RESPONSE

QUEENSLAND'S OFFICIAL FIRE AND EMERGENCY SERVICES MAGAZINE

EDITION 2



ON SHOW

SYMPOSIUM DISPLAYS THE BEST OF QFES

SNAP THAT: GET OUT:

LEADING SERVICE:

INCSNAP APP DEVELOPED FOR VOLUNTEERS

QFES ENCOURAGES ESCAPE PLANS THIS WINTER

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FOREWORDS



Commissioner Queensland fire and emergency services

Since the inaugural June edition of *Response* magazine, work has continued in transforming QFES with the delivery of the 2015 QFES Symposiums.

One thing that has become apparent is the concern and lack of clarity across the organisation about what transforming QFES means; and also what integration looks like. I understand that you want to know what this means for you.

To address this, I have pulled together a key group from within the organisation to develop a set of principles that will guide us into the future and a vision for QFES – something tangible for us to work towards.

The end vision I want everyone to keep in their mind every day is — QFES is a united organisation made up of three Services and many capabilities (FRS, SES, RFSQ) — Emergency Management is a capability that is fundamental to all QFES Services.

With the Commissioner's Future of QFES survey and the Working for Queensland Survey results back, we now have a clearer picture of the outcomes the workforce is hoping to see in the near future. I am also committed to offering this opportunity for our volunteers to have a say shortly.

I am starting to get out into the regions, meet as many QFES personnel as possible, have a chat and get an even better understanding of the challenges being faced day to day, so that we can provide an informed solution to these challenges.

Of utmost importance is not only setting this direction, but communicating that direction to all of our staff and volunteers.

Primarily, I want the people of QFES to come to work happy and engaged every day, remembering that our priority is to offer the best service possible to our communities.



Mark Roche

Deputy Commissioner OPERATIONS AND EMERGENCY MANAGEMENT

Welcome to the second edition of the *Response* magazine. This edition of *Response* features an update on the Gold Coast 2018 Commonwealth Games.

QFES will play an important role in these games and we have established ourselves within the GC2018 strategic membership framework.

Our initial focus will include operational planning, assessment and inspection of Games venues and we will have significant involvement before, during and after this event. Through GC2018, QFES will be internationally recognised as a diverse and fully integrated fire and emergency management department through an event which will provide a lasting legacy of benefits for Queensland.

The QFES family was rocked by the Ravenshoe gas explosion on 9 June 2015, which tragically claimed two lives. QFES Training and Emergency Management staff, Acting Inspector Michael Beck and Acting Station Officer Joe Torrisi, received extensive injuries as a result of the explosion. I am pleased to share that both men are making leaps and bounds with their recoveries, with Michael being discharged from hospital on 29 June and returning home, and Joe being released on 17 July to commence day patient rehabilitation and physiotherapy.

A big thanks must go to the QFES community who have banded together to support Michael, Joe and their families on their road to recovery. This is from those who attended the incident, to those who sat with them at hospital and those who organised the cooking roster to cater for the families during their stays in Brisbane.

Your well wishes and support are greatly appreciated.



Jo-Ann Miller

Minister For Police. Fire and Emergency Services

With winter snowfalls in some parts of southern Queensland and the recent cold snap across much of the state, it's timely to be mindful of the risk of house fires as heaters, electric blankets and fireplaces get a rigorous workout.

I was pleased to take part in the launch of the QFES *Get Out. Fire About*. winter fire safety campaign, which encourages households to think about their escape plan and to practise it so that they're ready to respond in the event of a fire.

This campaign is one of many that QFES undertakes all year round to keep the local community safe and I commend all staff for their ongoing commitment to safety.

Their work isn't just confined to the home front. I was honoured to join staff in recognising the fantastic work of QFES personnel who responded to the devastating earthquake in Christchurch in 2011 at a special presentation ceremony where staff were awarded Humanitarian Overseas Service Medals. Their dedication in reaching out to help others in times of crisis is commendable.

It was also a pleasure to be present at the opening of the new South Coast Area Office for the RFSQ. The expansion of this vital service will deliver many benefits to the local community. The new area office will provide much-needed support to the volunteers and brigades on the Gold Coast, in Logan and around the Scenic Rim local government areas.

One of the most satisfying aspects of my ministerial role is the time I spend with staff across my portfolio. I admire your dedication and drive, your care and commitment, and the devotion to the role you play in keeping Queenslanders safe.



Deputy Commissioners appointed

The extensive recruitment process to officially appoint three QFES Deputy Commissioners is now complete.

From a talent-rich pool of the most qualified emergency services leaders from Australia and the world, three people have been selected to form an integral part of the QFES leadership team.

On 18 August, Commissioner Katarina Carroll announced the permanent appointment of Mr Mark Roche as Deputy Commissioner (Operations and Emergency Management), Mr Mike Wassing as Deputy Commissioner (Emergency Service Volunteers) and Mr Doug Smith as Chief Strategy Officer (Capability and Performance).

Ms Carroll said the permanent appointments would create stability around the direction of the organisation, with permanent appointments in outstanding Assistant Commissioner roles the next task.

"I have consulted extensively with a range of stakeholders on how the structure of my most senior executive should look to ensure we provide the most effective service to the community of Queensland as well as meeting the expectations of all our members and stakeholders," Ms Carroll said.

"As such I have determined it is critical there are two operational deputy positions - Deputy Commissioner (Operations and Emergency Management) and Deputy Commissioner (Emergency Service Volunteers).

"The third position will focus on the critical work of positioning QFES for the future. With these changes in mind the role of Deputy Commissioner (Operational Capability and Performance) will be re-aligned to become the Chief Strategy Officer (Capability and Performance).

"This civilian role is essential in developing, communicating, executing and sustaining the strategic initiatives of QFES and will have a greater focus on business aspects of the organisation such as strategy, organisational alignment, governance, performance and high level engagement.

"I am confident this structure and the team that has been appointed will work with me to continue building on the excellent work already being undertaken by QFES and will take us to another level again.

