



JUNE 2017 (EARLY ED)

BUMPER MONITOR



The view from the Station Floor.

The United Firefighters Union (Aviation Branch) represents over 97% of all Aviation Firefighters across Australia.

The Union belongs to you, the members. To be strong, it needs **your** support and **your** actions. The bumper is your Newsletter, so read it, be informed, share it, and contribute to it. Speak Up and Have your Say!

You Tube F/F Video

<https://www.youtube.com/watch?v=D2mqyBeLJBA&feature=youtu.be>

**From the Branch
Secretary**

**Lessons Learned
Number 11**

Pre-senteism

**ADF's New
Transportable**

**ARFFS Shameful
Legacy: An Open
Letter to ARFF**

**Signs Your First
Responder Needs Help**

Two Way Coms

Australian Red Cross

**UNITED FIREFIGHTERS
UNION AUSTRALIA
AVIATION BRANCH**

16 Peel St, South Brisbane QLD
4101

07 3846 5580

www.ufuav.asn.au

branchsecretary@ufuav.asn.au

admin@ufuav.asn.au

SME@ufuav.asn.au

From the Branch Secretary:

Last week you're Branch Executive and I travelled to Melbourne and spent several days in discussions with the Union's Lawyers and receiving advice on further bargaining strategies from the National Branch Secretary Peter Marshall and Wattie Watson who is an Industrial Relations Specialist. Members will be very pleased to know that the National Secretary is firmly committed to supporting the Aviation Branch and is ready to use his significant influence to assist us in any way he can.



This was definitely time and money well spent and we believe that with your continued support, along with the backing of the National UFUA and the strategies that we now have to work with, we are confident that your Union can meet any challenges thrown at us.

The UFU tried to engage again with Airservices this week asking for a meeting and even sent them an agenda for the meeting however this was declined by Airservices representatives. We will be seeking to have further discussions again in the week beginning 19th June.

We have been very busy this week with the Red Cross, the Australian Airports Association, and several major Airports Executives. We are continuing to build up our relationships with Senators sympathetic to our views and to our work to build a high level rapport and political support. We are also developing relationships with media contacts so that we have better access to the public to warn them of the dangerous course that we believe Airservices has embarked on.

On top of this your union has also been assisting several of our members facing code of conduct actions and industrial issues.

We urge all our members to stick together and look out for each other. When times get tough some people need more help than others to get through it, so remember who you are. You are firefighters and firefighters always have each other's backs when times get hard. If you know someone who is under the pump call them up, talk to them, encourage them, and let them know you care.

All the best and I hope you enjoy this edition of the Bumper Monitor. We are trying to improve it with every issue and make it a valuable tool for communicating with you.

Stay Safe.

Strength in Unity

Pre-senteeism:

A survey of more than 1000 people in Australia by the Influenza Specialist Group revealed nine out of 10 workers still turned up to work while they were sick. That figure included 20 per cent who didn't feel flu symptoms were serious enough to keep them at home. These attitudes may play a part in the nation's declining use of sick leave.



A Direct Health Solutions management survey from the same year established the use of sick leave was in decline. "Average days lost per employee are 8.75 days per annum, down from 9.4 days in 2011 and 9.7 days in 2010. This represents a fall of 7 per cent in the last 12 months," the report says.

"And people will say they couldn't possibly have a day off because there is so much to do. Well, that's crap." In Australia, full-time employees receive 10 days' sick leave each year and the increasing call from employers is "use it". The problem with martyr employees who insist on turning up to work might, however, be a hard one to solve **because research suggests absenteeism generally is higher in workplaces that don't engage their staff.**

If a worker is interested, challenged and engaged then they want to be at work. The Australian Public Service Commission says research points to a direct link. "A level of employee absence is an expected element of working life. **It is also a normal feature of a healthy work environment** that supports **family friendly practices,**" it says. "However, this does not mean that all absences should be regarded as inevitable and accepted passively. Workplace absence has a negative impact on performance and, regardless of whether it is across the organisation or isolated in pockets, often **reflects unhealthy organisational and management practices.**

"The creation of a culture where employees are engaged and committed to the organisation and its leadership **has been shown to directly result in reduced absence.**" It's a happy problem to have: trying to keep sick employees away because they're so involved in the work and the business.

