

Proposal

Change to rank markings for RFS RO1 and RO2 Officers

1 Purpose

To confirm the change in design of the Rural Fire Service (RFS) RO1 and RO2 epaulettes.

2 Summary

RFS staff ranked RO1 and RO2 are currently provided with ink navy epaulettes, with RFS embroidered in white with one or two white bars, dependent on rank.

Approval has been received via the Commissioner, Queensland Fire and Emergency Services (QFES) for the rank markings on the RO1 and RO2 epaulettes to transition from white bars to impellers (Attachment 2)

2.1 Background

In 2018 an RFS uniform survey was conducted which favoured a change in the design of epaulettes for the paid RFS RO1 and RO2 staff from the existing stripes to impellers. The rationale behind this change was to align RFS staff to volunteers. Epaulettes with yellow impellers are issued to volunteers with the rank of officer or above.

In 2019, the decision was made in the Uniform Branding meeting, to transition RFS RO1 and RO2 staff to impellers, with agreement to consult with the UFUQ regarding rank consistency across all services. Following this meeting a consensus could not be reached with key stakeholders and the decision was made to remain with the status quo.

2.2 Key issue or problem that the submission is addressing

The RFS Together Union Branch requested consideration once again be given to changing the design of the RO1 and RO2 epaulettes from bars to impellers to align staff and volunteer rank markings.

2.3 Options

Approval has been received from the Commissioner, QFES to progress the change from bars to impellers for RO1 and RO2 epaulettes.

2.4 Consultation

Consultation has occurred with:


- RFS Together Union Branch

3 Attachments

Attachment 1 – Implementation Plan

Attachment 2 – Commissioner Approval

In preparing this submission I have accurately outlined all necessary details required to consider this proposal.

Submitted by:	Evonne Harding, Executive Manager, Uniforms and Logistics	31/08/2022
Submission noted by:	John Bolger, Assistant Commissioner, Rural Fire Service	Click or tap to enter a date.
	Signature: 	01.09.2022

Contrary to public interest

Proposal

Change to rank markings for RFS RO1 and RO2 Officers

ATTACHMENT 1

1 Implementation Plan

A design and sample of the RO1 and RO2 epaulettes with impellers will be sought from the current supplier.

These samples will be approved by the Assistant Commissioner Rural Fire Service. An order will be placed for an initial run of approximately:

- 225 pairs of RO2 epaulettes
- 125 pairs of RO1 epaulettes.

RFS RO1 and RO2 staff currently receive an allocation of 5 pairs of softboard epaulettes. They do not receive hardboard epaulettes.

The initial run will cover a roll out to all staff who hold these ranks, including an allocation of two pairs of epaulettes for each Rural Fire Support Officer. It will also bring stock levels at the Richlands Warehouse up to recommended stock holdings.

2 Implication and Resources

2.1 Resource Implications






The change in epaulette design will have an impact on the resourcing of the uniforms and PPE team within Uniforms and Logistics, who will work with suppliers to update specifications and receive final samples for approval.

2.2 Financial Implications

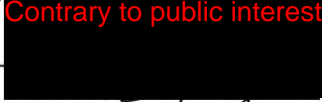
The softboard epaulettes cost \$6.90 per pair. The initial roll out to staff and purchase of stock for the warehouse will cost approximately \$3,000 including despatch.

New softboard epaulette design for the Rural Fire Management Officer (RO1 & RO2)

- Figure 1 & 2 are the current softboard RO1 and RO2 epaulettes including bands.
- Figure 3 & 4 are the new design softboard RO1 and RO2 epaulettes including impellers.
- Figure 5 is the current softboard Inspector epaulette to be used for the impellor spacing of the RO1 and RO2 sample epaulettes

	
<p>Fig. 1 Current – RO1 (One Band)</p>	<p>Fig. 2 Current RO2 (Two bands)</p>
	
<p>Fig. 3 New design – RO1 (One Impellor)</p>	<p>Fig. 4 New design – RO2 (Two Impellers)</p>
	
<p>Fig. 5 Current – Inspector (Three Impellers) Impellor spacing for the RO1 and RO2 is to be based off the three impellor inspector epaulette</p>	

Sample approved by Rural Fire Service

Signature: 

Name: T. Johnston

Title: Director VJB

Date: 31/8/2022

From: Lauren Poynting <Lauren.Poynting@qfes.qld.gov.au>

Sent: Thursday, 21 July 2022 9:18 AM

To: Alan Gillespie **Contrary to public interest**

Cc: Stephen Smith (QFES Assistant Commissioner) <StephenA.Smith@qfes.qld.gov.au>; RFS Assistant Commissioner <RFS.AC@qfes.qld.gov.au>; Adam Stevenson <Adam.Stevenson@qfes.qld.gov.au>; Adam Green <Adam.Green@qfes.qld.gov.au>

Subject: RE: Change to rank markings for RO1&2

Hi Alan

The Commissioner discussed the rank markings with the Deputy Commissioner's and I am pleased to advise that QFES will progress the suggested change to impellers for RO1 and RO2 ranked RFS members.

Whilst I can't indicate a timeframe for implementation, the relevant areas have been included into this email to progress further.

Kind regards,

Lauren Poynting (She / Her)

Chief of Staff

Office of the Commissioner

Queensland Fire and Emergency Services

P 07 3635 3912 M **Contrary to public interest**

[Chat with me on Teams!](#)



Evonne Harding

From: Evonne Harding
Sent: Thursday, 21 July 2022 9:51 AM
To: Adam Green; Cameron Cash
Subject: RE: Change to rank markings for RO1&2
Attachments: RE: Uniform Branding Minutes ; RE: RFS Rank Markings; Fwd: Signed letter to UFU; DOC130619-13062019095251.pdf; Fwd: Uniform insignia for BTSO and ATSO; FW: Rank Markings for RFS RFMO1 and RFMO2

Good morning Adam

Interesting... this is the first I have heard of this since QFES attempted to change the epaulettes to impellers in 2019 with the decision subsequently being overturned. I have attached correspondence relating to the history of this one which was quite contentious.

Below is an extract from a uniform branding meeting with the Commissioner and Deputy Commissioners in March 2019. Post this meeting a consensus could not be reached with UFUQ and the decision was made to remain with the status quo. UFUQ were advised via letter from the Commissioner and RFS staff advised by an email from the Assistant Commissioner, RFS.

We have RFM01 and RFM02 epaulettes currently on order. Based on the advice below I will see if we can stop this order and we will move to sample the new epaulettes, have them approved by the service along with a proposed implementation plan.

		RURAL FIRE SERVICE
2.2.9	Epaulettes <ul style="list-style-type: none">RFS epaulettes<ul style="list-style-type: none">Transition of RFS RFM01 and RFM02 epaulettes to impellers.UFUQ did not support the transition of these epaulettes to impellers.DC Wassing and DC Roche were advised of the outcome and indicated there is a broader issue with rank inconsistency across QFES.	Agreed with the impellor design over the current bars. Proceed to negotiations with the UFUQ to reach consistency across the services. Additionally, as agreed in section 2. 'RURAL' text also to be updated to 'RFS'.

Kind regards

Evonne Harding
Executive Manager, Uniforms and Logistics
Asset Services Directorate
Queensland Fire and Emergency Services

p Contrary to public interest



From: Adam Green <Adam.Green@qfes.qld.gov.au>
Sent: Thursday, 21 July 2022 9:20 AM

To: Cameron Cash <Cameron.Cash@qfes.qld.gov.au>; Evonne Harding <Evonne.Harding@qfes.qld.gov.au>
Subject: FW: Change to rank markings for RO1&2

Good morning

This is the first I know if this.... Evonne are you aware of this proposed change, and what impacts do you see this having?

Thanks
Adam

Adam Green GCPS
A/Executive Director
Asset Services Directorate
Queensland Fire and Emergency Services

M **Contrary to public interest**

GPO Box 1425, Brisbane Qld 4001
[Find Us](#) - Find your local station or office



QFES acknowledges and recognises Traditional Owners as custodians of the lands where we work together with the communities of Queensland. We pay our respects to Aboriginal and Torres Strait Islander ancestors of these lands, their spirits and their legacy.

