worker. The PCBU must also notify workers as soon as practicable of the outcome of the negotiations.

At any time, the parties to a work group agreement may negotiate a variation. If negotiations fail in establishing a work group, or discussing a variation to a work group agreement, any person who is a party to the negotiations can request an inspector to assist in deciding the matter (or, if the matter involves multiple businesses, to assist the negotiations).

HSR ELECTION AND ELIGIBILITY

The members of a work group elect their own HSR. All members are able to vote in an election. To be eligible for election, a person must be a member of the work group and not be disqualified from acting as an HSR.

- Upon a request for the election of an HSR, a PCBU must provide resources and assistance to carry out the election. Members of a work group decide how to elect an HSR. Elections for a deputy HSR are carried out in the same way.
- The term of office for an HSR or **deputy HSR** is three years. They cease to hold office if:
- they leave the work group
- they are disqualified from being an HSR
- they resign as an HSR
- the majority of members of the group agree the person should no longer represent them.

RIGHT TO CEASE UNSAFE WORK

If a worker has a reasonable concern about a serious risk to their health or safety from immediate or imminent exposure to a hazard, they may cease or refuse to carry out work. A worker who ceases work must notify the PCBU as soon as possible. Workers can be redirected to suitable alternative work at their workplace or at another site until they can resume normal duties.



HEALTH AND SAFETY COMMITTEES

A health and safety committee (HSC) facilitates cooperation between a PCBU and workers in developing and carrying out measures to ensure health and safety at work. This includes health and safety standards, rules and procedures for the workplace.

A PCBU must set up an HSC within two months of being requested to do so by an HSR, or by five or more workers in a workplace or when required by the WHS Regulation.

At least half of the members of an HSC must be workers that have not been nominated by the PCBU. An HSR can also consent to be a member of the committee and, when a workplace has more than one HSR, they can choose one or more to be members.

An HSC must meet at least once every three months and at any reasonable time at the request of at least half of the members of the committee.

FOR FURTHER INFORMATION OR ADVICE CONTACT;

UFU Health & Welfare Officer Chris Robinson

0447 776 356

Your Union

07 3844 0366

Safework

07 3846 2411



Ron Simon - Safework



WORKERS' COMPENSATION INFORMATION SERVICE

empowering workers and making a difference

REHABILITATION: Rights of the injured worker

A workplace injury or illness can have a devastating impact on a person's life.

It is in the best interest of the injured worker and their employer for the injured worker to return to work in the earliest and safest way possible and to maximise their level of functioning.

The more an injured worker is engaged in the rehabilitation and management of their injury the greater the likelihood of achieving a long term sustainable employment outcome. And the best way to engage an injured worker is to empower them with information about their workers' compensation and rehabilitation rights.

- **the right** to have a Rehabilitation and Return to Work plan developed whilst undertaking rehabilitation.
- **the right** to have a Rehabilitation and Return to Work Plan developed in consultation with the worker's treating doctor, the worker, the insurer, the employer and any person engaged by the employer to help in the worker's rehabilitation and return to work.
- **the right** to payment of reasonable medical treatment costs whilst participating in a Rehabilitation and Return to Work plan.
- **the right** to choose their own treating doctor.

- **the right** to have a Rehabilitation and Return to Work Plan that is consistent with the injured worker's needs and with the current medical certificate and medical advice from their treating doctor.
- **the right** for duties in the Rehabilitation and Return to Work plan to be meaningful and have regard to the objective of the worker's rehabilitation and develop a program consistent with the worker's capabilities and the medical advice.

An injured worker cannot be dismissed within 12 months of sustaining an injury because the worker is not fit for employment in a position because of the injury. If a worker is not able to return to their pre-injury job and their claim has been finalised, the insurer is required under the WC&R 2003 Act to notify the regulatory authority.

An injured worker's union can also work with the employer to identify what position or duties may be available for the worker.

Workers' Compensation Information Service
Tel: (07) 3844 1931 or (07) 3844 6194
Toll free: 1800 102 166


**Queensland
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**Working for a
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Workers' Compensation Service is an initiative of the Queensland Council of Unions funded by the Queensland Government through Q-COMP. This publication is funded by Q-COMP, the Workers' Compensation Regulatory Authority. The information, advice or opinions expressed herein are not necessarily those of Q-COMP. Authorised Ron Monaghan, General Secretary, Queensland Council of Unions, 16 Peel St, South Brisbane 4101



WORKERS' COMPENSATION INFORMATION SERVICE

empowering workers and making a difference

What is the Workers' Compensation Information Service?

It can be difficult and confusing for a worker trying to understand the workers' compensation system whilst dealing with a work-related injury.

The Workers' Compensation Information Service (WCIS) is an independent service established to give workers a greater knowledge and understanding of the workers' compensation system in Queensland.

We aim to empower injured workers by providing information on:

- timelines associated with the various elements in the workers' compensation system;
- completing relevant forms;
- making a claim for workers' compensation
- lodging an Application for Review and review rights;
- documents and information the injured worker may need to gather in support of their claim or review application;
- identifying sections of the *Workers' Compensation and Rehabilitation Act 2003* relevant to the injured worker's claim; and
- understanding a decision made on a claim and the options available to the injured worker.

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WORKERS' COMPENSATION INFORMATION SERVICE

empowering workers and making a difference

Your rights if you are injured at work

Every worker has the right to work in a safe and healthy workplace. Employers have a duty of care to ensure that all reasonably practical measures have been taken to control the risk of a worker being injured at work.

If you do sustain work-related injury or illness, you have the right to make a claim for workers' compensation.

Workers' compensation in Queensland is legislated by the *Workers' Compensation and Rehabilitation Act 2003* and it is compulsory for employers to have workers' compensation insurance for their workers.

Through the workers' compensation system, you may have an entitlement to weekly payments, payment of reasonable medical bills for treatment and payment of reasonable rehabilitation costs to help you recover and return to work as safely and as soon as possible.

Injured workers have the right to:

- Choose their own treating doctor;
- Job protection: an injured worker cannot be dismissed with 12 months of sustaining their injury solely or mainly because the worker is not fit for employment in a position because of the injury;
- Rehabilitation: to ensure they can safely return to work;
- Rehabilitation and return to work plan: developed by their treating doctor in consultation with the injured worker, employer and insurer;
- Seek a review of an insurer's decision to reject a claim, cease or suspend entitlements;
- Seek assistance from the union if a union member, or if not a union member, the right to seek assistance from an advocate; and
- A request for a complete copy of their workers' compensation file from the insurer.

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Australian Unions

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Should I Document My Family Law Agreement?

Hall Payne Lawyers are regularly approached by clients, separated from their partners, wanting to reach an agreement without going to court. At Hall Payne, we believe that court proceedings should be entered into only when all else has failed and accordingly we work hard to facilitate an outcome for our clients that is amicable and pleasing without the need for court intervention. Amicable agreements which promote the maintenance of good relations between separating parties are valuable, particularly in family law matters which involve children. For this reason we promote the use of counselling and mediation early on in the agreement process. Amicable agreement however does not negate the need for legally binding documentation...

Imagine how you would feel if you had been separated from your partner for many years, yet a newly received family inheritance became subject to a claim by your ex. Imagine how you would feel if your ex partner won that claim and you were forced to share the inheritance. This is something that can occur if, at the time of separation, you have relied on verbal arrangements or agreements made without legal formality. Whilst initially both parties may happily agree not to make a claim against each others' assets, without a legally binding agreement which is enforceable and binding, it is still possible for an ex partner to change their mind in the future.

In matters involving the parenting of children, certainty about living arrangements is important to ensure stability and security. Again, the need for legally binding agreements which formalise any arrangements made involving children are crucial to ensure that what is initially agreed cannot be impacted on by a party who changes their mind or acts contrary to these arrangements in the future. Whilst written parenting plans are helpful, they are not registered with the court and it is important to enter into a parenting order by consent to ensure certainty and legal enforceability.

Contact ASU Connect to get a referral for a free initial consultation with a member of the Hall Payne family law team for answers to any of your family law questions.