Sickie stats:

- On average, sick days cost employers in Australia \$2861 per employee per year
- Last year we took an average 8.75 days off work, down from 9.4 days in 2011 and 9.7 in 2010
- 10 per cent of work absence is carer's leave
- Absenteeism is highest in the telecommunications and utilities sector (an average of 13 days, or 5.7 per cent of work time)
- Time lost in **the public sector** to absenteeism is 4.5 per cent, 18 per cent higher than in the private sector
- 50 per cent of employers surveyed find enforcing medical certificates **has no impact** on absence levels
- Colds/flu, gastro, headaches and mental health are the primary causes of short-term absence (1-2 days)

Who would have thought; if you treat people better they return the favour!

"Australia has got a massive amount of untaken annual leave," Professor Stewart said. It is related to what is called presenteeism, when workers push on and go to work when they should be resting at home, and it can cost companies just as much as sickies. That is partly because of how many germs a sick worker may pass on to their colleagues causing a spread of infection and disease. Dr Brian Morton, chair of the Council of General Practice for the Australian Medical Association, said people were contagious a couple of days before they started presenting symptoms. "A sort of rule of thumb is two days getting sick, two days being sick and two days getting over it," he said. Dr Morton said anyone you were in close contact with was at risk of catching the cold or flu.

"Upper respiratory viral illnesses are spread by droplet infection, so it's our breath, it's coughing over someone, sneezing over someone," he said. He said people should cough into their elbows or shoulders, keep tissues on their desk, wash their hands and use antibacterial wipes. "Most people I think are a little bit stoic and think that it's just a cold, 'I can get over it, work's more important'. But we really need to think about our co-workers and perhaps the people on the bus or the train so that we're not spreading it to others." Flu vaccinations are helpful in stopping the spread of viruses but are only effective for 60 per cent of the population

Source: Direct Health Solutions & ABC News.

ARFF's Shameful Legacy

An Open Letter to ARFF.

(Highlights)

I have been a member of the Facebook ARFFS Instructor Alumni for approximately three years that was set up as a connection between present and previous members to communicate, stay in touch and have a laugh over old times. This has been a brilliant idea as members always seem to drift apart after they retire or take another direction in life.

The forum has made it is very evident that we are all getting old (the normal side of life) and we are dying tragically in numbers from hideous cancers and, in the main, at an early age (in all respect).

Initially, it was not all that apparent that so many of ex members and members were dying of cancer and diseases not really of "natural causes". Other "luckier ones" survived their challenge with cancer thankfully. I am providing my history as a firefighter as an example of the lives of many of our fallen comrades and not so much an indication of myself (that I am aware of).

Due regard should be given to the arduous nature of RFF duties and personnel selected for this work should be free from any physical disability which might limit their performance or which might be aggravated by a high level of exertion. Particular care should be taken in selecting personnel as wearers of respiratory protection equipment, where psychological factors are significant, in addition to physical suitability.

This extract of the Operation Manual is an important information source as, because of it staff levels were not comparable with staff in most civilian fire services and therefore staff were minimal.

This indicates two pertinent facts:

- ARFFS staff were, in fact fitter than most due to workload and requirements to be at a good fitness standard, and
- Because of the number of staff, more staff were exposed to hazards of the occupation (fire, chemicals, AFFF etc) on more occasions (theoretically) than our comrades in civil brigades.

A number of our members that I recall passing away in the short time the Facebook ARFFS Instructor Alumni was activated are Derick Bell, John Hanson, Ray Elseback (pancreatic cancer), Vic Bosworth (Pulmonary fibrosis) [I think], Bob and George



Dreimanis, Bob McInerny (lung/ heart surgery), Arnie Payne and recently.....Alan Bates and Marty Keillor. (forgive me for any I have missed).....RIP.

Robert Murray had Prostate Cancer, Gary McMillan had Colon Cancer and survived, thankfully. Others may be about like Geoff Mays that also have had serious medical procedures and others less serious that I don't know about.

It can be argued that some may have smoked, had a little too much alcohol or whatever indulgence, but have all of these colleagues died of "self inflicted deaths", natural causes or have they sadly succumb to a more insidious death that was ultimately caused by their profession and its practices?