From: Lauren Poynting <Lauren.Poynting@qfes.qld.gov.au>

Sent: Thursday, 21 July 2022 9:18 AM

To: Alan Gillespie **Contrary to public interest**

Cc: Stephen Smith (QFES Assistant Commissioner) <StephenA.Smith@qfes.qld.gov.au>; RFS Assistant Commissioner <RFS.AC@qfes.qld.gov.au>; Adam Stevenson <Adam.Stevenson@qfes.qld.gov.au>; Adam Green <Adam.Green@qfes.qld.gov.au>

Subject: RE: Change to rank markings for RO1&2

Hi Alan

The Commissioner discussed the rank markings with the Deputy Commissioner's and I am pleased to advise that QFES will progress the suggested change to impellers for RO1 and RO2 ranked RFS members.

Whilst I can't indicate a timeframe for implementation, the relevant areas have been included into this email to progress further.

Kind regards,

Lauren Poynting (She / Her)
Chief of Staff
Office of the Commissioner
Queensland Fire and Emergency Services



From: Alan Gillespie Contrary to public interest
Sent: Monday, 18 July 2022 5:49 PM
To: Lauren Poynting <Lauren.Poynting@qfes.qld.gov.au>
Subject: RE: Change to rank markings for RO1&2

CAUTION: This email originated from outside of Queensland Fire & Emergency Services. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Thanks Lauren.

From: Lauren Poynting <Lauren.Poynting@qfes.qld.gov.au>
Sent: Monday, 18 July 2022 4:28 PM
To: Alan Gillespie Contrary to public interest
Cc: Commissioner QFES <Commissioner@qfes.qld.gov.au>
Subject: RE: Change to rank markings for RO1&2

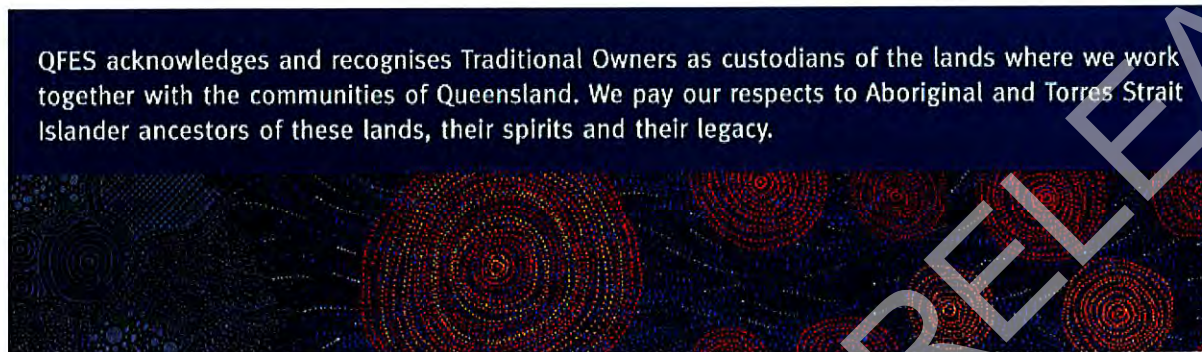
Good afternoon Alan

The RO1 / RO2 rank markings will be discussed this week. I will provide a further update once the Commissioner and Deputies have met.

It would be appreciated if you could hold off updating your members until after this meeting.

Kind regards,

Lauren Poynting (She / Her)
Chief of Staff
Office of the Commissioner



From: Alan Gillespie **Contrary to public interest**
Sent: Thursday, 14 July 2022 6:29 PM
To: Commissioner QFES <Commissioner@qfes.qld.gov.au>
Subject: Change to rank markings for RO1&2

CAUTION: This email originated from outside of Queensland Fire & Emergency Services. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Good afternoon Commissioner,

I have had some inquiries from my members as to how this is progressing. Your last communication indicated the hold up was a supply issue? I have yet to advise my members of your decision that the rank markings for an RO1 will be one impellar and for an RO2, two impellars. Are you happy for me to advise my members of the change?

Kindest regards

Alan Gillespie
Branch President
RFS Together Union Bransh

Get [Outlook for iOS](#)

Evonne Harding

From: Adam Stevenson
Sent: Tuesday, 26 March 2019 3:39 PM
To: Evonne Harding; Mark Roche (QFES); Michael Wassing; [REDACTED]
Cc: Carolyn Coletti; Anita Anderson
Subject: RE: Uniform Branding Minutes
Attachments: Uniform Branding Meeting Minutes 20190315.docx

Evonne,
I approve.

Deputies, see 2.2.9. It is my strong opinion that a Deputy needs to approach UFUQ to advise of them of the decision for QFES to enable RFS epaulettes to transition to impellors and in the process note that F&R have been given everything they've asked for. I.e. could we get one of you to meet with John to give this message. If we just let it happen and don't advise them upfront, the Commissioner will be blind sided with tweets and the like.

Adam Stevenson
Executive Director
Executive, Ministerial and Corporate Services
PH: (07) 3635 2588
MOBILE: [REDACTED]
E: adam.stevenson@qfes.qld.gov.au



From: Evonne Harding
Sent: Tuesday, 26 March 2019 1:00 PM
To: Adam Stevenson <Adam.Stevenson@qfes.qld.gov.au>; Anita Anderson <Anita.Anderson@qfes.qld.gov.au>
Cc: Sheridan M Dyne <Sheridan.Dyne@qfes.qld.gov.au>
Subject: RE: Uniform Branding Minutes

Hi Adam/Anita

Following on from this morning's meeting please find attached the updated minutes.

As per the below once the minutes have been approved we will start to progress the respective work and develop a tool to report on its progress.

Regards



Evonne Harding
Executive Manager, QFES Uniforms and Logistics
Executive, Ministerial and Corporate Services | Queensland Fire and Emergency Services (QFES)
(07) 3635 3245 | [REDACTED] evonne.harding@qfes.qld.gov.au

From: Evonne Harding
Sent: Thursday, 21 March 2019 4:39 PM
To: Adam Stevenson <Adam.Stevenson@qfes.qld.gov.au>; Anita Anderson <Anita.Anderson@qfes.qld.gov.au>
Cc: Sheridan M Dyne <Sheridan.Dyne@qfes.qld.gov.au>
Subject: Uniform Branding Minutes

Hi Adam/Anita

Please find attached draft minutes from Friday's Uniform Branding meeting. In particular can you please check the items highlighted in yellow on page 6.

Once the minutes have been approved we will start to progress the respective work and develop a tool to report the progress.

Regards



Evonne Harding

Executive Manager, QFES Uniforms and Logistics

Executive, Ministerial and Corporate Services | Queensland Fire and Emergency Services (QFES)

Contrary to public interest | evonne.harding@qfes.qld.gov.au



Queensland Fire and Emergency Services

Uniform Branding

MEETING MINUTES

Date	Friday 15 March 2019
Time	1:00 – 2:30pm
Location	Commissioners Boardroom, Level 2B, Kedron Park Complex
Attendees	Katarina Carroll, Commissioner, Queensland Fire and Emergency Services (QFES) Mark Roche, Deputy Commissioner, Readiness and Response Services (RRS) Division Mike Wassing, Deputy Commissioner, Emergency Management, Volunteerism and Community Resilience (EMVCR) Division Doug Smith, Deputy Commissioner, Strategy and Corporate Services (SCS) Division Adam Stevenson, Executive Director, Executive, Ministerial and Corporate Services Anita Anderson, Director, Executive, Ministerial and Corporate Services Evonne Harding (EH), Executive Manager, QFES Uniforms & Logistics
Secretariat	Sheridan Dyne, A/Principal Officer, QFES Uniforms & Logistics

Item	Subject	Action
1.0	Preliminary Matters	
1.1	Welcome and Apologies EH opened the meeting and welcomed the attendees.	
1.2	Actions Arising from Previous Meeting EH indicated this meeting was to summarise decisions made at the BoM meeting on 11 December 2018 and revisit outstanding items.	