Campaign For “Fair Protection For Firefighters”

BILL – PRESUMPTIVE LEGISLATION FOR FIREFIGHTERS

As all members are aware the UFU has launched a national campaign to secure presumptive legislation for occupational cancer for firefighters. As part of that campaign a new dedicated website has also been launched. The new website can be found at the following link:

www.protectyourfirefighters.com

This website is operating for you to register your support for the “**Fair Protection for Firefighters**” Bill, which will ensure you can access medical assistance and compensation for occupational cancer.

It is vital that **ALL** members, **each and every one**, go to the website to send a letter to their federal member of parliament seeking their support. By them voting in support of the Bill in both the House of Representatives and the Senate, will ensure the Bill becomes law.

How do I do this? Complete the following simple steps:

1. Go to www.protectyourfirefighters.com
2. Click on either “[please help](#)” or “[click here to contact your member of parliament](#)” to send a letter to your federal member of parliament asking for their support for the Bill;
3. Key in your postcode and every federal politician for that electorate will be sent a copy of the letter by email. [if you want you can personalise the letter]

The website also incorporates social media links such as Facebook and twitter so you can link in family members and friends encouraging their support and for them to also send a letter to their federal member of parliament.

The website is a one-stop shop for all relevant information on the Bill including the recently concluded Senate Inquiry. There are also links to the submissions to the Senate Inquiry and video footage of Senators’ support for the Bill when the Inquiry report was tabled in the Senate on the 15th September 2011.

Approximately 70,000 letters have been sent through the website so far and which has had a significant impact on the profile of the “Fair Protection for Firefighters” Bill 2011 and was instrumental in the Bill being passed unanimously at the second reading in the House of Representatives.



UPDATE

The “*Fair Protection for Firefighters*” Bill was passed in the House of Representatives on the 13th of October.

The bill was passed without dissention and will now travel to the Senate. If it passes this hurdle (we believe it will) it will then become law for ACT and Aviation Firefighters.

The Union has contacted our Legal team to begin the drafting process to allow for the tabling of a similar Bill in the Queensland Parliament to secure the same law for Queensland Firefighters.

The Senate Standing Committee Inquiry recommended that additional cancers be included in the Bill to ensure the legislation was up to date.

Recommendation one on the Senate Inquiry report states as follows:

“The committee recommends that the types of cancer listed by the proposed Bill be expanded to include multiple myeloma, primary site lung cancer in non-smokers, primary site prostate, ureter, colorectal and oesophageal cancers.”

The inclusion of these cancers is necessary to ensure that Australian firefighters do not have inferior protection compared to Canadian firefighters.

It will also ensure that the Australian Commonwealth law is up to date with the scientific evidence and international law.

I have attached emails from Senator Penny Wright and Senator Claire Moore in support of the fight for Presumptive Legislation.

This is a very important piece of Legislation for us and I will keep you posted via Code 2 newsletters in the coming months regarding its progress.

John Oliver
State Secretary



Senator Penny Wright

Thank you very much for your email about protecting our firefighters. I am vitally interested in this issue and committed to doing what I can to get this important law reform passed by the parliament.

You may already know that it is the Greens who are leading the charge in Parliament to have the law changed to protect firefighters. It was my colleague, the Greens MP for Melbourne, Adam Bandt, who introduced the Safety, Rehabilitation and Compensation Amendment (Fair Protection for Firefighters) Bill 2011 into Federal parliament.

As a Senator, I have been assisting Adam with this in the Senate. Participating in the Senate inquiry into the bill – and having the chance to hear from firefighters and their families firsthand – really brought home to me how important it is to get the law changed.

It is very clear to me, and the Greens, that our firefighters are putting their lives on the line to protect us. We understand that as well as facing the hazards of flames and smoke, some will also contract work-related cancers as a result. The current system is inadequate to provide those people with compensation and protection because of the difficulty of proving that it was the work which caused the cancer. This bill will assist firefighters and their families to access the compensation they deserve.

I am so concerned to see this bill passed that I wrote a blog about my experiences and posted a video about going through a fire (during the Senate inquiry). If you're interested, you can see them here: 'A Fair-Go for Our Firefighters'.

I have also spoken in the Senate about the issues involved – which boil down to a simple matter of fairness and doing what is right. My speech is on a video here and the transcript of my speech can be found here.

Thank you very much for writing in support of this Bill. It would be a great thing to achieve the agreement of all political parties on a matter which is as sensible and fair as this one! I urge you to continue your efforts in writing to the other parties to support this bill. Please also tell your friends and family about it and encourage them to keep up the pressure.

We are now working hard to get the other parties in Parliament to support our Bill and are hopeful of success. They have done it in Canada and the US. It's time for us to do it in Australia. We must achieve this long overdue reform!

Yours sincerely,
Senator Penny Wright



Senator Claire Moore

Thank you for your email about occupational cancer in firefighters. I have met with delegations of firefighters and listened to their descriptions of what they face – each and every time they respond to call for assistance. And I have heard the stories of the long term effects of being a firefighter.

I have spoken with the Minister and raised the concerns that have been discussed with me. On 13 October 2011 – the Minister provided the following information:

The Government has confirmed its in-principle support for the Safety, Rehabilitation and Compensation Amendment (Fair Protection for Firefighters) Bill 201, which amends the Safety Rehabilitation and Compensation Act 1988 to provide a presumption that if a firefighter develops a certain form of cancer, it is assumed to be work-related for the purpose of determining their workers' compensation claim.

The Government recognises that firefighters have an increased incidence of cancer and wants to ensure that any unnecessary or unfair barriers to accessing appropriate workers' compensation arrangements are removed.

The Safety Rehabilitation and Compensation Act 1988 covers approximately 2,800 firefighters, the majority of whom are employed by the ACT Government. This represents approximately eight per cent of the Australian firefighting labour force. The remainder are covered under state and territory workers' compensation legislation.

The Government has identified a number of technical issues with the Bill and intends to work with key stakeholders – including firefighters and their representatives as well as the ACT Government – in the coming weeks to ensure that the scheme is workable and sustainable.

The Bill will provide similar protections to those already in place in the United States of America and Canada.

Every day firefighters risk their safety to protect the lives and property of others. Their contribution to the wellbeing of Australian communities cannot be underestimated.

I will continue to have discussions with the Minister about the firefighters and Senator Gavin Marshall, and other Labor representatives, are working closely with the union on this issue and are keeping us informed.

Senator Claire Moore
Labor Senator for Queensland
P: 07 3252 7101 F: 07 3252 8957
E: senator.moore@aph.gov.au
www.clairemoore.net



▲ Senators going through their role as a 'Firefighter for the day' at Queensland Combined Emergency Service Academy



▲ Health & Welfare Officer Chris Robinson, State Secretary John Oliver & Brisbane Delegate Mark Dearlove



▲ Senator Penny Wright & State Secretary John Oliver



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How To Manage A Workplace Investigation

by Henry Lawrence & Justin Barbour

Workplace investigations are often carried out in relation to alleged employee misconduct, and are initiated by management. It is not always necessary to carry out an investigation where the misconduct is demonstrably obvious on the evidence (for instance, where there is visual evidence). However, if an investigation is warranted in the circumstances, it is important to conduct that process in a fair, transparent, an legal way.

It is important to carry out a thorough and objectively fair investigation into the specific issue, paying particular attention to the idea of natural justice, or procedural fairness, which is defined by the Attorney-General's Department as:

'natural justice requires that) a fair and proper procedure be used when making a decision. A decision-maker who follows a fair procedure is more likely to reach a fair and correct decision.'

The two central tenants of natural justice are the hearing and bias rules. The hearing rule is giving the other side an opportunity to state their case and respond to the evidence against them. The bias rule is the idea that the decision maker should not have interest in the final decision that is made.

a) Example of the hearing rule: A manager receives a letter from an employee, which alleges theft on the part of another employee. For natural justice to occur, the manager must conduct an investigation and inform the employee of the nature of the allegations while giving them an opportunity to respond. The identity of the person who made the allegation must not be revealed - only the substance of the letter is relevant in this case, not the letter itself.

b) Example of the bias rule: A manager demotes an employee for actual (proven) misconduct. The employee seeks to have the decision reviewed. In this case, the manager who made the determination in the first instance must not take part in the review or appeal.