"I congratulate Mark, Mike and Doug on their appointments and I would also like to thank a number of senior QFES staff who have acted in the Deputy Commissioner roles in recent years including Ian Mitchell, Neil Gallant, John Watson, Tom Dawson and Bryan Cifuentes."

Deputy Commissioner OPERATIONS AND EMERGENCY MANAGEMENT MR MARK ROCHE

Mark began his career in Ipswich as an Auxiliary Firefighter in 1979 before joining the permanent firefighter ranks in 1980. In 2006 he was appointed Assistant Commissioner, Far Northern Region and commenced as the Acting Deputy Commissioner (Operations and Emergency Management) in 2013 and was awarded the Australian Fire Service Medal in 2014.

Deputy Commissioner EMERGENCY SERVICE VOLUNTEERS

MR MIKE WASSING

Mike is currently the Assistant Chief Officer North West for the Country Fire Authority in Victoria and is responsible for over 11,000 volunteers and almost 400 staff. With more than 25 years of experience in fire and emergency management Mike has extensive experience leading the management and coordination of responses to major emergencies within an all-hazards environment. Mike is a recipient of the National Emergency Medal for the 2009 Victoria Fires.

Chief Strategy Officer CAPABILITY AND PERFORMANCE MR DOUG SMITH

Mr Doug Smith started his career with the Victorian Police Service in 1973 and in 1990 became an Inspector with the Queensland Police Service and went on to manage the Fitzgerald Implementation Unit. In 1998 Doug was appointed Assistant Commissioner of the Northern Territory Police, Fire and Emergency Services and is a former CEO of a national information-sharing service for Australia's police, law enforcement and national security agencies. Doug has extensive experience in developing strategic and reform strategies for organisations.

Get to know our Deputy Commissioners in-depth over the next three editions of *Response*.







Future of QFES Survey results in

Results from the 2015 Commissioner's Future of QFES Survey have provided a picture of where the organisation currently stands.

Understanding the beliefs and attitudes of the workforce is an important first step to making progress, and the Commissioner's Future of QFES Survey has provided an insight into what drives the QFES workforce.

Creating a baseline for QFES, the survey findings have helped to inform the values of the organisation in moving forward to become a progressive, efficient and inclusive organisation.

Commissioner Katarina Carroll said the survey results depicted what QFES was doing well as seen by the workforce, as well as highlighting where the areas of improvement could be.

"The quality of these findings is high given a participation rate of more than 30 per cent and around 900 pieces of detailed commentary that offer great insight and engagement with our workforce," she said.

"Further work will be done following the survey findings, including focus groups to gain an even greater perspective of what we need to address, and we will come back in 12 months to see what progress has been made with another survey.

"QFES is technically brilliant and is incredibly adaptable and a key takeaway for us is the survey has shown that people are ready for change."

Following on from this survey, which was issued to paid QFES staff, a similar process will be undertaken for volunteers to gain insight into the baseline of the Emergency Services Volunteers Division.

The Working for Queensland Employee Opinion Survey results were not dissimilar, showing staff are highly engaged with QFES and their jobs and demonstrate a high level of commitment to QFES's goals.

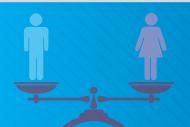




QFES has a positive perception in the community.



We deliver what the community needs and improve community safety through our services.



The majority of people agreed that there is gender equality within QFES but some pockets had a lower perception of this.



The majority of people didn't see or experience discrimination or harassment but if they did it was in relation to a lack of respect and dignity, barriers to advancement, differences in hiring practices and unfair promotion decisions.



Staff are willing and ready for change but there is a need to show that the department is ready and has systems and processes in place to support this change.

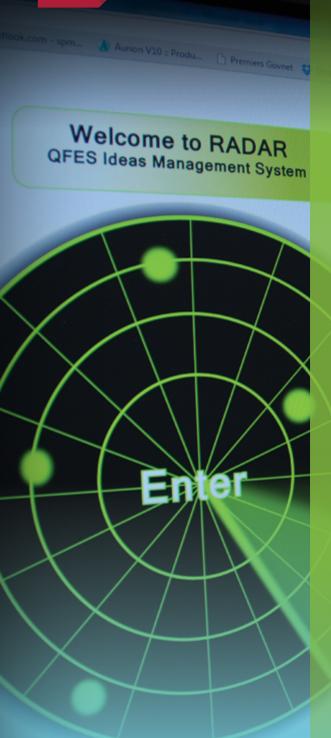


At least 50 per cent of staff want to be fitter and healthier so we will look at ways into the future as to how we can assist and support this.



There is a high perception that QFES has the talent and skills to do the job but we need to improve how these skills are used, developed and managed.





Is this on your RADAR?

A tool for keeping track of innovative ideas will help QFES to extract and implement the best creative solutions for the organisation.

It's innovative in itself and never been done in QFES before, but personnel are now able to see what innovative ideas are being explored across the organisation from inception to implementation.

The RADAR system, launched in August, provides personnel with the opportunity to submit innovative ideas to improve our services to the community and stakeholders.

Innovation and Transformation Unit Executive Manager Leigh-Anne Sorensen said RADAR was now accessible via the QFES portal.

"The system manages the lifecycle of innovations and allows all of QFES to visibly see progress and to contribute via providing feedback, commenting or liking an idea," she said.

"This is a system that will inspire a collaborative approach to innovation."

Miss Sorensen said the RADAR system was a major milestone for the Innovation and Transformation Unit whose role is to take QFES's long history of being innovative to the next level.

"The Innovation and Transformation Unit was established to develop, drive and lead the QFES Innovation and Transformation Agenda and enhance a culture of innovation within the organisation," she said.

"By creating tools, systems and processes, such as RADAR, for innovation and transformation, working with innovation partners across the Portfolio and Government as well as promoting and supporting appropriate innovative ideas harvested from the workforce, we can achieve our vision, objectives and goals."





INCSnap Volunteer on the cards

An information gathering tool already proving useful to QFES will soon be available for volunteer use.