2.0	Matters for Decisions / Noting
------------	---------------------------------------

2.1 EH re-affirmed the decisions of the BoM meeting on 11 December 2018 in the summary below:

BoM Decision 11/12/2018	Reaffirmed Decision 15/03/2019
--------------------------------	---------------------------------------

s.73 - Irrelevant information



BoM Decision 11/12/2018

Reaffirmed Decision
15/03/2019

s.73 - Irrelevant information

Item

Subject

Decision

2.2

s.73 - Irrelevant information

2.2.1

2.2.2

2.2.3

2.2.4



s.73 - Irrelevant information

2.2.5

2.2.6

2.2.7

2.2.8

QUEENSLAND FIRE AND EMERGENCY SERVICES RTI FINAL RELEASE



s.73 - Irrelevant information

2.2.9	Epaulettes <ul style="list-style-type: none">• RFS epaulettes<ul style="list-style-type: none">- Transition of RFS RFM01 and RFM02 epaulettes to impellers.- UFUQ did not support the transition of these epaulettes to impellers.- DC Wassing and DC Roche were advised of the outcome and indicated there is a broader issue with rank inconsistency across QFES.	Agreed with the impellor design over the current bars. Proceed to negotiations with the UFUQ to reach consistency across the services. Additionally, as agreed in section 2.1, 'RURAL' text also to be updated to 'RFS'.
--------------	--	--

s.73 - Irrelevant information

3.0 Other Business

3.1	s.73 - Irrelevant information
------------	-------------------------------



s.73 - Irrelevant information

3.2

3.3

QUEENSLAND FIRE AND EMERGENCY SERVICES RTI FINAL RELEASE



s.73 - Irrelevant information

3.4

3.5

3.6

4.0 Meeting Closed

Meeting closed at 2:30pm.

QFES RTI FINAL RELEASE

Evonne Harding

From: Adam Stevenson
Sent: Friday, 31 May 2019 10:56 AM
To: Lance Duncan
Cc: Evonne Harding; mtaylor
Subject: RE: RFS Rank Markings

OK great. Mike will have to have a proactive message for rural.

Adam Stevenson
Executive Director
Executive, Ministerial and Corporate Services
PH: (07) 3635 2588
MOBILE: Contrary to public interest
E: adam.stevenson@qfes.qld.gov.au



From: Lance Duncan
Sent: Friday, 31 May 2019 10:54 AM
To: Adam Stevenson <Adam.Stevenson@qfes.qld.gov.au>
Cc: Evonne Harding <Evonne.Harding@qfes.qld.gov.au>
Subject: RE: RFS Rank Markings

Hi Adam,
Yes, it is sitting in Mincor.

Regards

Lance Duncan.
Chief Superintendent
Resolution Engagement Unit

Queensland Fire & Emergency Services



Emergency Services Complex Block H.
Cnr Park Road and Kedron Park Road, Kedron.
QLD 4031

M Contrary to public interest

From: Adam Stevenson
Sent: Friday, 31 May 2019 10:53 AM
To: Lance Duncan <Lance.Duncan@qfes.qld.gov.au>
Cc: Evonne Harding <Evonne.Harding@qfes.qld.gov.au>
Subject: RE: RFS Rank Markings

Thanks – so has the letter been drafted?

Adam Stevenson
Executive Director
Executive, Ministerial and Corporate Services
PH: (07) 3635 2588
MOBILE: Contrary to public interest
E: adam.stevenson@qfes.qld.gov.au



From: Lance Duncan
Sent: Friday, 31 May 2019 7:37 AM
To: Adam Stevenson <Adam.Stevenson@qfes.qld.gov.au>
Cc: Evonne Harding <Evonne.Harding@qfes.qld.gov.au>
Subject: RFS Rank Markings

Good Morning Adam,
Just an update on the RFS Rank Markings.

The Commissioner has requested a letter to be written and sent to the UFUQ that the Rank Markings of the RFS will stay as they are. (they are not to change as per Committee recommendations)

The letter is with QFES Correspondence and currently moving through the Deputies Office and is to be signed by the Commissioner and sent to the UFUQ prior to the Commissioner leaving.

Talk soon.

Regards

Lance Duncan.
Chief Superintendent
Resolution Engagement Unit

Queensland Fire & Emergency Services



Emergency Services Complex Block H.

Evonne Harding

From: Adam Stevenson
Sent: Friday, 14 June 2019 9:31 AM
To: Evonne Harding
Subject: Fwd: Signed letter to UFU
Attachments: DOC130619-13062019095251.pdf

One matter solved. But they still have to tell rfs
Get [Outlook for iOS](#)

From: Doug Smith
Sent: Friday, June 14, 2019 8:19:35 AM
To: Adam Stevenson; Michelle Tayler
Subject: FW: Signed letter to UFU
FYI

From: Michael Wassing
Sent: Friday, 14 June 2019 8:15 AM
To: Mark Roche (QFES) <Mark.Roche@qfes.qld.gov.au>; Doug Smith <Doug.Smith@qfes.qld.gov.au>
Subject: Fwd: Signed letter to UFU

Mike Wassing
A/Commissioner
Qld Fire & Emergency Services

Sent from my mobile

From: QFES Commissioner Staff Officer
Sent: Thursday, June 13, 2019 3:45:53 PM
To: Michael Wassing
Subject: Signed letter to UFU

Hi Sir, scanned copy as requested.

Kind regards,
Ayla



Ayla Curtis

Staff Officer to the Commissioner | Queensland Fire and Emergency Services

P: (07) 3635 3453 **M:** [REDACTED] **E:** QFES.CommissionerStaffOfficer@qfes.qld.gov.au

Direct Email: Ayla.Curtis@qfes.qld.gov.au

Emergency Services Complex | 125 Kedron Park Road, Kedron 4031

Mail Cluster 6.1 | GPO Box 1425, Brisbane 4001

 Please consider the environment before printing this email.



Ph: 0407 755 110
Our Ref: 01966-2019

13 JUN 2019

Mr John Oliver
General Secretary
United Firefighters Union Queensland
Qmail@ufuq.com.au

Dear Mr Oliver *John*

Thank you for raising the issue of rank insignia across QFES with the Resolution Engagement Unit (REU).

I am committed to all services maintaining their own identity across QFES, whilst working together as a department to achieve a shared outcome for the community. Uniforms is an area where each service is passionate about maintaining their own identity and a lot of work has been undertaken in this area over the past four years to achieve this outcome.

It is to my understanding that a survey within the Rural Fire Service (RFS) took place in 2017 which favoured a change in the design of the epaulettes for the paid RFS RFM01 and RFM02 staff from the existing stripes to impellors. I appreciate that the idea behind this was to align RFS staff to the volunteers who currently have impellors as rank insignia in a different colour.

Upon further consultation with my executive leadership team, I have decided that the status quo should remain, leaving the rank insignia on the epaulettes with the current stripes and not changing to impellors.

Thank you for raising this matter with the REU. Should you require any further assistance, please contact Chief Superintendent Lance Duncan on telephone Contrary to public interest or email lance.duncan@qfes.qld.gov.au.

Yours sincerely

Contrary to public interest

Michael Wassing AFSM
Acting Commissioner



Office of the
Commissioner

Queensland Fire and
Emergency Services

Emergency Services Complex
125 Kedron Park Road Kedron
GPO Box 1425 Brisbane
Queensland 4001 Australia
Telephone 13 QGOV
Facsimile +61 3247 4683
Website www.qfes.qld.gov.au
ABN 93 035 163 778

Evonne Harding

From: Adam Stevenson
Sent: Friday, 14 June 2019 9:33 AM
To: Evonne Harding
Subject: Fwd: Uniform insignia for BTSO and ATSO

Get [Outlook for iOS](#)

From: Doug Smith
Sent: Friday, June 14, 2019 8:16:54 AM
To: Adam Stevenson; Michelle Tayler
Cc: Mark Roche (QFES); Michael Wassing
Subject: Uniform insignia for BTSO and ATSO
Adam

I have confirmed that the uniform insignia for RFS BTSO and ATSO levels will remain unchanged with the bars.