There have been cases where employees have been reinstated because they were not afforded a basic level of procedural fairness, even where the allegations have otherwise been sufficient to warrant disciplinary action. For example in *Police Association of New South Wales (on behalf of Kim Gilmore) and Commissioner of Police* [2009] NSWIRComm 51, the Court ruled that a dog handler who was accused of abusing puppies (shooting at them, and dropping them from a height) was to be returned to his former position because the investigation against him was not of a sufficient standard. This adverse finding against the employer could have been avoided if a basic level of procedural fairness was followed, e.g. giving the dog handler an opportunity to respond.



An employer has the right to suspend an employee during the course of an investigation; however, the employee should be paid his or her ordinary wages until the investigation is concluded. This is because the employer may be liable for constructive dismissal if pay is suspended, which occurs when conduct by the employer makes it untenable for the employee to continue working (e.g. cessation of pay).

Employers should apply the standard of proof that is normally consistent with civil litigation, which is referred to as the balance of probabilities. This is ordinarily taken to mean that it must be 'more probable than not' for allegations to be proven. This is a relatively high standard, and depends on the overall context (e.g. nature of the allegations, length of time that has elapsed). However it provides a useful foundation upon which the allegations can be considered by an employer.

Employees must attend interviews when requested to do so by their employer, however they are entitled to a representative during these proceedings. The employer must provide the employee with the substance of the allegations against them before this meeting is held so that the employee has a reasonable opportunity to prepare a defence. A failure to do so would amount to a denial of procedural fairness, and may jeopardise the legitimacy of any subsequent action that is taken by the employee (e.g. like in dog handler's case, the Court may regard the allegation as unproven if the employee is not given a reasonable opportunity to prepare a defence).

Workplace investigations need to be carried out in a way that is consistent with the principles of natural justice, with particular deference given to the bias and hearing rules. A failure to follow these rules can head to averse outcomes for all parties - employees may be unfairly dismissed, and employers may face financial penalties for action that is taken which is contrary to the basic rules of natural justice. Employees may be suspended while the investigation is being carried out; however, it is not advisable to suspend their pay during this time. The standard of proof that should be applied to investigations is the balance of probabilities, that is, the allegations must be more probable than not to be proven.

A FIRE FIGHTERS DREAM

*His voice boomed like a beacon and it echoed in my soul
From the land of opportunity, reverberations roll
All across the mighty sea to where the Southern Cross stars gleam
I was listening...and I heard it...when he said...I have a dream...*

*And the dream I had was beautiful – what more could someone pray
Than to wake up in the magic of a perfect summer's day?
An aqua blue-like canopy pays tribute to the skies
And there I see this young kid with a hero in his eyes
The hero is a humble man and not the type to shirk
A proudly spoken fire-fighter on his way to work
His profession is his passion, his adrenalin, his spark
The hat he wears to battle is his way to make a mark
And waving from a window, now the boy begins to cry
You see the hero is his father...and he hates to say goodbye*

*And the dream I had was terrible, from nowhere they appear
Monsters in the New York sky that choke the day with fear
It can't be real – the questions burn with why and who and how?
Go and turn your TV on...please...just do it now...
An evil cloak in plumes of smoke replaces freedom's gown
The flames reveal their tragic truth – the world is falling down
Falling, sprawling, screaming, calling, crying as they go
A fire fighter grabs his hat and flies to meet his foe
Forward into battle now – he hears a church's bell
Forward into no man's land - Forward into hell*

*And the dream I had was powerful – the best of humankind
Courage is a heartfelt word not easily defined
It doesn't equal 'fearless' as some sideline experts claim
No...courage is 'to be scared...but to go on just the same'
To rally in the moment then to rise up through the stairs
To save as many people as an act of courage dares
To dig and dig then dig some more – to be there for your mates
To look your leader in the eye and know the end awaits
Underneath the carnage, when the count is done and said
The only thing recovered is his hat of 'fired' red*

*And the dream I had was personal – I've put my kids to sleep
But the images still haunt me and reality cuts deep
I see the faces of the fallen – the tape forever runs
I see the mothers and the brothers and the sisters and the sons
And the comrades and the colleagues, they are never to return
But for every face, a candle...and tonight, that flame will burn
It burns for something precious – something every hero gave
It illuminates 'ground zero' and commemorates the brave
Of religion, race and rivalry, it burns across that scope
It is pure in its simplicity – tonight, it burns for hope*

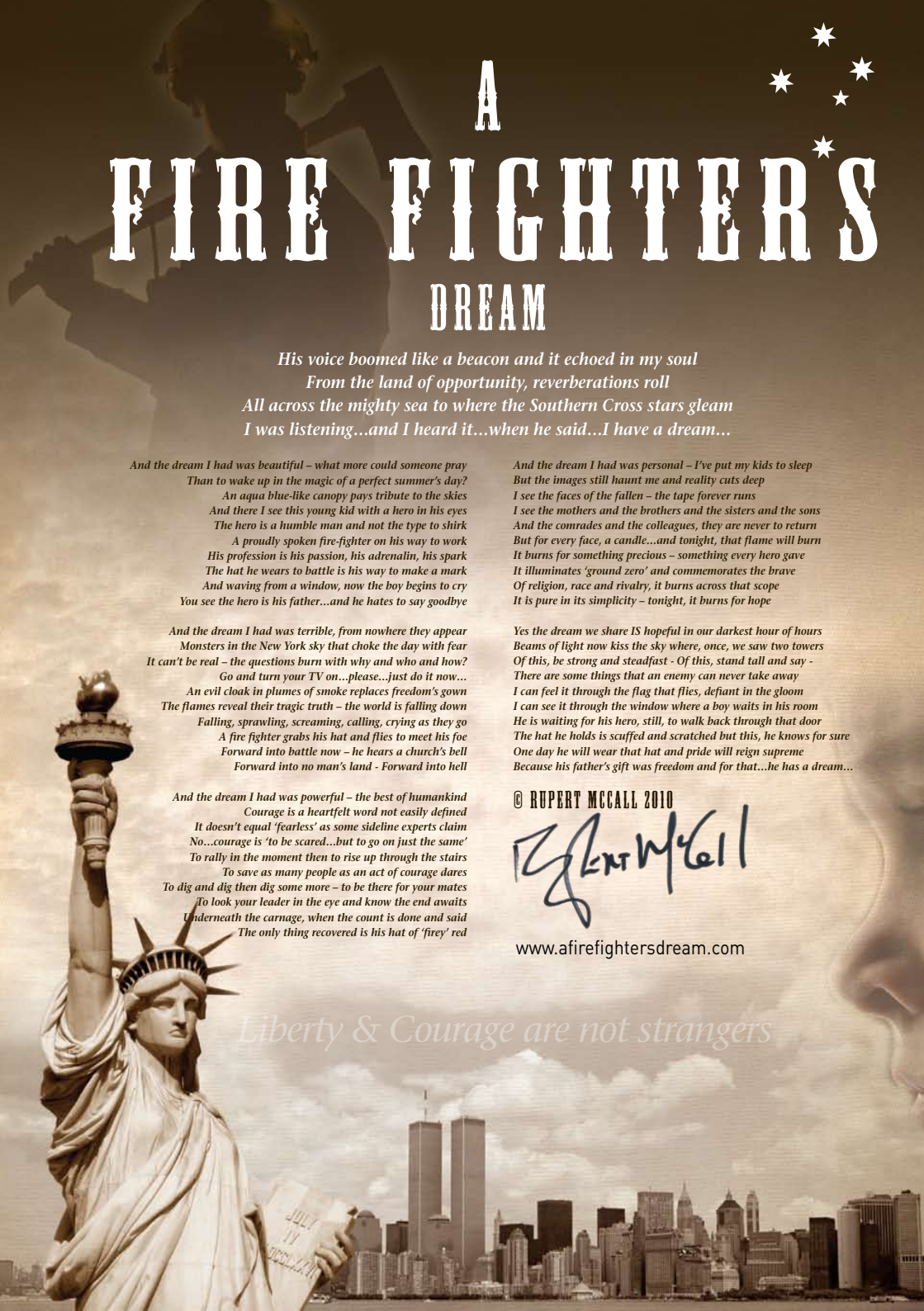
*Yes the dream we share IS hopeful in our darkest hour of hours
Beams of light now kiss the sky where, once, we saw two towers
Of this, be strong and steadfast - Of this, stand tall and say -
There are some things that an enemy can never take away
I can feel it through the flag that flies, defiant in the gloom
I can see it through the window where a boy waits in his room
He is waiting for his hero, still, to walk back through that door
The hat he holds is scuffed and scratched but this, he knows for sure
One day he will wear that hat and pride will reign supreme
Because his father's gift was freedom and for that...he has a dream...*

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Liberty & Courage are not strangers





Firefighters National Day Of Remembrance

10TH OCTOBER 2011

BRISBANE

I had the honour of once again attending the Annual Commemorative Service which honours the lives of firefighters lost in the line of duty.