For me, the answer is the same as the war cry of the ARFFS, "when in doubt, turn out" or "when in doubt, accept that some of these numerous employees/ ex employees may have died (maybe unnecessarily) because management of ARFFS turn their backs on men that have served them well.

The intention of this email is not to lay blame at any individual or the ARFFS as such, but practices, procedures and the management of equipment and agents that have evolved over the history of this Service, whether intentional or inadvertently. [Read More:](#)

<..\..\Bumper Monitor\June 2017 Early Ed\letter re deaths of older rffs members.pdf>

New ADF Transportable



The Oshkosh Striker AT/XC will be the ADF's first-response vehicle in aircraft fire emergencies at military bases and expeditionary airfields. Under the terms of the \$33.3m agreement, the company will supply 28 aviation fire trucks to improve current aircraft rescue and firefighting capabilities of the Australian Army and the Royal Australian Air Force (RAAF).

The vehicles will be supplied in two variants to address the different requirements of the army and RAAF, with the latter capable of being transported by C-130J Super Hercules aircraft. The ADF has purchased 28 new Oshkosh vehicles to replace the old E-One Titans. These are the vehicle of choice for the US Marine Corps.



Signs your first responder needs help and how to get it.

Firefighters are exposed to high-stress and emotional incidents. Here's how to help when they need it.

By Kathleen L. Mangeri, MA, LPC, Program Director of Human Development and Family Studies at American Military University. May 3, 2017

It can be incredibly difficult for first responders to separate the emotions in their jobs from their personal lives. For example, a first responder with young children may have a significant reaction to an emergency call that involves children.



Similarly, a responder with teenagers at home may be particularly impacted after responding to a call that involves the motor vehicle crash of a young driver. While some calls have a greater effect than others, it is often the cumulative toll from many different incidents over time that impacts responders' mental health. This ongoing trauma can often lead to visible changes in the responder and start to have an effect on their "normal" day-to-day functions as well as on family interactions.

High-stress incidents can affect firefighters both physically and emotionally.

SIGNS YOUR FIRST RESPONDER NEEDS HELP

Often, it is the spouse or other family member who first notices changes in a first responder. Telltale signs of psychological stress include poor sleep, unexplained irritability, moodiness, increased alcohol or substance use, marriage and family/relationship issues, a change in eating habits, and vague physical ailments. If left untreated, these symptoms can intensify and evolve into depression, post-traumatic stress disorder, and/or suicidal ideation. This stress and trauma can impact any responder at any time. Even the most well-trained and seasoned responder can be impacted by the incidents they experience.

STEPS TO TAKE NEXT

Upon noticing changes, spouses and family members should not and do not need to stand idly by. Many family members try to give the individual some “time and space” to “work things through.” However, sometimes the stress becomes too much to process and a responder needs help right away. Family members can play an active role in getting the responder help and assisting throughout the recovery process. The first, and often biggest, obstacle to getting a responder psychological help is convincing them they need it. It can be extremely difficult for someone who has been trained and dedicated to helping others accept the fact that they themselves need help. After all, first responders are accustomed to being the first ones called in times of crisis.

START THE CONVERSATION

Family members should be prepared for responders to be in denial and express feelings that they should be able to handle all stresses of the job. For some, it is the stigma of seeking help –there is a lingering perception that seeking help is a sign of weakness. While this perception is far from true, it nonetheless remains a roadblock to seeking help. Unresolved strong, psychological emotions can take a toll on even the most well-trained personnel. The conversation about seeking help is not an easy one, but the reality is that first responders are simply human beings. Letting your loved one know that you are concerned about them can open the door to a much deeper conversation.

HOW TO HELP

-  A spouse or family member can help in the following ways:
-  Be willing to listen if they want to talk about what is on their mind – but only if they are willing. Forcing someone to talk can sometimes make things worse.
-  Be willing to just spend time with the person. Sitting in comfortable silence with a loved one can go a long way in making them feel calm and safe.

-  Encourage regular physical activity. Taking a walk together or going for a run can help them expend the pent-up physical energy that is associated with unmanaged emotions.
-  Encourage routines at home. This helps make things more predictable and provides a sense of stability, comfort and control over one's life.
-  Be patient. Coming to terms with the need for help and accepting help is a process that needs to be nurtured.
-  Practice self-care. If you become overly stressed then your ability to help your loved one will be diminished. Take time for yourself and be in tune with how you are processing your own stress.