They will not be moving to impellers.

Please instruct your relevant staff accordingly.

Michelle

There is likely to be some blow back on this that will come out in various engagement activities. It is a no change decision however. For your information.

Regards

Doug



Doug Smith APM

JP(Qual) | MPubAdmin | BA | GradCertBus(HRM) | FAIM | GAICD

Deputy Commissioner

Chief Strategy Officer

Strategy and Corporate Services Division

Queensland Fire and Emergency Services

Respect | Integrity | Courage | Loyalty | Trust

P: 07 3635 3239 > E: doug.smith@qfes.qld.gov.au > W: www.qfes.qld.gov.au

Evonne Harding

From: Tony Johnstone
Sent: Monday, 17 June 2019 8:55 AM
To: Evonne Harding
Subject: FW: Rank Markings for RFS RFMO1 and RFMO2

Evonne,

Below for your information

Regards
Tony Johnstone
Contrary to public interest
A/DRO RFS

From: Gary McCormack
Sent: Monday, 17 June 2019 8:54 AM
To: RFS All Staff <RFSAllStaff@qfes.qld.gov.au>
Subject: Rank Markings for RFS RFMO1 and RFMO2

Good morning,

As you would be aware for some time now there have been discussions across Queensland Fire and Emergency Services (QFES) regarding rank insignia. This is a complex topic, particularly as the department continues to evolve.

QFES is committed to all services maintaining their own identity, while working together as a department to achieve shared outcomes for the community. Each service is passionate about strong uniform identity, and significant work continues to be done to support this position.

In 2017 a survey of Rural Fire Service personnel favoured a change in epaulette design for RFMO1 and RFMO2 RFS staff, with participants suggesting the current bars be changed to impellers to more closely align with volunteer epaulettes.

While the views of all parties have been considered extensively, following consultation with the Executive Leadership Team the Commissioner has decided that the rank insignia and epaulettes for RFS staff will remain as they currently are.

Regards,

Gary McCormack
Assistant Commissioner



Rural Fire Service State
Queensland Fire and Emergency Services

Phone: 3635 3624

Mobile: **Contrary to public interest**

Email: gary.mccormack@qfes.qld.gov.au

Web: www.ruralfire.qld.gov.au

From: [Joanne Greenfield](#)
To: [Matthew Bulow](#); [DC.CSS](#)
Subject: FW: RO1/2 epaulettes
Date: Thursday, 27 October 2022 3:41:01 PM
Attachments: [image001.png](#)
[image002.png](#)

Matt

One for you, many thanks

Joanne

Joanne Greenfield
A/Deputy Commissioner
Capability and State Services
Queensland Fire and Emergency Services
P 07 3635 3432 M Contrary to public interest
joanne.greenfield@qfes.qld.gov.au



QFES acknowledges and recognises Traditional Owners as custodians of the lands where we work together with the communities of Queensland. We pay our respects to Aboriginal and Torres Strait Islander ancestors of these lands, their spirits and their legacy.

From: Alan Gillespie Contrary to public interest
Sent: Thursday, 27 October 2022 2:41 PM
To: Joanne Greenfield <Joanne.Greenfield@qfes.qld.gov.au>
Subject: RO1/2 epaulettes

CAUTION: This email originated from outside of Queensland Fire & Emergency Services. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Good afternoon DC,

At the TU meeting with the Commissioner and yourself you were going to chase up where the new rank markings for RO1/2 are at. Can I please have an update for my members?

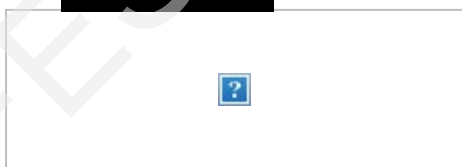
Yours sincerely,

Alan Gillespie, AFSM, MPA, GradCertMgt, DipFireMgt, JP(Qual)

Rural Fire Service Queensland

Branch President

M: Contrary to public interest



From: [Matthew Bulow](#)
To: [Alan Gillespie](#)
Cc: [Joanne Greenfield](#)
Subject: FW: RO1/2 epaulettes
Date: Monday, 31 October 2022 6:12:29 PM
Attachments: [image002.png](#)
[image004.png](#)
[image005.png](#)

Hi Alan

Uniform and Logistics have advised that there is a small amount of stock of the new RO1/2 epaulettes in the warehouse but not enough to fill all expected orders. There should be sufficient stock to fill orders by the end of November.

The U&L team has been speaking with RFS State Office about distributing comms in relation to the availability of the epaulettes a week prior to their expected delivery.

Let me know if you have any more queries.

Regards

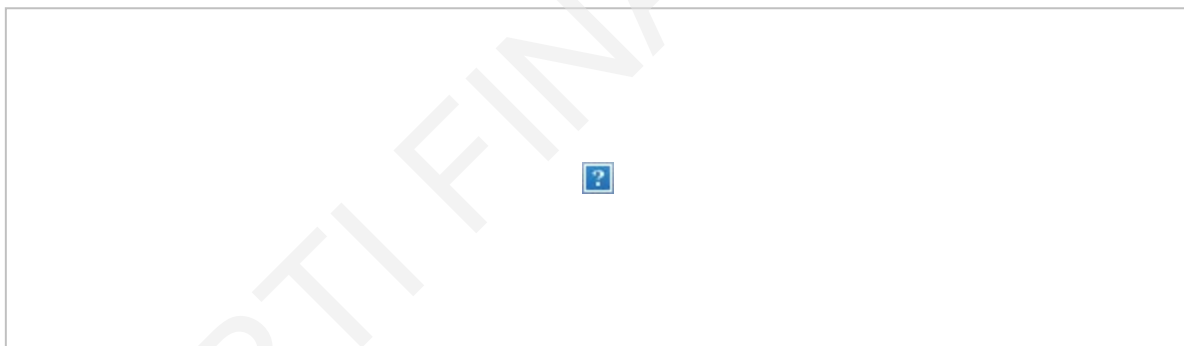
Matthew Bulow

Acting Assistant Commissioner

Rural Fire Service

Queensland Fire and Emergency Services

P (07) 3635 3624 E matthew.bulow@qfes.qld.gov.au



From: Alan Gillespie **Contrary to public interest**

Sent: Thursday, 27 October 2022 2:41 PM

To: Joanne Greenfield <Joanne.Greenfield@qfes.qld.gov.au>

Subject: RO1/2 epaulettes

CAUTION: This email originated from outside of Queensland Fire & Emergency Services. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Good afternoon DC,

At the TU meeting with the Commissioner and yourself you were going to chase up where the new rank markings for RO1/2 are at. Can I please have an update for my members?