The innovative INCSnap image and video gathering tool will now be rolled out to volunteer divisions to provide a clearer image of QFES operations statewide.

Since its development last year, the INCSnap mobile phone app has allowed operational staff with QFES iPhones to provide images and videos from an incident to off-site decision makers in Incident Control Centres or Operations Centres.

In addition to operational support, INCSnap has allowed greater communication with the community via social media, as images posted on QFES channels provide a timely picture of what is happening so residents can make a decision about their own course of action.

Acting Superintendent Paul Smeath, Executive Manager Government Wireless Network Project, said this capability would now be shared with volunteers for even greater coverage of incidents from all around the state.

"QFES is developing Android and iOS versions of INCSnap which will be accessible to RFSQ and SES volunteers to aid in capturing critical information from any incident which in turn leads to a better informed response and ultimately better service to the community," Mr Smeath said.

"As with the current version of INCSnap, any material submitted is geo-stamped and time-stamped for accurate record-keeping and any further images are collated in a central incident folder and automatically sent to key decision makers via email once submitted."

Mr Smeath said Wayne Coutts for SES and Wayne Ford for RFSQ were instrumental in managing a user reference group to ensure the app was appropriately adapted for volunteer use.

A select control group including SES and RFSQ personnel will test the app before it is rolled out to around 50,000 volunteers.

Volunteers will be advised how to access the app once it has become available.







RFA is out, TAMS is in

The outdated RFA Online system for SES is being replaced with a new SES Task and Management System (TAMS).



A new system for logging information for SES jobs will provide improved interoperability, clearer and more up-to-date data and ease of use for volunteers.

Following two years in development, the SES TAMS will replace the RFA Online system, which can no longer be supported or updated.

SES State Manager Operations Phil Austin said training in the new system had been delivered to all regional offices already, with many regions also delivering training more broadly to members in anticipation of a late-August launch date.

"TAMS is much easier to use than RFA Online, which is evidenced by the four-hour training which is required, as opposed to the two-day training that RFA Online required," he said.

"It is a browser-supported system meaning that you don't need particular software on a particular computer to use it and it can be accessed on mobile devices too, which makes it much more accessible.

"There is also an auto-notification feature that alerts SES groups when they have been allocated a job. This was a manual process before that often involved calling people."

Mr Austin said TAMS had the ability to assist the SES to work more collaboratively with other emergency response agencies during events.

"The system has a very advanced geo-location system which plots addresses and fits in with GIS mapping and TOM mapping which is used in the State Operations Centre.

"TAMS very clearly shows information captured about requests, when they have been tasked and when they have been completed.

"TAMS also has the capability to accept and process information from third party software systems, for example local government authorities not using TAMS, without the need for duplication and double handling."







Plan sets sights on goals

The focus for the direction of QFES over the next four years has been set down in the new Strategic Plan.

A new Strategic Plan document has laid out the vision, objectives and challenges facing the organisation over the next four years as it moves toward becoming more progressive, inclusive and efficient.

The Strategic Plan 2015-2019 sets out six strategic directions to shape operational planning and these include: operational excellence, great place to work, empowering volunteerism, working together, capable organisation and trusted service.

Keeping these strategic directions in mind will help us to achieve our vision of safe and resilient communities and deliver on our core values of community-first, respect, diversity and inclusion and safety.

Commissioner Katarina Carroll said the plan was relevant to the whole organisation and there was an expectation for every person in QFES to read the plan and apply it to their role.

"I want you to take the time to look at this plan and the strategic directions listed, which join together with the vision and objectives of the Department and will provide the framework for us to better deliver services to all Queenslanders," she said.

"This is a plan for all of QFES and is dependent upon the operational expertise within the three Services: Fire and Rescue, State Emergency Service and the Rural Fire Service Queensland, and fundamental capabilities like Emergency

Management. For us to deliver industry best-practice, integrated capability and excellence in service delivery will require a new focus on integration.

"My focus and the key to successful implementation of the Plan is people and be rest assured I will stand by you."

The plan also importantly details challenges that may be faced in achieving these objectives such as managing community expectations, the increasing demand for services as the population rises and keeping up with evolving technology.

A copy of the Strategic Plan is included as a liftout in this copy of *Response* however it is also available on the intranet and QFES website.



New offices boost RFSQ capability

Two new Rural Fire Service Queensland (RFSQ) area offices have opened with a third in the pipeline to expand service to communities.



Central and south-east Queensland communities are receiving extra support from the RFSQ with the establishment of two new area offices.

These offices are able to enhance support for volunteer brigades and fire wardens on the Gold Coast and in Gladstone, with a third new office also slated for Kingaroy, in the Burnett area.

RFSQ Acting Assistant Commissioner Peter Varley said these areas were chosen due to heightened bushfire risks.

"The eastern part of the South Eastern Region has significant bushfire risk due to the coastal hinterland being a population growth area, with large areas of forestry slowly being encroached upon by small allotments and estate development," he said.

"There has been substantial growth in the coastal areas within the current Rockhampton Area boundary too, with a marked increase in the total number of responses by volunteer rural fire brigades in the Gladstone area over the past five years.

"The implementation of both the South Coast and Gladstone Area Office and the proposed Burnett Area Office will offer enhanced support to volunteers and provide brigades with increased capacity to support surrounding communities."

Kaye Healing has been appointed South Coast Area Director, while Craig Magick has been appointed Gladstone Area Director.

Further details regarding the Burnett Area Office will be available in the near future.

Thanks to Jade Joos



Uniform consultation to continue

Consultation on a consistent uniform across QFES will continue while Fire and Rescue and Emergency Management staff begin wearing dark navy this month.

Deputy Commissioner Mark Roche said so far matters including heritage, culture and community identity that are unique to the previous individual services had been raised as concerns.

"Since the commencement of Queensland Fire and Emergency Services, there has been continual discussion regarding new uniforms and significant development has been conducted to ensure the best quality, style, type and suitability is delivered," Mr Roche said.

"Initial plans for all of QFES to wear the same consistent colour has also received some opposition, therefore, recent discussions between industrial bodies and associations has led to a further review of the theme for QFES uniforms."