SEEK COUNSELING

Encourage your loved one to seek professional help if there is no improvement after a few weeks or if active suicidal thoughts are being verbalized.

Safety from harm is of utmost importance. If possible, find counsellors who specialise in working with public safety professionals—they are specifically trained to understand the types of trauma experienced by first responders. Be willing to attend counselling sessions along with your loved one if asked, but do not be offended if they choose to attend on their own. In addition to getting counselling for the first responder, it may be very beneficial to attend family counselling. Families may be worried about the health of their loved ones and the perils of firefighting. This worry can easily transition to anxiety and other psychological issues for family members.



Family counselling can open the lines of communication between all family members so that all issues can be addressed and family bonds can be strengthened. By taking these steps to get a loved one the help they need and deserve can be the impetus needed to put them on the path to wellness and provide them with needed comfort and reassurance. Resiliency is a powerful human characteristic but sometimes resiliency needs a little help.

Kathleen Mangeri is an active clinician and educator as well as the spouse of a firefighter. Mangeri has more than 25 years of experience in the field of mental health. She is a New Jersey Licensed Professional Counsellor, NJ Certified School Counsellor and is trained as a Crisis Intervention Specialist and a Critical Incident Stress De-briefer. She is on the faculty of American Military University's School of Education where she serves as Program Director for Human Development and Family Studies and teaches courses on child and family development. Mangeri earned a Master of Arts degree in Counselling and Student Personnel Services from Trenton State College. She is a past president of the New Jersey Clinical Case Management Association and was a board member of the Gloucester County Mental Health Board. She can be reached at IPSauthor@apus.edu.

Does Airservices Have a Van Park in Canberra? Is this part of a new era of commercial venture?



Canberra ARFF Pikey Park (Not one of the Big 4)

Just when you think you've seen it all. Our Brisbane members thought they had it bad sleeping all over the station in camp beds or old mattresses on the floor for the past 6 years waiting for station modifications that never come. This is what is considered as adequate temporary accommodation for our Canberra members. Surely a multi, multi-million GOE can and do better than this.

Canberra members have to contend with minus 5 degree weather, no alerting system, no foot lighting, no amenities, no automatic lighting on alerts, no protection if you turn out in the middle of a major storm, or if you need to find the amenities in the middle of the night. This is not a demonstration of an employer who says the safety of their staff is their first priority.

Canberra is another station that has waited 10 years for modifications that have never come. The fire trucks still don't fit in the engine bays without folding the mirrors in and then the space left around them is completely unsafe for firefighters to walk around without risk to themselves, let alone 6 of them trying to turn out at the same time in under 30 seconds.

The second worst airport in Australia for heavy fog events has never had bumper monitors with thermal imaging cameras fitted because you can't close the doors on the station with them on. Talk about efficiency. Canberra was the first, if not one of the first stations to be supplied with their bumper monitors yet after all this time they are lying somewhere on the station because the engine bays can't accommodate trucks with them fitted. What will be next, staff with long white canes with a ball on the end to find their way around when the fogs in?

The excuse that the airport won't let them fix the problem is just that, an excuse. Minister Chester has told both parties to get the matter fixed. If CAG is the problem then why not go to the Minister? Perhaps the CEO could ensure that all station renovations are done to demonstrate that ARFF is no longer the poor cousin in Airservices.

UFU Lessons Learned 11

Continental Airlines

Boeing B737-500 (N18611)

Dec 20, 2008 (18:18 hrs)

Denver, Colorado (Flt 1404)



Continental Airlines flight 1404, a Boeing 737-500, N18611, departed the left side of runway 34R during take-off from Denver International Airport (DEN), Denver, Colorado. A post-crash fire ensued.

The captain and 5 of the 110 passengers were seriously injured; the first officer, 2 cabin crewmembers, and 38 passengers received minor injuries; and 1 cabin crewmember



and 67 passengers (3 of whom were lap-held children) were uninjured. The airplane was substantially damaged.

The investigation revealed that the airplane departed the left side of runway 34R about 2,600 feet from the approach end and crossed taxiway WC and an airport service road before coming to a stop on a heading of about 315° in an area just north of DEN aircraft rescue and firefighting (ARFF) fire station #4.