Yours sincerely,

Alan Gillespie, AFSM, MPA, GradCertMgt, DipFireMgt, JP(Qual)

Rural Fire Service Queensland

Branch President

M:

Contrary to public interest



QFES RTI FINAL RELEASE

From: [Alan Gillespie](#)
To: [Matthew Bulow](#)
Cc: [Joanne Greenfield](#)
Subject: Re: R01/2 eppaulettes
Date: Monday, 31 October 2022 7:06:22 PM
Attachments: [image002.png](#)
[image004.png](#)
[image005.png](#)

Sounds good. Thanks Mat

Kind regards,

Supt. Alan Gillespie
Regional Manager
Rural Fire Service
South East Region
M: Contrary to public interest

From: Matthew Bulow <Matthew.Bulow@qfes.qld.gov.au>
Sent: Monday, October 31, 2022 6:12:27 PM
To: Alan Gillespie Contrary to public interest
Cc: Joanne Greenfield <Joanne.Greenfield@qfes.qld.gov.au>
Subject: FW: R01/2 eppaulettes

Hi Alan

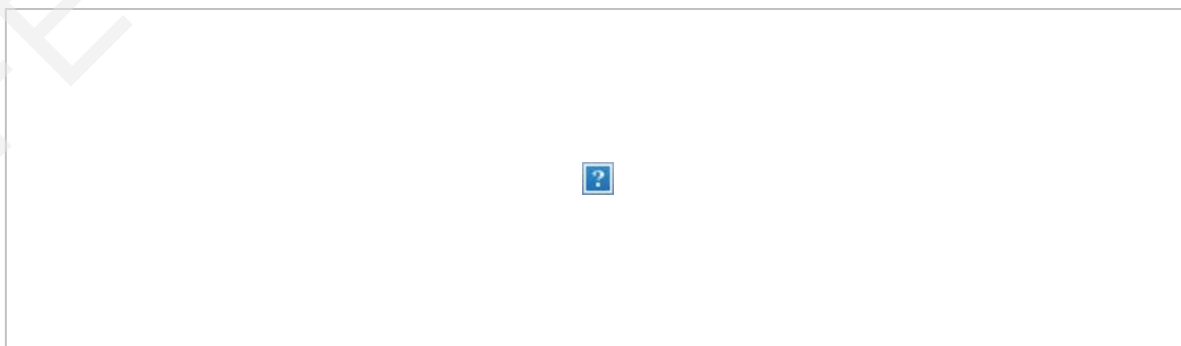
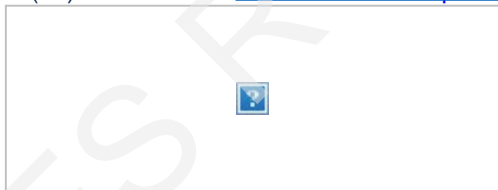
Uniform and Logistics have advised that there is a small amount of stock of the new R01/2 eppaulettes in the warehouse but not enough to fill all expected orders. There should be sufficient stock to fill orders by the end of November.

The U&L team has been speaking with RFS State Office about distributing comms in relation to the availability of the eppaulettes a week prior to their expected delivery.

Let me know if you have any more queries.

Regards

Matthew Bulow
Acting Assistant Commissioner
Rural Fire Service
Queensland Fire and Emergency Services
P (07) 3635 3624 E matthew.bulow@qfes.qld.gov.au



From: Alan Gillespie Contrary to public interest
Sent: Thursday, 27 October 2022 2:41 PM

To: Joanne Greenfield <Joanne.Greenfield@qfes.qld.gov.au>

Subject: RO1/2 epaulettes

CAUTION: This email originated from outside of Queensland Fire & Emergency Services. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Good afternoon DC,

At the TU meeting with the Commissioner and yourself you were going to chase up where the new rank markings for RO1/2 are at. Can I please have an update for my members?

Yours sincerely,

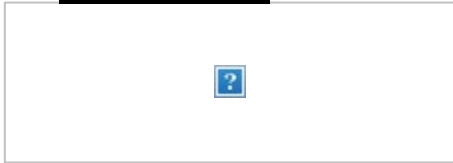
Alan Gillespie, AFSM, MPA, GradCertMgt, DipFireMgt, JP(Qual)

Rural Fire Service Queensland

Branch President

M:

Contrary to public interest



From: [Matthew Bulow](#)
To: [Joanne Greenfield](#); [DC CSS](#)
Subject: RE: RO1/2 eppaulettes
Date: Thursday, 27 October 2022 3:52:09 PM
Attachments: [image002.png](#)
[image003.png](#)

Thanks.

I'll chase it up and add it to the ACC agenda to give them an update.

Regards

Matt

From: Joanne Greenfield <Joanne.Greenfield@qfes.qld.gov.au>
Sent: Thursday, 27 October 2022 3:41 PM
To: Matthew Bulow <Matthew.Bulow@qfes.qld.gov.au>; DC CSS <DC.CSS@qfes.qld.gov.au>
Subject: FW: RO1/2 eppaulettes

Matt

One for you, many thanks

Joanne

Joanne Greenfield
A/Deputy Commissioner
Capability and State Services
Queensland Fire and Emergency Services
P 07 3635 3432 M Contrary to public interest
joanne.greenfield@qfes.qld.gov.au



QFES acknowledges and recognises Traditional Owners as custodians of the lands where we work together with the communities of Queensland. We pay our respects to Aboriginal and Torres Strait Islander ancestors of these lands, their spirits and their legacy.

From: Alan Gillespie Contrary to public interest
Sent: Thursday, 27 October 2022 2:41 PM
To: Joanne Greenfield <Joanne.Greenfield@qfes.qld.gov.au>
Subject: RO1/2 eppaulettes

CAUTION: This email originated from outside of Queensland Fire & Emergency Services. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Good afternoon DC,

At the TU meeting with the Commissioner and yourself you were going to chase up where the new rank markings for RO1/2 are at. Can I please have an update for my members?

Yours sincerely,

Alan Gillespie, AFSM, MPA, GradCertMgt, DipFireMgt, JP(Qual)

Rural Fire Service Queensland

Branch President

M: Contrary to public interest



QFES RTI FINAL RELEASE

From: [Tony Johnstone](#)
To: [RFS Senior Leadership](#)
Cc: [Brooke Stafford](#)
Subject: Update of R01 and R02 Epaulettes
Date: Thursday, 1 September 2022 2:33:29 PM
Attachments: [Outlook-3ocx4kyx.jpg](#)

Afternoon,

I wish to provide you with an update on the R01 and R02 epaulettes.

I signed off on the sample this morning and have signed the appropriate documentation to progress the stock order. AC Bolger has approved the expenditure today.

Uniform and Logistics are ordering the New epaulettes; we expect to see stock in around 6 to 8 weeks.

The stock will go into the store, and staff will then be able to order the epaulettes.

You will be notified when the new stock is in the store. You will get the current epaulettes if you order any epaulettes for R01 and R02 now.

Any concerns are happy to discuss.

Regards

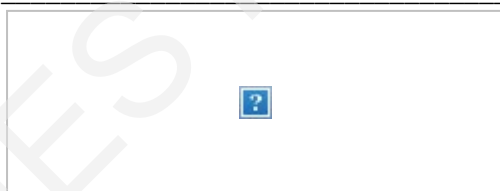
Tony Johnstone AFSM.

Chief Superintendent

Director Regional Coordination Rural Fire Service

Queensland Fire and Emergency Services

P 07 3635 3835 M 



QFES acknowledges and recognises Traditional Owners as custodians of the lands where we work together with the communities of Queensland. We pay our respects to Aboriginal and Torres Strait Islander ancestors of these lands, their spirits and their legacy.

From: [Matthew Bulow](#)
To: [QFES Employee Relations](#)
Subject: FW: RO1/2 eppaulettes
Date: Thursday, 27 October 2022 3:52:00 PM
Attachments: [image002.png](#)
[image003.png](#)

Hi Jess

Can we add this as an agenda item at the RFS TQ ACC.

Thanks

Matt

From: Matthew Bulow
Sent: Thursday, 27 October 2022 3:52 PM
To: Joanne Greenfield <Joanne.Greenfield@qfes.qld.gov.au>; DC CSS <DC.CSS@qfes.qld.gov.au>
Subject: RE: RO1/2 eppaulettes

Thanks.

I'll chase it up and add it to the ACC agenda to give them an update.

Regards

Matt

From: Joanne Greenfield <Joanne.Greenfield@qfes.qld.gov.au>
Sent: Thursday, 27 October 2022 3:41 PM
To: Matthew Bulow <Matthew.Bulow@qfes.qld.gov.au>; DC CSS <DC.CSS@qfes.qld.gov.au>
Subject: FW: RO1/2 eppaulettes

Matt

One for you, many thanks
Joanne

Joanne Greenfield
A/Deputy Commissioner
Capability and State Services
Queensland Fire and Emergency Services
P 07 3635 3432 M Contrary to public interest
joanne.greenfield@qfes.qld.gov.au



QFES acknowledges and recognises Traditional Owners as custodians of the lands where we work together with the communities of Queensland. We pay our respects to Aboriginal and Torres Strait Islander ancestors of these lands, their spirits and their legacy.

