



Respect

Integrity

Courage

Loyalty

Trust

# Employers Supporting QFD Volunteers



# About Queensland Fire Department (QFD)

QFD provides fire and rescue services to the communities of Queensland through

- Queensland Fire and Rescue (QFR) permanent firefighters
- QFR auxiliary firefighters (retained volunteers)
- QFR specialists – scientific and technical rescue staff and volunteers
- Rural Fire Service Queensland (RFSQ) staff and volunteers
- QFD corporate and administration support



# QFD Volunteers and their Employers

Volunteers provide fire and emergency preparation and response across all areas of the State, and without their highly skilled contribution the prevention, preparedness, response and recovery of Queensland would be severely compromised.

Without the on-going support of employers to grant leave of absence and release our volunteers from their regular work duties, most communities would face greatly increased risks and heightened out-come consequences.




# Employee Leave

- Volunteers need to discuss the terms for release from work with their employer
- Arrangements may be informal (verbal) or formal (written)
- The type of leave to be used should be discussed and considered
- The decision to grant leave release is at the employer's discretion



# National Employment Standards – Community Service Leave Fact Sheet

<https://www.fairwork.gov.au/sites/default/files/migration/723/Community-service-leave.pdf>



## Community service leave and the National Employment Standards

### Overview

Community service leave forms part of the National Employment Standards (NES). The NES apply to all employees covered by the national workplace relations system, regardless of any award, agreement or contract.

The NES entitles employees to be absent from work to engage in certain community service activities such as:

- a voluntary emergency management activity
- jury duty, including attendance for jury selection.

### What is a voluntary emergency management activity?

An employee engages in a voluntary emergency management activity only if they:

- engage in an activity that involves dealing with an emergency or natural disaster
- engage in the activity on a voluntary basis
- were either requested to engage in an activity, or it would be reasonable to expect that such a request would have been made if circumstances had permitted
- are a member of, or have a member-like association with, a recognised emergency management body.

### What is a recognised emergency management body?

A recognised emergency management body is:

- a body that has a role or function under a plan that is for coping with emergencies and/or disasters (prepared by the Commonwealth, a state or a territory)
- a fire-fighting, civil defence or rescue body
- any other body which substantially involves responding to an emergency or natural disaster.

This would include bodies such as the State Emergency Service (SES), Country Fire Authority (CFA) or the RSPCA (in respect of animal rescue).

### Contact us

Fair Work Online: [www.fairwork.gov.au](http://www.fairwork.gov.au)  
Fair Work Infoline: **13 13 94**  
**Need language help?**  
Contact the Translating and Interpreting Service (TIS) on **13 14 50**

### Hearing & speech assistance

Call through the National Relay Service (NRS):  
For TTY: **13 36 77**. Ask for the Fair Work Infoline **13 13 94**  
Speak & Listen: **1300 555 727**. Ask for the Fair Work Infoline **13 13 94**

The Fair Work Ombudsman is committed to providing you with advice that you can rely on. The information contained in this fact sheet is general in nature. If you are unsure about how it applies to your situation, you can call our Infoline on 13 13 94 or speak with a union, industry association or a workplace relations professional.

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# Benefits

QFD volunteers make valuable employees and are equipped with a broad range of capabilities that are useful in the workplace.

- working well in teams and following directions
- communicating effectively
- thinking on their feet
- taking responsibility
- using personal initiative
- remaining calm in a crisis



# Employer Incentives

Employers make a significant contribution to the community when releasing staff to respond to emergencies.

The Queensland Government recognises this through payroll tax exemptions for the hours staff spend away from work to assist in emergency operations.

For more information on payroll tax exemptions call the Queensland Revenue Office on 1300 300 734 during office hours or [visit their website](#).



# Want to know more?

Visit:

[https://www.fire.qld.gov.au/  
join-our-team](https://www.fire.qld.gov.au/join-our-team)