In the interim, the dark navy new uniform will be worn by paid Fire and Rescue,

Emergency Management, Firecom and Scientific from 17 August 2015.

A delayed changeover date for paid RFSQ and SES staff to wear new light blue shirts will be advised, and these uniforms will be treated as a "transition" uniform over the next financial year.

A final uniform for RFSQ and SES volunteers will be designed and ordered with an implementation date in the first half of 2016.

QFES helps in Commonwealth Games prep



With the Gold Coast 2018 Commonwealth Games getting closer, QFES is taking steps to prepare emergency planning for the event.

QFES is already jumping into preparing for the Gold Coast 2018 (GC2018)
Commonwealth Games, taking lessons from the 2014 Games in Scotland.

Acting Superintendent Greg Tomlinson and Inspector Daryl Rush returned from observing the most recent Games in Glasgow where the importance of establishing a project team early was highlighted.

Acting Chief Superintendent Darryl King is leading the QFES Commonwealth Games Program Office (QFES CGO) and said the first planning phase of the program was completed with a Budget Submission and the Concept of Operations (ConOps) already delivered.

"The project team is developing key partnerships to collaboratively plan and apply an integrated approach to emergency planning," he said.

"QFES is embedded in the strategic membership framework for the planning for GC2018.

"The framework provides a forum for all key partners to work together and we have established membership at the safety and security, transport, venue and events steering committees and working groups."

QFES CGO is currently a small team of four but the office will expand in size and capability leading up to GC2018.



The deployment phase includes 1,941 shifts of QFES personnel, ranging from senior officers to support staff, being deployed to venues, command centres and other strategic locations around the Gold Coast and the state.

"The Games will involve all QFES regions with events being held on the Gold Coast, in Cairns, Townsville and Brisbane and the Queen's Baton Relay making its way through Queensland," Mr King said.

The Games will be held from 4 to 15 April 2018 and the host city, the Gold Coast will welcome over 6,500 athletes and officials from 71 Commonwealth nations from around the world, as well as VIPs such as members of the British Royal Family, Heads of State and other dignitaries.

For more information on the planning for GC2018, visit the Queensland Government "Embracing 2018" website www.embracing2018.com or email the QFES CGO comm.games2018@qfes.qld.gov.au.

Thanks to Nicole Wright

www.qfes.qld.gov.au | 13 QGOV (13 74 68) RESPONSE Edition 2 2015

Thanks to you we're working wonders for kids with burns



The Children's Hospital Foundation would like to thank you for helping sick kids through your support each pay day. Your regular gift provides funding for the Burns and Trauma Research Centre at the Lady Cilento Children's Hospital.

Every dollar you give helps burns patients like Camryn heal faster and go home sooner.

\$10

will print and laminate pain scales for use in research.

\$20

will fund a PhD student for an hour and a half to conduct clinical research.

\$40

will fund a senior research assistant for an hour to collect data in theatre to work out what dressing is best.

\$50

will assist extension and improvement of the Queensland Paediatric Burn Registry to identify specific injury patterns that need to be investigated. More funding helps us to do greater things.

With your help our researchers can continue to unlock the secrets of faster healing and better management of pain, stress and other psychological scars from burns and trauma.

If you are able to provide us with greater support each pay day, please contact your Regional HR Consultant or email **P1QFRSPayroll@dsitia.qld.gov.au** for operational staff or **P1DESpublicservicepayroll@dsitia.qld.gov.au** for public service staff.

You can also complete an Authority to Change Banking Deductions Form and send to Payroll.

camryn, 3 years, burns

Camryn's story

Nicole and Russell and their two young children Jack and Camryn, set off for Stradbroke Island for a camping trip with some other families in October 2013.

It was the family's first camping trip and their first holiday for the year. After they set up their tents Nicole took Camryn down to the water for a swim. On their way back, Nicole stopped to talk to a friend while watching Camryn walk towards her Dad at their campsite. All of a sudden, Camryn was screaming.

Camryn was just two years old when she walked onto a campfire that had been covered with sand.

"I rushed her into the surf and called for help. Thankfully Camryn was put into the capable hands of doctors and medical teams who truly understand the lifelong trauma that burns can cause."

Camryn was off her feet for five weeks and continued to have further treatment afterwards including wearing a compression bandage for two years, 24 hours a day.

Brave Camryn was able to return home, but like many children with severe burns, her treatment has continued – and will continue – for many years.







Escape plan focus for winter fire safety

A campaign targeting Queensland families is reinforcing the need for home escape plans.

The *Get out. Fire about*. campaign was launched at the beginning of winter to highlight the importance of household escape plans.

With evidence that a practiced escape plan, along with the use of photoelectric smoke alarms, may have changed the outcome of fatal house fires in recent years, QFES is reinforcing this information to the broader community.

Community Engagement Manager Kevin Reading said the campaign was designed to encourage families to begin with a conversation about what they would do in the event of a house fire.

"Every home needs to have an escape plan, with no exceptions. It needs to be not only talked about, but documented and practiced to be effective," Mr Reading said.

"We are trying to reach families and households with our messaging when they spend their time together — on the way to school listening to the radio or as they scroll through social media in the evenings.

"Our advertising directs the audience to a specially created microsite where an escape plan can be made.

"We need people to understand the real life consequences of a house fire and how having a plan can drastically change the outcome, because there is no time to think once the alarm is already sounding."

An evaluation will take place at the conclusion of the campaign.







INSARAG in Indonesia

QFES represented the International Search and Rescue Advisory Group (INSARAG) in a series of workshops in Bali in June.

Inspector Daryl Rush had the unique opportunity to attend the 2015 East Asia Summit for a series of Rapid Disaster Response and Recovery Workshops in Bali recently.

As Technical Rescue Manager, Mr Rush was able to represent INSARAG at the invitation of the co-hosts Indonesian National Disaster Management Authority (BNPB), Emergency Management Australia (EMA) and New Zealand Ministry of Foreign Affairs and Trade (MFAT) – as the Australian Urban Search and Rescue Taskforce (AUS-1) was on international deployment rotation.