It was an extremely emotional service with Rupert McCall delivering a poem called A Firefighters Dream, soloist Tamsin Sutherland singing 'Please Remember' and 'How do I Live' and the Brisbane River City Quartet singing 'Amazing Grace', 'Let there be Peace on Earth' and at the end of the service 'Danny Boy' was sung by John Shelton.

When the names are called out at the service a bell is rung once which signifies the summoning of the family of firefighters to reflect and pay their respect.

The bell used in the service is the same bell that was used in the bell tower of the Ithaca Fire Station on Enogerra Terrace.

The bell was used to summon firefighters to the station to respond to fires in this area.

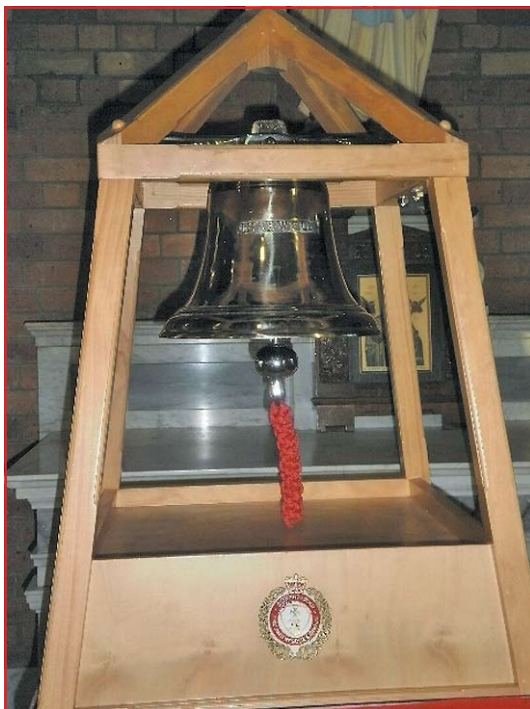
Today the bell is used to summon the spirit and memory of our fallen firefighters, their families, their friends and workmates to pay respect to our revered brothers.

The wreaths laid here today will later be laid at the Firefighters Memorial by operational firefighting crews. The memorial is located at the corner of Queen and Eagle Streets in the city and is named the James Thomas Mooney Memorial in honour of the first recorded Queensland Firefighter to die in the line of duty.

Various other locations around the state had similar services with UFU representatives in attendance.

It was a great turnout and I hope to see as many firefighters fill the church next year.

John Oliver
State Secretary





Ipswich Railway Workshops Fire

Andrew Murphy

At approx. 1815 hrs on the 26/09/2011 and following several 000 calls, FireCom SE responded Appliance 645A and 645M from Ipswich Fire Station to a fire at the old Ipswich Railway Workshops complex, North Street, North Ipswich. Enroute an Orange glow and large volumes of black smoke were visible and Fire Communications were contacted and told that we had a large Code 2 and to upgrade the Incident to a 2nd Alarm.

On arrival at the fire scene the C Shift crew were relieved to confirm that it was not the actual Rail Museum that was on fire however, we were faced with a large timber building approx. 100 m from the museum that was fully involved in fire. Another adjoining building, on the eastern side was under immediate threat and had started to catch alight on the outside but had not yet breached the wall and got inside.

While crews were establishing their hose lines for exposure protection, a 360 degree site appraisal revealed the site was surrounded on three sides by a chain wire security fence, there was long grass growing around the buildings and the buildings appeared to be in a poor state of repair, with doors and windows either broken or missing. The buildings appeared to be vacant and unoccupied with signs of vandalism and possible use by vagrants. This was all confirmed shortly after, by a QRail employee that had arrived on scene. He also confirmed the buildings were owned by a Property Developer, and were earmarked for demolition.

Along with the building exposure on the eastern side, there was also a large adjoining building on the northern side of the structure on fire. This was also a timber structure but with an Asbestos roof. Fire had penetrated the south/western corner of this building and was beginning to take hold.

645A and 645M were the first Appliances to arrive at the scene, followed shortly after by 644A and 643A. 645A and 644A were positioned on the southern side of the fire and 643A and 645M were positioned at the base of the hill near the Rail Museum. 643A set up a pump relay from the museums fire mains, and pumped water up the hill to 645A and 644A. At approx 1838hrs 646A arrived and were directed to gain access to the northern side of the fire via W.M. Hughes street. By the time 646A had gained access and went into action, the building on the northern side of the main fire was almost fully involved in fire, apart from where it joined the building on eastern side of the main fire.

At approx. 1833hrs SER DMO Act. Insp Sean Toohill arrived and assumed the role of Incident Controller and subsequently upgraded the incident to a 3rd Alarm. Shortly after, Incident Control was moved to 645M as the dedicated Control Vehicle for the remainder of the Incident. Station Officer Andrew Murphy (OIC of 645A) assumed the role of Operations



Officer and elected to Sectorise the incident into the Northern and Southern Sectors.

By 1915hrs both 520A and 518I had arrived and both were deployed to the Northern Sector to assist 646A. 518A set up a Water Tower and made an immediate impact in knocking down the fire. By 1920hrs, 513A had also arrived and were utilised for crew relief and 8500 arrived shortly after to provide BA support if necessary.

By 1944hrs the fire was deemed to be under control and a Stop message passed to Fire Communications. Unfortunately by this time two buildings were completely destroyed by the fire and it took several more hours to completely extinguish and dampen down hot spots. As Operations were scaled down appliances were made up and released from the scene until at mid night 645A and 645M were relieved by 642A who remained on scene for some time later tending to Hot Spots.

No internal attack was used during this fire and the only BA that was used, was by a couple of external crews working down wind who experiencing occasional smoke drift. However due to the Asbestos risk all crews were provided with P2 paper masks. In all 10 x fire appliance, 2 x Scientific Officers and 3 x Senior Officers attended the incident.

The two buildings destroyed were of timber construction and approximately 80 years old and originally part of the Ipswich Railway Workshops Administration and Drawing and Design section. The buildings were scheduled for demolition and part of a major Residential Unit Development surrounding the Ipswich Rail Museum.

OBSERVATIONS :

1. An Orange glow with black smoke was visible in the vicinity of Nth Ipswich, from the back Apron of Stn 45 as we proceeded to mount the appliance on turnout.
2. On route Fire and Smoke become more apparent, Called 2nd Alarm.
3. On arrival one building Fully involved, 2nd building partially involved and a 3rd building under immediate threat.
4. Buildings appeared to be disused, vacant and in a poor state of repair.
5. Signs of vandalism and possible temporary use by the likes of vagrants, juvenile delinquents or homeless.
6. A QRail employee that arrived at the scene confirmed that trespassers were approached and moved on from the premise as recently as the morning of the fire.
7. Evidence of the remains of small fires exist on the floor of unaffected building (possibly lit for warmth).
8. Buildings were unsecured at the time of the fire with doors and windows missing.



9. The QRail employee also confirmed that the buildings were owned by a Property Developer and were scheduled for demolition, and the electricity had been disconnected.
10. The building where the fire originated was surrounded by a security fence, and other buildings on all sides.
11. These buildings do not have public access and at the time of the fire, the fire would easily have burnt for some considerable time prior to becoming visible to the public.
12. On the night of the fire no evidence of an accelerant or incendiary devices were found.
13. One thing that was unusual during the incident was when the 2nd building became fully involved there was a noise similar to that of Fire Crackers going off. It was determined that this sound was the asbestos roof sheets exploding from the intense heat of the fire.