From: Alan Gillespie **Contrary to public interest**
Sent: Thursday, 27 October 2022 2:41 PM
To: Joanne Greenfield <Joanne.Greenfield@qfes.qld.gov.au>
Subject: RO1/2 epaulettes

CAUTION: This email originated from outside of Queensland Fire & Emergency Services. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Good afternoon DC,

At the TU meeting with the Commissioner and yourself you were going to chase up where the new rank markings for RO1/2 are at. Can I please have an update for my members?

Yours sincerely,

Alan Gillespie, AFSM, MPA, GradCertMgt, DipFireMgt, JP(Qual)
Rural Fire Service Queensland
Branch President

M: **Contrary to public interest**



From: [Joanne Greenfield](#)
To: [Matthew Bulow](#); [DC.CSS](#)
Subject: FW: RO1/2 epaulettes
Date: Thursday, 27 October 2022 3:41:01 PM
Attachments: [image001.png](#)
[image002.png](#)

Matt

One for you, many thanks
Joanne

Joanne Greenfield
A/Deputy Commissioner
Capability and State Services
Queensland Fire and Emergency Services
P 07 3635 3432 M Contrary to public interest
joanne.greenfield@qfes.qld.gov.au



QFES acknowledges and recognises Traditional Owners as custodians of the lands where we work together with the communities of Queensland. We pay our respects to Aboriginal and Torres Strait Islander ancestors of these lands, their spirits and their legacy.

From: Alan Gillespie Contrary to public interest
Sent: Thursday, 27 October 2022 2:41 PM
To: Joanne Greenfield <Joanne.Greenfield@qfes.qld.gov.au>
Subject: RO1/2 epaulettes

CAUTION: This email originated from outside of Queensland Fire & Emergency Services. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Good afternoon DC,

At the TU meeting with the Commissioner and yourself you were going to chase up where the new rank markings for RO1/2 are at. Can I please have an update for my members?

Yours sincerely,

Alan Gillespie, AFSM, MPA, GradCertMgt, DipFireMgt, JP(Qual)
Rural Fire Service Queensland
Branch President

M: Contrary to public interest



QFES RTI FINAL RELEASE

From: [Matthew Bulow](#)
To: [Alan Gillespie](#)
Cc: [Joanne Greenfield](#)
Subject: FW: R01/2 epaulettes
Date: Monday, 31 October 2022 6:12:00 PM
Attachments: [image002.png](#)
[image004.png](#)
[image005.png](#)

Hi Alan

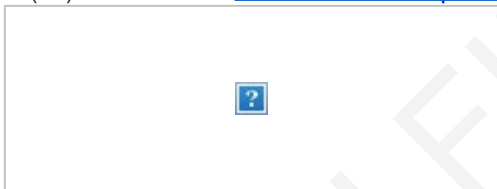
Uniform and Logistics have advised that there is a small amount of stock of the new R01/2 epaulettes in the warehouse but not enough to fill all expected orders. There should be sufficient stock to fill orders by the end of November.

The U&L team has been speaking with RFS State Office about distributing comms in relation to the availability of the epaulettes a week prior to their expected delivery.

Let me know if you have any more queries.

Regards

Matthew Bulow
Acting Assistant Commissioner
Rural Fire Service
Queensland Fire and Emergency Services
P (07) 3635 3624 E matthew.bulow@qfes.qld.gov.au



From: Alan Gillespie **Contrary to public interest**
Sent: Thursday, 27 October 2022 2:41 PM
To: Joanne Greenfield <Joanne.Greenfield@qfes.qld.gov.au>
Subject: R01/2 epaulettes

CAUTION: This email originated from outside of Queensland Fire & Emergency Services. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Good afternoon DC,

At the TU meeting with the Commissioner and yourself you were going to chase up where the new rank markings for RO1/2 are at. Can I please have an update for my members?

Yours sincerely,

Alan Gillespie, AFSM, MPA, GradCertMgt, DipFireMgt, JP(Qual)

Rural Fire Service Queensland

Branch President

M: Contrary to public interest



From: [Matthew Bulow](#)
To: [RFS Assistant Commissioner](#)
Subject: Fwd: RO1/2 eppaulettes
Date: Thursday, 27 October 2022 6:00:01 PM
Attachments: [image002.png](#)
[image003.png](#)

Hi Christine.

Can you check with Yvonne and see where these eppaulettes are at? I believe they were ordered in JB's last week with RFS.

Thanks

Matthew Bulow
Acting Assistant Commissioner
Rural Fire Service
Queensland Fire and Emergency Services
Ph: 07 3635 3624

From: Matthew Bulow
Sent: Thursday, October 27, 2022 3:52:08 PM
To: Joanne Greenfield <Joanne.Greenfield@qfes.qld.gov.au>; DC CSS <DC.CSS@qfes.qld.gov.au>
Subject: RE: RO1/2 eppaulettes

Thanks.

I'll chase it up and add it to the ACC agenda to give them an update.

Regards

Matt

From: Joanne Greenfield <Joanne.Greenfield@qfes.qld.gov.au>
Sent: Thursday, 27 October 2022 3:41 PM
To: Matthew Bulow <Matthew.Bulow@qfes.qld.gov.au>; DC CSS <DC.CSS@qfes.qld.gov.au>
Subject: FW: RO1/2 eppaulettes

Matt

One for you, many thanks
Joanne

Joanne Greenfield
A/Deputy Commissioner
Capability and State Services
Queensland Fire and Emergency Services
P 07 3635 3432 M Contrary to public interest
joanne.greenfield@qfes.qld.gov.au



QFES acknowledges and recognises Traditional Owners as custodians of the lands where we work together with the communities of Queensland. We pay our respects to Aboriginal and Torres Strait Islander ancestors of these lands, their spirits and their legacy.

From: Alan Gillespie **Contrary to public interest**
Sent: Thursday, 27 October 2022 2:41 PM
To: Joanne Greenfield <Joanne.Greenfield@qfes.qld.gov.au>
Subject: RO1/2 epaulettes

CAUTION: This email originated from outside of Queensland Fire & Emergency Services. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Good afternoon DC,

At the TU meeting with the Commissioner and yourself you were going to chase up where the new rank markings for RO1/2 are at. Can I please have an update for my members?

Yours sincerely,

Alan Gillespie, AFSM, MPA, GradCertMgt, DipFireMgt, JP(Qual)

Rural Fire Service Queensland

Branch President

M:

Contrary to public interest



From: [Matthew Bulow](#)
To: [RFS Assistant Commissioner](#)
Subject: Re: RO1/2 eppaulettes
Date: Monday, 31 October 2022 8:40:27 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.jpg](#)

Perfect. Thank you

Matthew Bulow
Acting Assistant Commissioner
Rural Fire Service
Queensland Fire and Emergency Services
Ph: 07 3635 3624

From: RFS Assistant Commissioner <RFS.AC@qfes.qld.gov.au>
Sent: Monday, October 31, 2022 8:35:32 AM
To: Matthew Bulow <Matthew.Bulow@qfes.qld.gov.au>
Subject: RE: RO1/2 eppaulettes

Morning Matt

Evonne has advised that there is a small amount of stock of the new R01/2 eppaulettes in the warehouse but not enough to fill all expected orders. There should be sufficient stock to fill orders by the end of November.

Jade Joos has been speaking with RFS State Office about distributing comms in relation to the availability of the eppaulettes a week prior to their expected delivery.

Thanks,

Christine Murdoch MBus(Mgt) BBus(Mkg)
Executive Officer
Office of the Assistant Commissioner, Rural Fire Service
Queensland Fire and Emergency Services
P 07 3635 3443 M 



From: Matthew Bulow <Matthew.Bulow@qfes.qld.gov.au>
Sent: Thursday, 27 October 2022 6:00 PM
To: RFS Assistant Commissioner <RFS.AC@qfes.qld.gov.au>
Subject: Fwd: RO1/2 eppaulettes

Hi Christine.