The airplane was still moving at a speed of about 90 knots when electrical power was lost, and the FDR and CVR stopped recording at 1818:27. Post-accident interviews with passengers and crewmembers, as well as evidence from the crash site, indicated that, as the airplane crossed the uneven terrain before coming to a stop, it became airborne, resulting in a jarring impact when it regained contact with the ground

Denver Airport moved over 50 million passengers in 2008. (2016 58,266,515)

Findings:



Crew attempted to Take Off on Runway 34R with a **reported 27Kts** crosswind. The maximum Cross wind for a **B737:500 is 33Kts**. The actual crosswind encountered on take-off was **35Kts** with gusts up to **40Kts**.



ATC to provide pilots with maximum wind speed for gusts.



The NTSB said part of the blame for the Side Excursion off Runway 34R could be attributed to **poor control skills** by the pilot flying.



Pilots to undergo take-off and landing training in crosswinds with strong gusting conditions in a simulator.



Crew member Jump Seats failed regular maintenance checks for metal fatigue required.



AFT Galley Drawer Latch failed, redesigned.

ARFF Response:



Denver Airport is a 14 CFR Part 139-certificated airport and has an Index E ARFF capability, equivalent to our ICAO Category 9 or 10.



Denver has four ARFF stations, which are staffed 24 hours a day, 7 days a week, there is a 5th station being planned.



The Denver Fire Department ARFF Division has a staff of 99 firefighters assigned to Denver Airport to provide emergency services for the airport and the surrounding area.



All firefighters are trained to Emergency Medical Technician–Basic level.



In addition, paramedics from Denver Health Medical Centre are stationed at the airport at all times.



Ambulance service is provided through Denver Health and may be supplemented by other companies in the Denver metropolitan area.



There is a total of 25 fire fighters on a duty crew at all times who are all certified in Aircraft Rescue Fire Fighting.



ARFF Equipment includes 7 aircraft crash rescue vehicles each carrying 17,000 litres of water, 2,270 litres of AFFF firefighting foam, and 225 Kgs of DCP. (119,000 litres Initial Response) It has even more equipment now in 2016. See the link.



2 urban fire vehicles



2 low profile fire vehicles



Chief's Fire Officers vehicle



Special operations apparatus,



2 air stairs vehicles, and



A snow cat.



ARFF Issues encountered:



ATC gave ARFF the wrong turn out information.



Poor visibility.



Aircraft ended up behind the fire station obscured from responding crews.



5 Minute response time.



Internal access for firefighting was difficult due to ceiling collapse and seats.



6 serious, 40 minor injuries, post-crash fire involved.

So what do UFU Members learn from this:

1. The equivalent ARFF Category 10 in Australia depending on what location has only 4 ARFF trucks and 14 firefighters. (35,600 litres of FFF foam)
2. ARFF Management want to make that staffing standard at all 4 Category 10 airports.
3. If remission were applied like ARFF Management also wanted it to be, it would be only 3 ARFF trucks and 10 firefighters. (26,700 litres)
4. Maybe we just need some more Aircraft Famil.
5. FCC's that are able to watch all take-offs and landings are a vital ARFF tool, cameras watching the runway ends would not have caught this crash.
6. Only three exits were usable due to intense fire on one side.

<https://www.nts.gov/investigations/AccidentReports/Reports/AAR1004.pdf>

<https://www.flickr.com/photos/toneslider12/sets/72157630072580953>





AUSTRALIAN RED CROSS

The UFUAV Executive has contacted the Australian Red Cross about our members proactively reducing their PFAS levels through Blood Donation. We asked both questions of them eg: Can we do it? And; Is it ethical to donate knowing we have high PFAS contamination? Their reply is attached.

<https://drive.google.com/file/d/0ByXrMwIAV5n8QVJMNm02TXh4c0E/view?usp=sharing>

the
power of
humanity



Bumper Monitor

The UFUAV Executive is running a competition for a new name for the Bumper Monitor. The winner will receive a UFU Shirt and a UFU Beanie or Cap. Simply reply to this email with your name, address and suggest a new name for our newsletter. The top 5 names will go to a vote using our POLL facility. (No Boaty McBoat Faces)