New Delegate

Jason Hall

My name is Jason Hall and I am the new Auxiliary South Delegate for the United Firefighters Union - Queensland Branch.

I have been a Firefighter for the past 14 years starting originally in Victoria with the Country Fire Authority back in 1997 where I was the brigade lieutenant and the delegate on the Urban Association board which supported urban firefighters.



I then moved to Queensland in 2007 where I joined my local Fire station as a Rural Firefighter. I then applied to become an Auxiliary firefighter back in 2008 at the same station and was accepted, I then joined the UFU as a member.

The reason I took on this role on the SCM and the BCOM was to become part of a progressive trade union that works towards improving our work conditions and wages for the job we do.

I urge anyone who is considering becoming a member that they get in contact with either myself or the Union Office and sign up. Also over the next few months I will be either dropping into different stations in my area or sending emails off to the Captains and Lieutenants of all my stations I look after and just touch base with you to let you know what my position is and if you have any issues that you wish me to raise.

Thank you for giving me this opportunity to be your voice on issues concerning you and if you wish to contact me at any time, my phone is always on.

Jason Hall
0403 767 575



New Delegate

Shane Malley

Hello I would like to introduce myself for the people that don't already know me, my name is Shane Malley and I am a new state delegate representing Brisbane Region Firefighters.

I have been a firefighter for nearly 10 years and am the 9th firefighter in my family. I am proud to continue this tradition. On my pathway to becoming a firefighter, I studied business and worked a range of different jobs including ten years with a large automotive company.



I grew up and went to school in the southside of Brisbane and have been fortunate enough to find a position in the Fire Service in this area. The station I am currently at is Camp Hill but can also be regularly seen at Capalaba.

I have always been interested in politics, how our country is run and I feel lucky to have grown up in such a great country. In times of prosperity people can forget the function and need of our Unions but we need to remind ourselves that our hourly rate, conditions/awards, and our safety have been fought, debated and won by our Unions.

My main goal is to motivate our members to become more involved in our Union. I have sat around the mess table for the past nine years and have been privileged to hear the debates, ideas and discussions of many firefighters. I would like to bring more ideas from this coal face to our local branch and to the floor of the State Committee of Management Meetings (SCM) and hope to get those members disenfranchised, alienated or who have felt they have lost their voice to re-engage with THEIR Union.

Some issues that I am passionate about are fair pay especially in comparison to public servants and other public sector workers; flexibility in our workplace; fair treatment and support for our injured; preservation and advancement of wages, conditions, awards; and especially our safety in the workplace.

In finishing, I would like to thank everyone for the great encouragement and support they have given me so far. I challenge all our membership to re-engage with our Union, from a local branch meeting to the State committee. Remember we are the Union. If only half our membership contributes or gets involved we only get the voices and ideas of half the team. If you have any idea's/suggestions or when issues arise please ring a union representative, and come to your local branch meetings and participate. If you don't tell us, we don't know.

Please feel free to contact myself or any of the other state or local delegates if you need information or assistance in any way. Email: shanemalley@ufuq.com.au



September 11 Rugby League Game

Firefighters V's Police

Earlier in the year when Cam McKenzie and Chris McGuirk mentioned that they were going to organise a footy match between Firies and Police to commemorate the 9/11 anniversary, I thought what a great idea.

Then it dawned on me, we don't have a footy team. They assured me that they could put a side on the paddock in 6 months. Knowing the Police had several sides and played regularly in carnivals, I was a little sceptical about the firies being competitive.

Cam and Chris however were confident that it could be done. They had already organised sponsors and jersey designs for the match. A meeting was organised with Act A/C Bruce Byatt and Act C/Super Graeme Thom to seek approval to hold the match. We were assured that we had the full backing of the QFRS.

Firies from around the state put their hands up to be part of the team and training commenced under Coach Scotty. Getting players to training proved difficult with shift work and many of the players living outside of Brisbane. After lots of hard work, the team gradually started to take shape.

Game Day-We arrived early to set up tents and stands, the place was deserted, we wondered if anyone was actually going to turn up to watch the game. Time to go in the sheds and the players were nervous but quietly confident. Upon leaving the sheds we were all blown away by the number of people, the stand was packed, both Police and Fire Commissioners, the local member Steve Kilburn and several NRL players were all there to support the match.

After a commemorative service by the Fire Chaplain the match began. Strong defence and good ball control by the firies saw them jump away to a good 12 nil lead after tries to Chris McGuirk and Tom Eyles. They took that lead into half time. Police hit back hard early in the second half and narrowed the gap to 12-6. A 90 m intercept try to Tom Eyles saw the firies skip away to an 18-6 lead.

Police continued to apply pressure but the firies defence held firm. A 50 m try to Mat Templeman late in the game sealed the match for the firies.

After the match firies captain Cam Mckenzie accepted the shield from Local Member Steve Kilburn. Dan Backo was presented with player of the match by Dane Carlaw.

Wow, what a great day. Celebrations continued late into the night at the Normanby Hotel.

There were too many helpers on the day to mention all of them, but special thanks to Robyn from the A/C's office and thanks to the union for their help organising the day. Also to Grant



and all the players from Police for their support in making it a success.

Cam and Chris, what is there to say, great work guys, hopefully it will be the start of a long tradition.

Oggie
(Ian Ogborne)





New York - 10 Year Anniversary 9/11

Jason Hall

This year I had the privilege of being in New York for the 10 Year Anniversary of the September 11 Attacks on the World Trade Centre. I had the opportunity to visit a few fire stations in Manhattan a couple of days before the anniversary and spoke with some of the personnel that were there 10 years ago and you could still tell that the emotions were still raw from that day. They were telling me that there is not a day goes by that they don't stop to remember the fallen brothers and sisters on that day. So although the official FDNY service held in a park on the Upper Westside of Manhattan was coming up, to these Men and Women of New York's Bravest, every day was a memorial day for the names of the 343 firefighters killed on that day is forever enshrined at there respective stations and on the replacement appliances they worked on at the time.

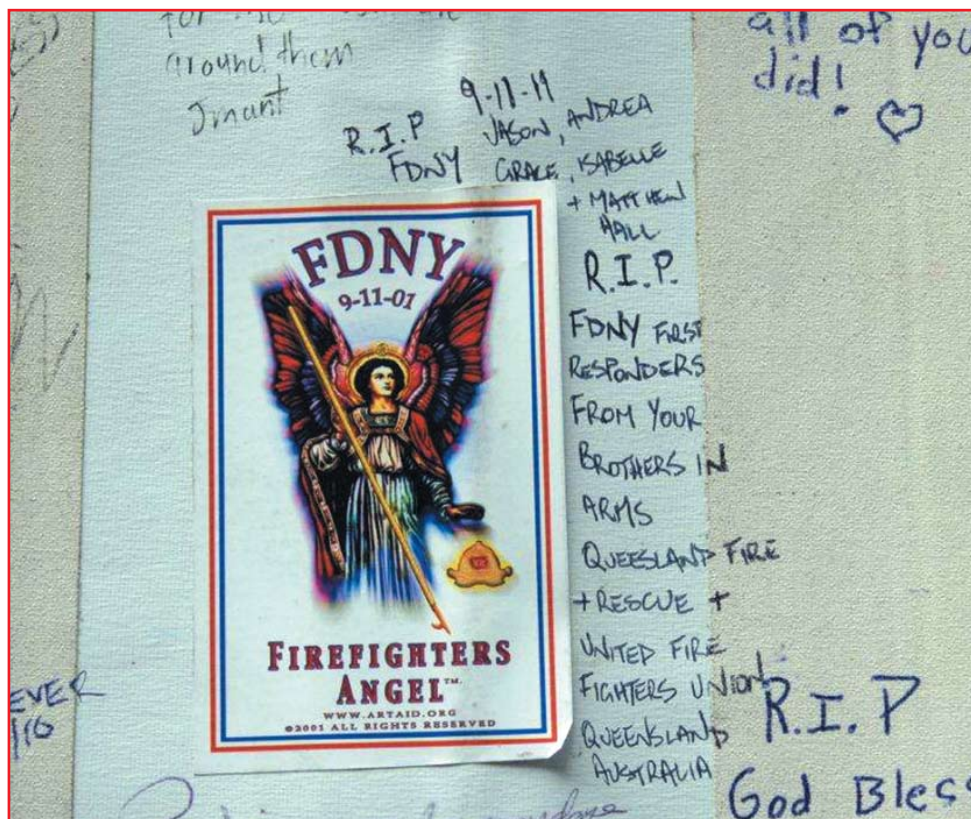
I was invited by the men of Engine 54, Ladder 4, Battalion 9 to join them at the service held by the FDNY at the Riverside park next to the Firefighter Memorial Wall near west 100th St. When I arrived it was interesting to see firefighters from all over the world had come to honor their fellow 343 brothers killed 10 years ago and the 51 firefighters dying as a result of cancer related illnesses from working at Ground Zero on " The Pile" in the months following the collapses. The Names were read out of the firefighters killed as the bell was struck once for every firefighter. There was no political figure head, no member of state to walk around and pat them on the back, just the way the FDNY wants it every year. Meanwhile, 8 miles downtown was a very different story with all the political fan fare of the current President, the former President, the former Mayor and the current Mayor being at the World Trade Centre memorial site for the memorial there. The day was best summed up with the following from the FDNY memorial.