Mr Rush said the summit was attended by 16 of the 18 nations that make up the East Asia Summit, Australian and New Zealand emergency management and foreign affairs agencies as well as the World Health Organisation, International Federation of Red Cross and the United Nations Office for Coordination of Humanitarian Affairs.

"Over 10 and 11 June, workshops were

co-hosted by BNPB and Emergency Management Australia and focussed on rapid disaster response and discussed recent examples such as the Ebola response, Tropical Cyclone Pam and the Nepal earthquake" Mr Rush said.

"We also looked at disaster trends in the Asia Pacific and took a field tour of the Bali Emergency Operations Centre, a regional Tsunami Evacuation Centre which is under construction and their equivalent of a Bureau of Meteorology.

"The second part on 12 June was focussed on recovery and promoted the implementation of a peoplecentred recovery framework drawing recent examples from Christchurch and Indonesia."

Attending summits such as these help to foster stakeholder relations internationally and build the QFES profile as one of the best fire and emergency services in the world.

QFES represents in Mongolia







Seven QFES personnel took part in an exercise aimed at preparing for an international response to a disastrous earthquake in the Asia Pacific region.

A delegation of USAR Taskforce members from QFES visited Mongolia to be part of an international multi-agency earthquake exercise.

The INSARAG Asia Pacific Earthquake Exercise took place in Ulaanbaatar and involved eight national teams, 16 international teams and several non-government organisations to test readiness for a response to large-scale international disasters.

Chief Superintendent Steve Smith and Superintendent Brad Commens were involved in the facilitation of the exercise while Inspector David Woods and Station Officers Douglas May, Monty Dayman and Greg Stewart participated.

Chief Superintendent Mike Dwyer was also in attendance to observe the exercise.

The QFES contingent also had the opportunity to visit the Mongolian National Emergency Management Agency (NEMA) training college to observe demonstrations by staff.



Volunteer to Career

Rural officer Clinton Neumann says more people should consider volunteering as a foot in the door to a career with OFES.

It is well-known that volunteering provides a number of desirable skills, but have you thought about whether your volunteering could lead to a new career?

While RFSQ and SES ranks are predominantly filled with volunteers, there are a number of paid positions available and for some of those, volunteering for the organisation is a prerequisite.

Rural officer Clinton Neumann has made this transition and said volunteers should be aware of the opportunities that are available and make the most of their volunteering skills to climb the ladder.

"All roles in RFSQ favourably consider a strong understanding of volunteerism and in many roles, especially those that interface with volunteers, it is a selection criterion," he said.

"Whilst many of these roles require skills that you may not develop in your role as a volunteer, if you have experiences in other organisations that contribute to the skill base required – this will assist you."

Clinton developed his skills with roles at Logan City Council and Queensland Parks and Wildlife Service as a ranger and volunteered in his spare time before securing paid work for RFSQ.

"Once I had decided to actively target a career in Rural Operations, as it was known then, I took opportunities that provided me with additional skills and experience to make me more competitive for a role," he said.

"I have been fortunate to have significant developmental opportunities, and have worked for extended periods in the role of Manager Rural Training Delivery along with RFSQ Area Director roles in Townsville and Charters Towers and relieved in the Area Training and Support Officer role around the state.

"If you are genuinely interested in transitioning to a full-time position, you should aim to learn as much as you can about the organisation, the qualifications required for the role you are interested in and the strategic direction of the organisation."





SES Curriculum Writer Corey Armstrong also began as a volunteer, following in his father's footsteps and joining the SES in 2009 after completing the Emergency Services Cadet Program.

As a cadet, Corey knew he wanted a career in the emergency services and started to grow an interest in the training side of the business.

"In 2008, I planned, developed and coordinated my first major training exercise – Exercise Shockwave – which involved the cadets, firefighters, paramedics, police, and SES," he said.

Corey said his passion caught the attention of then Emergency Management Queensland executives and he began a schoolbased traineeship, which lead to a full-time administration officer role after he finished school.

"During the 2010-2011 floods, I was deployed to the Westridge Staging Area at Acacia Ridge where I formed part of the incident management team responsible for tasking SES teams that were local, intrastate, interstate and international.

"Several weeks later I was deployed to Tully in the wake of TC Yasi, where I filled the role of Planning Officer in the IMT for two weeks at the age of 17."

Corey is now working in the SES State Training Team but has been studying a Bachelor of Paramedic Science while working for the SES full-time and still volunteering for both SES and RFSQ.

▶ Where to next?

Positions with QFES are advertised on the SmartJobs website at www.smartJobs.qld.gov.au and are usually advertised for two to four weeks depending on the role and time of year.

QFES jobs will generally ask you to meet particular selection criteria. Your responses should demonstrate, with relevant examples, that you have the required experience, skills and abilities to do the job.

It is important to read the position description carefully and ensure you understand it completely. If you have any questions, call the nominated contact for the position and clarify your concerns.





Northern Region

Two Northern Region firefighters recently attended and competed in the World Police and Fire games in Fairfax, Virginia, USA.

Station Officer Trevor Doyle competed in trap shooting 12 gauge shotguns, winning a gold medal as part of an international combined team.

1st class Firefighter Neal Davison competed individually in martial arts karate placing a credible 4th place.

Both officers are already preparing to compete in the 2017 games in Montreal, Canada.



Station Officer Trevor Doyle in the USA for the World Police and Fire games

A number of Northern Region stalwarts have bid farewell to QFES.

Executive Assistant Lois Caines commenced her emergency service career with the Queensland Ambulance Service in February 2002 before transitioning to QFES in January 2004 and subsequently has become the "go-to" person, providing assistance and advice over some 11 years. She is taking long service leave before her official retirement in October.

Firefighter 1st Class David Hoey is retiring after 40 years of dedicated service and his long and dedicated career was celebrated with a morning tea on 13 July at the South Townsville Fire and Rescue Station with many staff attending to share fond memories.