Can you check with Yvonne and see where these eppaulettes are at? I believe they were ordered in JB's last week with RFS.

Thanks

Matthew Bulow
Acting Assistant Commissioner
Rural Fire Service
Queensland Fire and Emergency Services
Ph: 07 3635 3624

From: Matthew Bulow
Sent: Thursday, October 27, 2022 3:52:08 PM
To: Joanne Greenfield <Joanne.Greenfield@qfes.qld.gov.au>; DC CSS <DC.CSS@qfes.qld.gov.au>
Subject: RE: RO1/2 eppaulettes

Thanks.

I'll chase it up and add it to the ACC agenda to give them an update.

Regards

Matt

From: Joanne Greenfield <Joanne.Greenfield@qfes.qld.gov.au>
Sent: Thursday, 27 October 2022 3:41 PM
To: Matthew Bulow <Matthew.Bulow@qfes.qld.gov.au>; DC CSS <DC.CSS@qfes.qld.gov.au>
Subject: FW: RO1/2 eppaulettes

Matt

One for you, many thanks
Joanne

Joanne Greenfield
A/Deputy Commissioner
Capability and State Services
Queensland Fire and Emergency Services
P 07 3635 3432 M Contrary to public interest
joanne.greenfield@qfes.qld.gov.au



QFES acknowledges and recognises Traditional Owners as custodians of the lands where we work together with the communities of Queensland. We pay our respects to Aboriginal and Torres Strait Islander ancestors of these lands, their spirits and their legacy.

From: Alan Gillespie Contrary to public interest
Sent: Thursday, 27 October 2022 2:41 PM
To: Joanne Greenfield <Joanne.Greenfield@qfes.qld.gov.au>

Subject: RO1/2 epaulettes

CAUTION: This email originated from outside of Queensland Fire & Emergency Services. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Good afternoon DC,

At the TU meeting with the Commissioner and yourself you were going to chase up where the new rank markings for RO1/2 are at. Can I please have an update for my members?

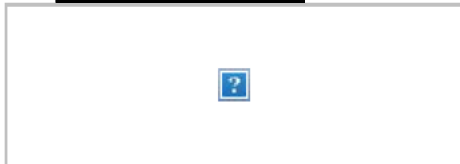
Yours sincerely,

Alan Gillespie, AFSM, MPA, GradCertMgt, DipFireMgt, JP(Qual)

Rural Fire Service Queensland

Branch President

M: Contrary to public interest



From: [RFS Assistant Commissioner](#)
To: [Matthew Bulow](#)
Subject: RE: RO1/2 epaulettes
Date: Monday, 31 October 2022 8:35:34 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.jpg](#)

Morning Matt

Evonne has advised that there is a small amount of stock of the new RO1/2 epaulettes in the warehouse but not enough to fill all expected orders. There should be sufficient stock to fill orders by the end of November.

Jade Joos has been speaking with RFS State Office about distributing comms in relation to the availability of the epaulettes a week prior to their expected delivery.

Thanks,

Christine Murdoch MBus(Mgt) BBus(Mkg)
Executive Officer
Office of the Assistant Commissioner, Rural Fire Service
Queensland Fire and Emergency Services
P 07 3635 3443 M Contrary to public interest



From: Matthew Bulow <Matthew.Bulow@qfes.qld.gov.au>
Sent: Thursday, 27 October 2022 6:00 PM
To: RFS Assistant Commissioner <RFS.AC@qfes.qld.gov.au>
Subject: Fwd: RO1/2 epaulettes

Hi Christine.

Can you check with Yvonne and see where these epaulettes are at? I believe they were ordered in JB's last week with RFS.

Thanks

Matthew Bulow
Acting Assistant Commissioner
Rural Fire Service
Queensland Fire and Emergency Services
Ph: 07 3635 3624

From: Matthew Bulow
Sent: Thursday, October 27, 2022 3:52:08 PM
To: Joanne Greenfield <Joanne.Greenfield@qfes.qld.gov.au>; DC CSS <DC.CSS@qfes.qld.gov.au>
Subject: RE: RO1/2 epaulettes

Thanks.

I'll chase it up and add it to the ACC agenda to give them an update.

Regards

Matt

From: Joanne Greenfield <Joanne.Greenfield@qfes.qld.gov.au>
Sent: Thursday, 27 October 2022 3:41 PM
To: Matthew Bulow <Matthew.Bulow@qfes.qld.gov.au>; DC CSS <DC.CSS@qfes.qld.gov.au>
Subject: FW: RO1/2 epaulettes

Matt

One for you, many thanks
Joanne

Joanne Greenfield
A/Deputy Commissioner
Capability and State Services
Queensland Fire and Emergency Services
P 07 3635 3432 M Contrary to public interest
joanne.greenfield@qfes.qld.gov.au



QFES acknowledges and recognises Traditional Owners as custodians of the lands where we work together with the communities of Queensland. We pay our respects to Aboriginal and Torres Strait Islander ancestors of these lands, their spirits and their legacy.

From: Alan Gillespie Contrary to public interest
Sent: Thursday, 27 October 2022 2:41 PM
To: Joanne Greenfield <Joanne.Greenfield@qfes.qld.gov.au>
Subject: RO1/2 epaulettes

CAUTION: This email originated from outside of Queensland Fire & Emergency Services. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Good afternoon DC,

At the TU meeting with the Commissioner and yourself you were going to chase up where the new rank markings for RO1/2 are at. Can I please have an update for my members?

Yours sincerely,

Alan Gillespie, AFSM, MPA, GradCertMgt, DipFireMgt, JP(Qual)

Rural Fire Service Queensland

Branch President

M: Contrary to public interest



QFES RTI FINAL RELEASE

From: [Matthew Bulow](#)
To: [Joanne Greenfield](#); [DC CSS](#)
Subject: RE: RO1/2 eppaulettes
Date: Thursday, 27 October 2022 3:52:00 PM
Attachments: [image002.png](#)
[image003.png](#)

Thanks.

I'll chase it up and add it to the ACC agenda to give them an update.

Regards

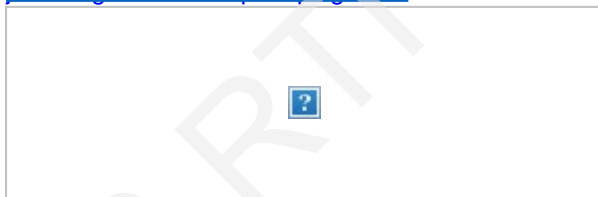
Matt

From: Joanne Greenfield <Joanne.Greenfield@qfes.qld.gov.au>
Sent: Thursday, 27 October 2022 3:41 PM
To: Matthew Bulow <Matthew.Bulow@qfes.qld.gov.au>; DC CSS <DC.CSS@qfes.qld.gov.au>
Subject: FW: RO1/2 eppaulettes

Matt

One for you, many thanks
Joanne

Joanne Greenfield
A/Deputy Commissioner
Capability and State Services
Queensland Fire and Emergency Services
P 07 3635 3432 M Contrary to public interest
joanne.greenfield@qfes.qld.gov.au



QFES acknowledges and recognises Traditional Owners as custodians of the lands where we work together with the communities of Queensland. We pay our respects to Aboriginal and Torres Strait Islander ancestors of these lands, their spirits and their legacy.

From: Alan Gillespie Contrary to public interest
Sent: Thursday, 27 October 2022 2:41 PM
To: Joanne Greenfield <Joanne.Greenfield@qfes.qld.gov.au>
Subject: RO1/2 eppaulettes

CAUTION: This email originated from outside of Queensland Fire & Emergency Services. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Good afternoon DC,

At the TU meeting with the Commissioner and yourself you were going to chase up where the

new rank markings for RO1/2 are at. Can I please have an update for my members?