It's not a profession, career or job, to us it's a calling. Don't mourn our fallen brothers or sisters, instead let their memories live on for the passion they had to help and serve others. When we sign up, we know that sometimes all that go in, may not always come out. For those who haven't come out, We will forever keep your memories alive. BROTHERHOOD ABOVE ALL ELSE...

"HONORING OUR HEROES"

**9/11/01 FIRST RESPONDERS
WILL NEVER BE FORGOTTEN**

SEPTEMBER 11, 2011





Rockhampton Branch

**Bruce Lawrie
Secretary**

REPORT ON EMU PARK

Initially the Emu Park Station was built in 1980 and an Officer (Gerry Brimmel) was appointed there to take charge at the station and live in the attached premises at the station.

Some twenty years later the Union Branch heard through certain unofficial channels that that position was to be removed to go to Rockhampton as a support officer for the Zone Commander and eventually be evolved into an Inspectors position.

This is after the town of Emu Park and its infrastructure had grown considerably over those twenty years.

There was no consultation or collaboration with the Union; just we are taking the position away.

As a Union Branch we were unaware that proceedings had begun until we started receiving phone calls from inquisitive and irate citizens of Emu Park stating that they had received a printed flyer from the QFRS management informing the people that there would be a Station Open Day on the following Saturday.

These concerned citizens were asking us what it all meant.

The State Executive of the Union was then contacted and a list of strategic considerations regarding the situation was collated and forwarded to the State Secretary.

We then approached our sitting State Member Mr Paul Hoolihan who had a meeting with the Branch Executive and SCM delegates. We proposed to Mr Hoolihan that the Branch would not support the QFRS action in any way and that we would take vigilant action if this course of action went ahead.

As an alternative strategy we proposed to Mr Hoolihan that if anything were to happen it should be an upgrade to the supply of service to the Capricorn Coast as it was the current Chief Commissioner who stated this at a public meeting 10 years ago when he took away the four permanent officers at the old Yeppoon Station.



Paul Hoolihan stated to the Branch Executive that he would attend the QFRS Open Day to witness what was actually happening and make sure that the right thing was done.

Consequent action from the UFUQ State Secretary and Paul Hoolihan through the Minister for Emergency Services resulted in the QFRS leaving the Officers position at Emu Park as "Status Quo".



Emu Park Fire Station



Short History Of Emu Park

Emu Park is a small town located slightly South of Yeppoon Central Queensland. Emu Park township was established in the 1870's when several Rockhampton families built seaside holiday houses on the hills overlooking the two beaches (Fisherman and Pine Beach) which are the feature of the Town.

Emu Park Fire Station was opened by Martin Tenni in 1985 and a position was called for a Station Officer to man the station and live on the premises which was a 3 bedroom house on top of the fire station which was rent free. Only 2 nominations were received and the job went to Gerry Brimmell.

When the station opened there were 8 Auxiliaries who were recruited from within the area by the Station Officer at the time. They trained for 2 hours every Monday night. They did control burns and the usual tasks which included hydrants which were a big thing back in the day. They competed in firefighter championships right from the start. Kevin Warren eventually won State Firefighter of the year.

Manning was 24 hours a day, 7 days cover, the station was manned by firefighters from Rockhampton, with Auxiliary help when required. When the board system was abolished this manning changed.

Turnout method at the time was by siren, one down town near the police station and one on the roof of the fire station. This lasted until the policeman who arrived didn't like being woken up by the siren as it was near the police residence and complained. It was eventually moved from downtown. Pagers were brought in later on and are still used today.

Backup now comes from Yeppoon and Rockhampton when necessary which is most times during the day now. Emu Park has grown enormously, with a census done in 2006 advising a population of 2967 and this year's figures show the population has grown to a massive 5989 for a small town. The flow on effects of the LNG and mining projects the population of the Capricorn Coast is set to further increase.

It's great to see that the full time S.O. position has been maintained. After all these years, why take a service away that has been there since 1985.



Bundaberg Branch

Jono Blackley
Secretary

BUNDY FUN RUN

Well it seemed like a good idea at the time..... Turns out it was. Some people started to get a team together to compete in the Cane to Coral Fun Run which is held annually in August. The team started training early on in the year. The training for the event didn't attract a huge crowd but when one member placed a collective order for the new UFUQ t shirts for us to wear, the numbers increased. The Union got hold of the news we were competing and offered to sponsor us, so there was no backing out now.



Some members were definitely in it for the run and trained regularly, others, like me, were in it for the fun part. There was a huge turnout for the event and we lined up at the start of the 8km run. We were dispersed throughout the huge crowd and BANG, the starter's pistol went off and so did we. Well not me but others did.

It was an 8 km run from the edge of Bundaberg, through a huge turtle roundabout, past cane fields and on to Bargara, a sea side town. I had two other members stay with me and my 4, yes 4, children and help out. You see my wife was attempting to beat her personal best time and ran off without us. As this was her first time competing she did get her PB. Still with her gone, Uncle Chris and Glen stayed to help. Four children from 6 years to 11 months old, 1 double pram, 2 scooters and 1 baby backpack with 3 Firies. We got some comments! See the kids didn't want to do any physical activity after about 500 meters so for the next 7.5 kms we managed to try every possible combination of scooter/ pram/ baby backpack to get us across the line. Big Chris on the scooter with my daughter on his back was a sight, especially when some little kids said he was cheating. Cheating the weight limit on the scooter more like it! Still we finished the event with an elevated heart rate and a smile.

The other members who had trained, performed better and finished at the pointy end of the field with times reflective of their training.

The event was well worth it and a thank you must go to those who organised things locally at station level and to the Union for the sponsorship of our team. Worth it considering one person at the time was not a member but now is. Must have been a good t shirt!




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Mayor Paul Pisasale and Councillors of the City of Ipswich proudly support the great work of the **Queensland Firefighters.**

"Thank you for the tremendous contribution you have made to the City of Ipswich in making it a safer place to work and live."



Regards
Paul
Mayor Paul Pisasale
City of Ipswich

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Union Merchandise

The Union is constantly updating its merchandise to reflect our members' requests. With this in mind the Union has now ordered shorts for men. The men's shorts will be navy and white and will be in two different styles. We have also once again changed our UFU caps to a more modern look.

Once again, if you have any suggestions or feedback on the Unions merchandise, please email the office at ufu@ufuq.com.au

We have provided an updated merchandise form. This form is also available on the Union website www.ufuq.com.au

We would also like to inform members that we now have EFTPOS facilities available.

John Oliver
State Secretary

MATT HAYES

We wish to thank Matt Hayes (now ex Union photographer) for allowing us to use his photo's for numerous diaries, journals and t shirts. Also for taking wonderful photo's at our Labour Day marches.