Inspector Bob Orchard also retired on 15 July after 28 years of service to the community as a member of QFES. Bob has worked in Brisbane, Mt Isa and Townsville and held a number of varied positions in his career.

Lois, David and Bob are wished all the best in their respective retirements.

Thanks to Paul Cannon



QFES farewells Executive Assistant and "go-to" person Lois Caines



Fire Fighter 1st Class David Hoey is retiring after 40 years of service









Central Region

An information night on psychological support services available to families of QFES personnel has taken place in Rockhampton.

The Fire and Emergency Services Support Network (FESSN) offers peer support, psychological first aid and counselling to QFES staff as well as their families.

Fitzroy Zone Commander Colin May said the information session was presented by psychologist Dr Michael John and also covered topics particularly relevant to emergency services workers such as the "normal" range of reactions to traumatic events and understanding Post Traumatic Stress Disorder.

"The session was targeted at the partners and families of younger and newer staff to inform them of the debriefing processes following particularly traumatic incidents," he said.

"We want our staff to make use of the services available to them to reduce the incidents of post-traumatic stress so they can have healthier and happier careers.

"Stress-related conditions are common among emergency service workers and should an officer start showing early signs of post-traumatic stress, their families will be the first to notice these signs, so it's important they know what to look for, too."

The information evening was also the last QFES event to be run by Dr John, who has serviced the Rockhampton area for more than 20 years, as he moves his practice to Brisbane.

Firecom operator Melissa Sealy is an example of the varied skills of QFES personnel.

While Melissa has worked for Firecom for 12 years, she has also volunteered with Mt Morgan SES for 28 years.

Currently, Melissa has been seconded to work as the SES local controller for Rockhampton Regional Council and Livingstone Shire Council.

So far, some of her tasks have included coordinating SES involvement in the Emergency Services Day and conducting land searches.

Preliminary Taskforce Marcia research findings have been released in a series of explanatory Youtube clips.

The 10 short segments, recorded at the Cawarral Rural Fire Brigade, feature retired bushfire fuel scientist Jim Gould's presentation to rural fire members.

Topics covered include changes in fuel and how this will affect fire behaviour, impacts for first attack, firefighter and community safety considerations and reinforcement of the short timeframe for mitigation this year.

As the Taskforce moves into the second and third phases of the project, hazard mitigation burns and community engagement is underway.

QFES is working with the communities to help them to understand the heightened risk and develop mitigation strategies to reduce risk on their own properties.

Taskforce Marcia's key aim is to reduce risk and empower the community to be prepared for the bushfire season.

To see the first instalment of the video series, visit https://youtu.be/N69GWJol1Gw

Thanks to Julianne Webster-Scott



North Coast Region

The Gympie Show provided a great opportunity for QFES to engage with the local community.

With assistance from Clayton's Towing, three road crash rescue demonstrations were conducted showing techniques for vehicle stabilisation, glass management and operational use of hydraulic tools.

Displays of the kitchen fire trailer were also a crowd pleaser and Blazer was on hand making a number of trips down sideshow alley.

The 451B fire appliance led the Machinery Alley parade on Thursday night in the main arena. The 1942 appliance was on loan from the local museum and provided a great talking point for young and old.

Thanks to Greg Albury

North Coast Region swift water operators conducted skills training for two-day Technical Rescue workshops earlier this year.

As part of the skills maintenance, SES provided a sample of each type of boat that the SES use for flood water operations.

This was to enhance the operational capability of both SES and Fire and Rescue swift water rescue teams.

SES provided a theory session on each boat covering capabilities of the craft and where they would use the boats during flood events.

The group then took part in practical activities including transport of swift water crews to specific locations so a rescue could be carried out, the transport of crews via a towing process and using the SES boats as a work platform to carry out rescues.

The Fire and Rescue swift water crews also provided the SES crews with some practical training in the use of throw bags.

Both the SES and Fire and Rescue teams worked well together learning from each other and ultimately providing an enhanced rescue service to the community of Queensland.

Thanks to David Woods









The Narangha Rural Fire Brigade at the family fun day.



Redcliffe SES Group volunteers encourage residents to prepare for storms.

Brisbane Region

On Sunday 21 June, QFES personnel from multiple disciplines worked with Queensland Police, Queensland Ambulance and QGAir on a large-scale multi-agency exercise.

Exercise Drive simulated a road crash rescue involving a 20-seat bus down an embankment after colliding with a car and causing multiple casualties.

This exercise tested the interoperability between the services and will improve agency relationships.

The QGAir Rescue 500 helicopter performed a winch rescue of a patient with serious injuries.

The exercise took place at Griffith University Nathan Campus and was organised by Inspector Mark Kahler and Station Officer Myles Parry.

Local emergency volunteers were able to get their safety and preparedness messages across to the public at a successful family day staged by Bunnings, Rothwell in June.

Close to 3,000 people, some of whom had travelled many kilometres, attended the activity with many accepting the volunteers' advice and brochures.

Members of the Redcliffe SES, the Redcliffe Volunteer Coast Guard and Narangba Rural Fire Brigade were involved in the event, which gave the volunteers the opportunity to raise funds through a bucket collection.

Other highlights of the day included the appearance of Peppa Pig, a display of unique cars, music, a juggler, a reptile display, face painting and stalls offering handicrafts and cakes.

Thanks to Sharon Ticulin and Graham Davis.



Peppa Pig joins volunteers to help spread the safety message.



South Eastern Region

The annual bushfire pre-season readiness forum was attended by almost 300 people representing the services and capabilities of Queensland Fire and Emergency Services.

The purpose was to share knowledge and experiences in preparing for the upcoming bushfire season.

It was a great opportunity to showcase resources and promote some of the innovative ideas that have been developed in the South Eastern Region.

Some of the presentations at the forum included the seasonal outlook, fire season strategies and experiences from different perspectives, from deployments to Cyclone

Marcia and fires in Western Australia to the floods in the Lockyer Valley.