Yours sincerely,

Alan Gillespie, AFSM, MPA, GradCertMgt, DipFireMgt, JP(Qual)
Rural Fire Service Queensland
Branch President

M: Contrary to public interest



QFES RTI FINAL RELEASE

From: [Alan Gillespie](#)
To: [Matthew Bulow](#)
Cc: [Joanne Greenfield](#)
Subject: Re: R01/2 epaulettes
Date: Monday, 31 October 2022 7:06:22 PM
Attachments: [image002.png](#)
[image004.png](#)
[image005.png](#)

Sounds good. Thanks Mat

Kind regards,

Supt. Alan Gillespie
Regional Manager
Rural Fire Service
South East Region
M: contrary to public interest

From: Matthew Bulow <Matthew.Bulow@qfes.qld.gov.au>
Sent: Monday, October 31, 2022 6:12:27 PM
To: Alan Gillespie <Alan.Gillespie@qfes.qld.gov.au>
Cc: Joanne Greenfield <Joanne.Greenfield@qfes.qld.gov.au>
Subject: FW: R01/2 epaulettes

Hi Alan

Uniform and Logistics have advised that there is a small amount of stock of the new R01/2 epaulettes in the warehouse but not enough to fill all expected orders. There should be sufficient stock to fill orders by the end of November.

The U&L team has been speaking with RFS State Office about distributing comms in relation to the availability of the epaulettes a week prior to their expected delivery.

Let me know if you have any more queries.

Regards

Matthew Bulow
Acting Assistant Commissioner
Rural Fire Service
Queensland Fire and Emergency Services
P (07) 3635 3624 E matthew.bulow@qfes.qld.gov.au





From: Alan Gillespie **Contrary to public interest**
Sent: Thursday, 27 October 2022 2:41 PM
To: Joanne Greenfield <Joanne.Greenfield@qfes.qld.gov.au>
Subject: RO1/2 epaulettes

CAUTION: This email originated from outside of Queensland Fire & Emergency Services. Do not click links or open attachments unless you recognise the sender and know the content is safe.

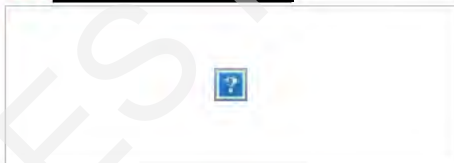
Good afternoon DC,

At the TU meeting with the Commissioner and yourself you were going to chase up where the new rank markings for RO1/2 are at. Can I please have an update for my members?

Yours sincerely,

Alan Gillespie, AFSM, MPA, GradCertMgt, DipFireMgt, JP(Qual)
Rural Fire Service Queensland
Branch President

M: **Contrary to public interest**



RFS Together Union Meeting MINUTES

Date	18 January 2023
Time	9:30am – 11:30am
Location	Conference Room B2.32 / Teams
Members	A/Assistant Commissioner – Matthew Bulow (QFES) – Chair A/Assistant Commissioner – Kevin Reading (QFES) Principle Consultant, ER and CMS – Anna Herzog (QFES) RFS Together Union Qld – Peter Hollier (RFS Together Union) RFS Together Union Qld – Alan Gillespie (RFS Together Union)
Guests	Callum MacSween – Director, HR Services (10:15am – 10:25pm)
Apologies	RFS Together Union Qld – Tony Johnstone (RFS Together Union) RFS Together Union Qld – Craig Clifford (RFS Together Union) RFS Together Union Qld – Michael Thomas (RFS Together Union) Executive Manager Employee Relations - Fiona Bridges (QFES)
Secretariat	Jessica Cameron (QFES)

1.0	Preliminary matters
1.1	Welcome and apologies: Meeting commenced: 9:33am
1.2	Conflicts of interest: Nil conflicts of interest identified.
1.3	Minutes from previous meeting: Minutes from the previous meeting accepted and marked as final.
1.4	s.73 - Irrelevant information



RFS Together Union Meeting

MINUTES

s.73 - Irrelevant information

QFES RTI FINAL RELEASE



RFS Together Union Meeting
MINUTES

1.5	s.73 - Irrelevant information
2.0	Items for discussion:
2.1	s.73 - Irrelevant information
2.2	s.73 - Irrelevant information
2.3	RO1/2 epaulettes update (AC Bulow): Epaulettes are available and have been ordered. Have seen people wearing them. Item to be closed. AG thanked A/AC Bulow for resolution.
2.4	s.73 - Irrelevant information

ORIGINAL RELEASE



RFS Together Union Meeting
MINUTES

2.5	s.73 - Irrelevant information
2.6	s.73 - Irrelevant information
3.0	General Business
3.1	s.73 - Irrelevant information
3.2	s.73 - Irrelevant information
3.3	s.73 - Irrelevant information

s.73 - Irrelevant information

s.73 - Irrelevant information

s.73 - Irrelevant information

s.73 - Irrelevant information

OFFES RTI FINAL RELEASE



RFS Together Union Meeting
MINUTES

s.73 - Irrelevant information

3.4

3.5

3.6

4.0 **Next Meeting:**

Meeting closed: 10:53am
Next meeting: 16.03.2023 1-3pm

QUEENSLAND RTI FINAL RELEASE



From: [Jessica Cameron](#)
To: [Matthew Bulow](#)
Subject: RFS TQ ACC
Date: Monday, 12 December 2022 3:39:42 PM
Attachments: [RFS Together Agenda 21.12.2022.docx](#)
[image001.png](#)
[image002.png](#)

Good afternoon AC Bulow,

I have just sent out the agenda for the RFS TQ ACC next Wednesday. There are a few additional items that have been added following our meeting a few weeks ago including Volunteer Onboarding Improvement Project and Working for Queensland update from Leigh-Anne Sorensen.

Please let me know if you would like Anna and I to pop up ahead of the ACC to brief you on these items and I can arrange this.

Kind regards,

Jessica Cameron
Employee Relations Advisor
Employee Relations Unit
QFES People | Queensland Fire and Emergency Services

P 07 3635 3028 **E** jessica.cameron@qfes.qld.gov.au
Emergency Services Complex, C1 Block
125 Kedron Park Road, Kedron QLD 4031
GPO Box 1425, Brisbane, QLD 4001
Respect | Integrity | Courage | Loyalty | Trust

QFES acknowledges and recognises Traditional Owners as custodians of the lands where we work together with the communities of Queensland. We pay our respects to Aboriginal and Torres Strait Islander ancestors of these lands, their spirits and their legacy.

RFS Together Union Meeting

AGENDA

Date	21 December 2022
Time	1:00pm – 14:30pm
Location	Conference Room B2.32 / Teams
Members	A/Assistant Commissioner – Matthew Bulow (QFES) – Chair A/Assistant Commissioner – Kevin Reading (QFES) Executive Manager Employee Relations - Fiona Bridges (QFES) Principle Consultant, ER and CMS – Anna Herzog (QFES) RFS Together Union Qld – Michael Thomas (RFS Together Union) RFS Together Union Qld – Tony Johnstone (RFS Together Union) RFS Together Union Qld – Peter Hollier (RFS Together Union) RFS Together Union Qld – Craig Clifford (RFS Together Union) RFS Together Union Qld – Alan Gillespie (RFS Together Union)
Guests	Leigh-Anne Sorensen – Executive Manager, Workforce Experience Unit (1:15pm – 1:25pm)
Apologies	
Secretariat	Jessica Cameron (QFES)

1.0	Preliminary matters
1.1	Welcome and apologies
1.2	Conflicts of interest:
1.3	Minutes from previous meeting:
1.4	s.73 - Irrelevant information
2.0	Actions arising from previous minutes:
2.1	Please refer to the attached actions table for action items.
3.0	Items for discussion:
3.1	s.73 - Irrelevant information
3.2	s.73 - Irrelevant information
3.3	RO1/2 epaulettes update (AC Bulow)
3.4	s.73 - Irrelevant information
3.5	s.73 - Irrelevant information
4.0	General Business
4.1	s.73 - Irrelevant information
4.2	s.73 - Irrelevant information
5.0	Next Meeting:
	Next meeting: 18.01.2023 10am – 12pm.