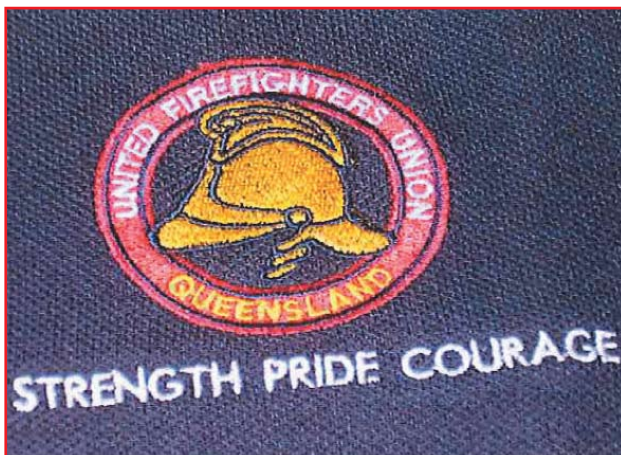
Unfortunately Matt has just advised that he is moving to Perth and no longer will he be able to take these historical photo's for the Union.

We all wish Matt and his family all the success and happiness for the future.

Thanks for all your hard work and great photo's!!



EXECUTIVE NAVY POLO SHIRTS





NAVY AND RED POLO SHIRT





BLACK AND GREY POLO SHIRT





LADIES PINK POLO SHIRT



NAVY AND WHITE SPORTS SHIRT

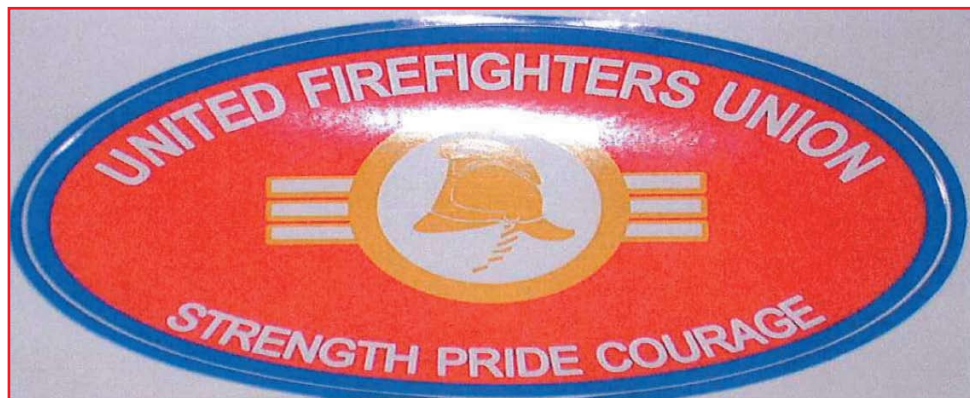




LICENSE PLATE SURROUNDS - BLACK



STICKERS



MENS SHORTS

Coming soon !!

NEW DARK BLUE CAPS

Coming soon !!



Second Part To Maryborough Fire Brigade Board

& Maryborough Fire Brigade - CENTENARY - 17 January 1884-1984

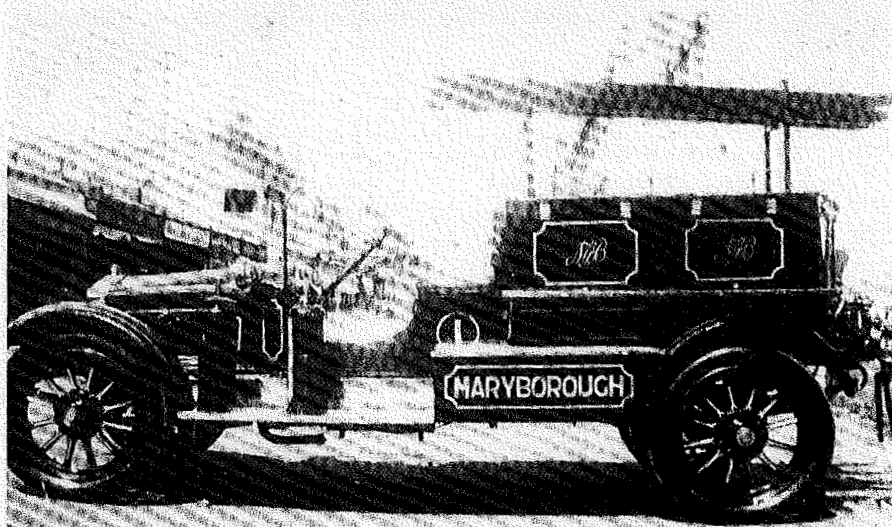
the men were obliged to use the horse drawn appliance. The horse, sensing that it could not be done without reared up on its hind legs, nearly kicking down the stable door in its anxiety to go to the fire.

This photograph shows the Brigade strength taken in about 1918. The steamer is to the left, the horse reel to the right and behind Chief Officer Thomas is a handreel.



Left to Right:

A. Pearson, A. Green, W. Johnson, F. Hill, A. McIndal, H. Elley, P. Campbell, H. Jensen, J. Dawson, A. Rahman, W. Court, G. Thomas (Superintendent), W. Kohler, A. Heap, G. Weinheimer, *Child* Jack Thomas.



This picture shows the converted touring car which was Maryborough's first motorised appliance.



The fire station had a system of electric lighting installed in July 1923.

To aid the telephone in summoning the brigade, a system of street fire alarms were installed in the city in 1924, thus making it the first provincial city in the state to do so and the only city in Queensland outside Brisbane to design their own system. These street alarms provided a valuable service until 1975 when they were removed because of the availability of telephones and the constant malicious false alarms caused by vandals.

1934 saw the fiftieth anniversary of the Brigade formation.

This picture shows the official reception with Sir Leslie Orme Wilson, Governor of Queensland (left) and Mr. P. Wenk, Chairman of the Board seated before the Board and Staff.



From Engine to Engine:

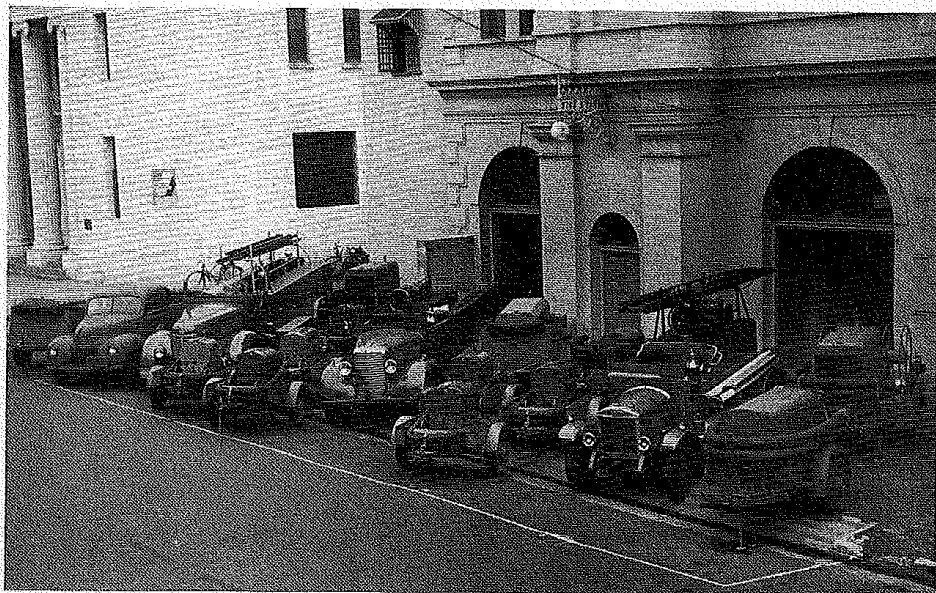
G. Thomas, A. Parson, V. O'Gorman, A.W. Ternon, ?, A. Kamraat, E. Harris, ?, W. Wittkop, A. Bryant, ?, H. Williams, J. Dawson, L. Reid, F. Larsen, ?, A. Dawson, Sir Leslie Wilson (Governor), P. Wenk (Chairman), ?, L. Thompson, D. Whyte, D. Seeper.

The period 1934 - 1950 saw many changes in the brigade, particularly with the quantity of new equipment purchased. The reason for this was the Second World War and the threat of invasion. During that time the brigade purchased 2 International Howe appliances, both with transverse pumps, a Dennis Ace appliance to replace the smaller Dennis, a British Commer hose laying tender, a Ford Utility and some thirteen trailer pumps three of which are still in use by the brigade).