For the first time a question and answer panel took place which allowed attendees to ask questions to the panel which had a representative from all disciplines of QFES.

RFSQ Acting Regional Manager Corey Bock was instrumental in driving the annual event.

Thanks to Kaye Healing



The Southport fleet maintenance workshop will be replaced with a purpose built facility at Yatala to be completed by October 2015.

The original workshop was constructed in the 1970s to maintain a small fleet of South Coast Fire Brigade fire appliances.

Forty years later, the region has grown in size and the facility is now outdated and is limited in its capacity to accommodate servicing of the contemporary range of QFES appliances.

South Eastern Region, in close partnership with Fleet Asset Services Group, has

undertaken a leasing arrangement with a newly constructed facility at Yatala.

When completed, the new workshop will have undercover service bays for more than six appliances, vehicle hoists, an internal wash-down bay, purpose built Holmatro servicing area, welding bay and parts storage.

Thanks to Greg Tomlinson



The South Eastern Region hosted 140 Volunteer Community Educators (VCEs) for a Practical Skills Day at Queensland Combined Emergency Services Academy at Whyte Island in July.

VCEs came from South Eastern, Brisbane, South Western, North Coast and Central regions to participate. Even two VCEs that were in Brisbane on holidays at the time attended.

Skills covered on the day included dealing with the media, accessing support services when dealing with the community throughout an incident, kitchen fire demonstration training, wildfire simulation trailer training, Incident Control Centre training, community messaging and a live fire demonstration.

The event has been facilitated for the past two years and is designed to help prepare VCE teams ahead of the fire season.

It assists with their community education and engagement activities and also gives them an insight in to what they may face and some hints on how they may best address those situations.

It was a very successful day and planning has already commenced for the next event.

Go to pages 32 and 33 to see more images from the day.

Thanks to Peta Miller-Rose



Information & Warnings

What do warnings mean





ADVICE

There is a fire in your local area, access information and monitor conditions.





WATCH & ACT

Fire is heading toward you, conditions are changing and you need to take action now to protect yourself and your family.





EMERGENCY WARNING

You are in imminent danger and need to take action immediately. You will be impacted by fire.



PREPARE.ACT.SURVIVE

ruralfire.qld.gov.au









South Western Region

An open day at Highfields in June was a rousing success with more than 400 members of the public engaging with QFES personnel.

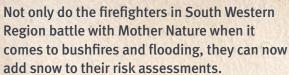
The day was hosted at the Highfields Fire and Rescue Station and was supported by SES and a number of rural fire brigades from the greater Toowoomba area and Firecom.

The day was considered the best public response to a community engagement event in the area, with credit given to the multi-discipline approach.

Even the Queensland Ambulance Service stopped by for a visit and a free sausage.







The Bureau of Meteorology recorded up to eight centimetres of the white stuff around Eukey and Stanthorpe along the Granite Belt on 17 July, the best snowfalls seen in Queensland in over 30 years.

Fortunately locals and the visitors that flocked to the region played it safe and there were no snow-related traffic incidents recorded.

Thanks to Rachel Thomas















Far Northern Region

Firefighters in Cairns made the most of the Big Boys Toys Expo in May, using the event of a fire truck pull to share important safety messaging with attending crowds.

The draw card of the day was local gym manager Elias Wright using his strength to pull the 711 Zulu appliance.

QFES had a large interactive display with Zulu and India appliances and lots of educational resources staffed with auxiliary and permanent firefighters.

Water pump demonstrations were a hit with kids while their parents were keen to learn more about smoke alarms, SafeHome visits and Operation Coolburn.

Thanks to Christine Harris

Edmonton SES has created a great relationship with the local Edmonton Scouts Group, sharing skills and training.

After the SES invited the scouts along to SES training, the Scouts kindly repaid the favour and hosted a training night for SES.

The Scouts set up three mini training stations – how to make a sundial and work out which way was north, how to purify water with a piece of clothing or sand and charcoal and how to start a fire without matches or a lighter.

They also played a game where the SES had to start a fire without matches or a lighter before a fictional storm came in 15 minutes.

All teams successfully started their fires, then the storm came via hoses and buckets of water, which the Scouts took delight in drenching the SES with.

Thanks to Kay Burkin and Jessica Mason-Hamilton

QFES participated in NAIDOC celebrations in Cairns receiving a warm reception from families in attendance.

The day began with a parade from Munroe Martin Park to Fogarty Park led by Little Squirt.

There was representation from multiple QFES disciplines and attendees were able to try on different PPE and have their photo taken, while the youngest patrons got a ride on Little Squirt.

SES Indigenous Capability Officer Arama Samuel also spoke to the young people in the Yarrabah dance group about opportunities available to them with the SES.

The community engagement led to more than 40 enquiries for how to become a part of QFES.

Thanks to Arama Samuel



Keep looking when cooking

The 2015 Fire and Rescue New South Wales (FRNSW) winter fire safety campaign aims to reduce incidents and injuries by increasing awareness of kitchen fire hazards.

FRNSW's campaign focuses on kitchen fires caused by unattended cooking with the theme 'keep looking when cooking'.

Of the 4,254 residential fires attended in NSW last year, approximately 47 per cent started in the kitchen with unattended cooking the most likely ignition factor.

Of the recorded kitchen fires, data suggests these fires contributed to 46 per cent of fire related injuries.

Community Safety Coordinator, Station Officer Jeremy Cohen, said one reason for this high injury statistic was people trying to tackle the fire themselves in an unsafe manner.

"When people return to find their cooking alight, they try to move pots and pans causing themselves injury," he said.

"Another cause of injury is loose clothing catching alight. This conclusion is supported with health injury data.

"This year the main message is 'keep looking when cooking' but we should also remind the public to maintain a working smoke alarm and in case of a fire, get out, stay out and call Triple Zero (000)."

The campaign was launched by the Emergency Services Minister David Elliott and Acting Deputy Commissioner Mark Brown at CSIRO in North Ryde on 25 May.

The launch included a kitchen burn to demonstrate the risks associated with unattended cooking and to highlight to the media just how quickly a fire can take hold.