The brigade received the two Internationals through the lend-lease programme. They were originally sent to the Middle-East but were found unsuitable for the soft sand. From there they were redirected to Singapore but the island fell before they arrived so they were redirected once again to Australia.

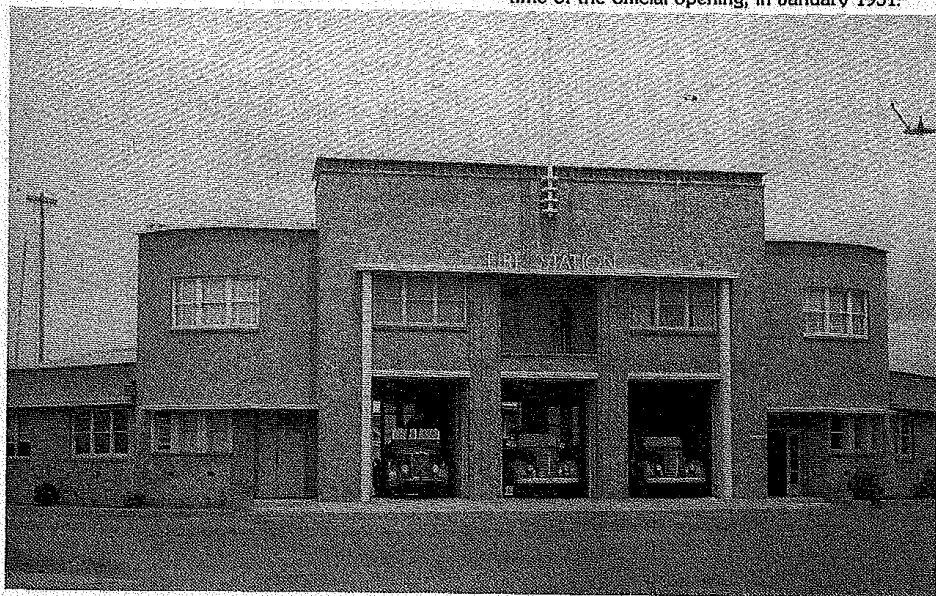
These appliances served the brigade faithfully until the 60's and in one case the early seventies.

After the war as a result of increased traffic in Adelaide Street it was decided that the brigade should have a new home. At 11.00 a.m. on the twentieth of January 1951 the present station was officially opened by the Minister for Health, Mr. W. M. Moore, M.L.A.



This picture shows the brigade equipment during the war years.

This photograph shows the Fire Station at the time of the official opening, in January 1951.

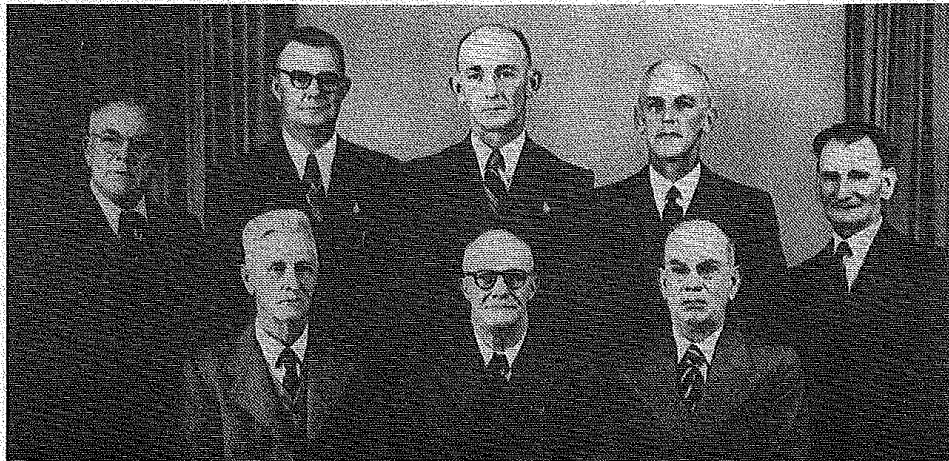




At the time of the opening the Members of the Fire Brigade Board were as follows -

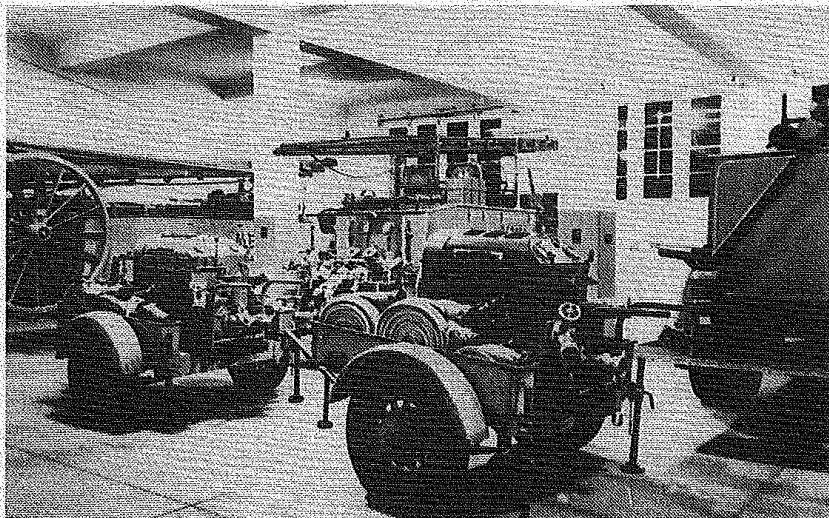
Back Row (Left to Right): P. Howard (Govt.); W. Perry (Council); F. Walker (Burrum Shire); R. Kemp (Insurance); J. Latham (Govt.).

Front Row (Left to Right): W. Searle (Insurance); E. Harris (Chairman, Insurance); H. Williams (Sec.).



The station was spacious and very well appointed; as can be seen in the following photograph.

The new station was designed by Messrs. Goodsir and Carlyle of Brisbane and built by Mr. W. Ferguson and Co. of Maryborough. The actual cost of the station was £28,000 and about 75 per cent of the materials were produced or obtained locally.





To mark the official opening a grand ceremony was held which was followed by a reception. The reception was attended by the members of the Board as well as dignitaries from government and civic organisations. At the reception, the Loyal Toast had just been read when the alarm sounded. Led by the Chief Officer (Mr. Wiltshire) the firemen turned out an appliance in exemplary time. Fortunately it proved to be a false alarm, but at least it demonstrated the speed with which the brigade could get into action. (To this day many people believe that there was something more than fate that turned out the brigade at that precise time).

1975 saw the opening of a \$108,000 breathing apparatus training complex. As a result Maryborough became the regional training centre for fire officers and firemen in the Wide Bay.

THE OLD BRIGADE

*Our town has got a Fire Brigade
Whose men are up to date
With Captain Thomas at their head,
You'll never find them late
Yet we remember years ago,
When men were keen as they
Were present in the "Old Brigade"
The finest in Wide Bay.*

*'Twas when the "Progress" first came out
The finest of her kind,
From Merryweather's famous work,
Well made and well designed
"Bill" Wilson, engineer-in-chief,
And Waterfield were there;
George Rowe, Jack Roberts, Alick Ross
Were keen to do their share.*

*"Bill" Gordon was a smart young man,
Tom Ready, willing too;
The Walshes, Peter, Bob and Pat,
Made up a gallant crew.
These men were always fit and well,
And ever at their post,
A smarter or a finer team
No other town could boast.*

*As years went by a few dropped out,
And others took their place,
No matter when the fire-bell clanged,
Guse Loose made the pace.
And still the firemen came and went,
And other firemen came;
A host of names we can't repeat
Of men who played the game.*

*And one indeed has passed beyond -
Dave Ruhle we all regret,
And how he led his men at fires
We never can forget
But space forbids that we should name
All gallant men and true,
Who did their bits in years gone by,
When kudos were but few.*

*Like heroes did they fight the flames,
In years now past and gone,
Whenever danger showed its head,
'Twas there our heroes shone.
Small was the recompense they got,
And little were they paid.
But still they did their duty well,
The famous "Old Brigade".*

"Bannerman"

Maryborough Chronicle, 23/10/23.



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