Thanks to Fire and Rescue New South Wales









"I wouldn't trade it for anything"

Tim Chittenden, now Toowoomba Area Director, has dedicated the past 14 years to the Rural Fire Service Queensland. He says despite it now being his career, the volunteer spirit has never left him — By Stephanie Masters.

As an unassuming horticulture student, Tim Chittenden went along to his university careers day, saw a stand for his local rural fire brigade and signed up.

Thinking it "seemed cool" at the time, Tim was surprised by how much he enjoyed the training and being part of the emergency services.

It was 18 months into his volunteering, when fires were raging on the Toowoomba ranges, that he knew the RFSQ was where he wanted to be.

"I saw how professionally a group of volunteers can do their job and I only continue to be impressed by what volunteers can do day after day," he said.

Tim's transition into paid work for the service was not straight-forward and he travelled across the country before he could get his foot in the door.

"Probably two or three years in, I started to get pretty heavily involved in brigade and recruit training as a volunteer training officer.



"When the enhancement package from what was Rural Operations came into play and they announced all the Brigade Training and Support Officer (BTSO) roles, I thought this is something that would be perfect for me - it was an entry level position and there were so many new jobs coming up.

"I applied for one of those roles and didn't get it."

But nothing could deter Tim once he had set his mind on his preferred career path.

"I moved to Western Australia and I was a volunteer there for about 18 months before I applied again for a job back in Queensland and got the BTSO position in Townsville.

"When I applied, my theory was wherever I get offered a place, I would be saying yes because I just wanted to get in.

"It was a big move and I don't regret it now, but at the time it was challenging."

Tim was recently promoted to the role of Area Director in the South Western Region after working in Townsville for seven years, but says the fact that he gets paid to do what he loves has never changed his attitude.

"I often say to people, the problem I've got is I've turned my hobby into my career, and with the nature of the work you don't get a lot of time for other things," he said. "That volunteer spirit and mentality has never left me, whether you're being paid or not is irrelevant, you just keep going until you get the job done.

"I like to think of myself as innovative in the way I work and I adopt a collaborative approach, as I like everyone to be involved in what I do and how I do it.

"There's a real sense of mateship to be part of such a big organisation like QFES and you get a lot of community respect; people are very impressed when you tell them who you work for."

Heading into bushfire season, Tim's family knows he could get a call to action at any time.

"Being on-call 24/7 can be difficult to manage but I just try and make sure I take time when the opportunity presents itself and my family knows August through to December, the chance of me not being home on weeknights or weekends is far greater," he said.

"What keeps me going in the hard times is just thinking about the ability you've got to make a difference, which is one of the best things — you can do such a little thing that makes such a big difference to someone's life.

"We work for the community and we need to make sure we provide them with the best possible service we can. It's such a good job and I wouldn't trade it for anything."

Queensland Fire and Emergency Services

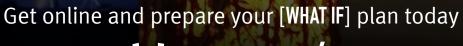
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FOGS dig deep to support injured firies



Ensuring families of injured firefighters get the support they need was the focus of an annual charity lunch attended by rugby league legends.

The 2015 Former Origin Greats (FOGS) Eales Racing Annual Charity Lunch has supported injured firefighters like Joe Torrisi and Michael Beck, choosing the Queensland Firefighters Charity as one of its beneficiaries from monies raised at the 2014 event.

The lunch took place on 7 July, and included raffles and an auction with proceeds to be distributed throughout 2015 and 2016 towards a number of beneficiaries.

The Queensland Firefighters Charity was chosen as one of these following the recent fatal explosion at Serves You Right Café, where firefighters Joe Torrisi and Michael Beck received extensive burns.

FOGS Executive Chairman Gene Miles said final tallies for this year were still being counted, however results were expected to be similar to last year's total of \$80,000.

"FOGS are extremely pleased with the success of the 2015 FOGS Eales Racing Annual Charity Lunch," Mr Miles said.

"The organisation is overwhelmed with the generosity shown by organisations and guests on the day."

Commissioner Katarina Carroll made a video address at the lunch to thank FOGS for its support.

"Michael and Joe's families have both expressed their appreciation for the ongoing messages of support and donations that have been received, which are helping to cover the costs of their families staying nearby while they continue their treatment," she said.





WHAT: Australian Red Cross Red25

Emergency Services Blood Challenge

WHEN: 3 July 2015















WHAT: Volunteer Community

Educator Practical Skills Da

WHEN: 11 July 2015



































Series looks into state's fiery past

A ten-part mini-documentary series will provide an interesting look into some of the state's most memorable fire incidents.

From the Paddington Tram Depot fire of 1962 to the Cathedral Place fire in 2013, the *Back to the Brass Helmet* series is taking a look back at the most significant fire incidents of the state's history.

The series is made up of ten mini-documentaries produced by the PSBA Media Content team and is available on the QFES Newsroom and QFES social media channels.

Multimedia Producer Brendan Bowen said the episodes were released weekly, with each one focussed on a different fire or a particular firefighting technique.

"The idea behind the series stems from a need for QFES to move forward into a new era and one of the best ways to do that is to go back to its beginnings and have a look at all that has come before," he said. "There are a lot of stories out there, of brave acts and incredible events, that we should be celebrating; and there are a lot of firefighters out there who have given everything for the service and for the protection of the public, and their stories deserve to be told."

The project has involved interviewing current serving and retired firefighters and fire historians and Mr Bowen has also been working with *The Courier-Mail* to access archival photographs of important events.

Over the course of several months, Mr Bowen heard a lot of interesting stories.

"Aside from the brass helmet itself, which most firefighters have informed me was only good for getting caught on Hills Hoist clothes lines on the way to fight fires, the types of fires they went into, the ferocity of them and the way they kept going until the job was done was just amazing to hear," he said.

Catch up on episodes of Back to the Brass Helmet at https://newsroom.psba.qld.gov.au



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CONTACT THE QFES SPONSORSHIP MANAGER ON (07) 3635 3417 FOR MORE INFORMATION.





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