

Newsletter April 2012



Elections 2012

The triennial elections are upon us once again. Nominations opened on the 15th of March and closed on the 2nd of April 2012.

All elected union positions were open for any financial member to contest and we encouraged all members to consider an elected representatives role within the Branch. We all understand that today's pace of life can be quite hectic and at times all consuming nevertheless, it is imperative for each and every member that positions are filled for the ongoing health and effectiveness of the union. The United Firefighters Union of Australia is a big family. One that justly cares about our membership continues to provide unstinting support and believes in the motto "strength in unity".

We have achieved much over the years underscored most recently by the success of Presumptive Legislation known as the Fair Protection for Firefighters Bill.

Australia is only the third country in the world to legislate certain cancers as an occupational disease and now the Aviation and ACT membership have that protection. We are currently pursuing this legislation in other States and are hopeful of further success. However, being part of a union is a partnership. Unions cannot survive without the financial support of their members that is an obvious observation. Unions need sufficient funds to operate successfully. However, unions also require the physical participation of their members to be effective by attending meetings, supporting their elected delegates and developing and complying with the policies of the union.

It is a partnership that requires a fairdinkum level of commitment from both the elected representatives and the members for the union to be an effective force. It is in every member's best interest to ensure that partnership not only thrives but grows.

Unfortunately for the Branch at the close of nominations there are many positions vacant i.e., no member was prepared to put up their hand to represent their comrades in 12 positions, therefore there are now no union representatives in the following locations: a BCOM representative for N.S.W or Organisers at; Alice Springs, Avalon, Broome, Canberra, Darwin, Hamilton Island, Hobart, Melbourne, Perth, Sydney and Townsville.

This is a very disappointing result for the membership in those areas, because at the locations listed above the members now have no official union voice. It also means that the issues of concern generated by members generally, combined with the ongoing and ever-present industrial matters that require attention add up to a large workload that is now to be shared amongst the dedicated few. In other words there will be more to do by those committed delegates that are prepared to represent your interests. Which will no doubt be quite unhelpful in the long term particularly, heading into CA negotiations towards the end of this year?

Along with all the other union positions around Australia up for election, is the Aviation Branch Secretary's job. This time around though, I have decided not to nominate for the Secretary's role. I have held the Branch Secretary's position since the 1st of October 2001 and in consultation with my wife we have come to the conclusion that it is time for me to retire. I will though remain on as National President of the UFUA for a short while longer.

The BCOM have been aware of the decision to not nominate in this election for some years and as a committee we have discussed my replacement perhaps coming from the BCOM. Unfortunately, there was no member on the BCOM that was prepared to take the job on as Secretary and all that entails.

Consequently as a matter of courtesy and out of respect, I informed the National Executive and the National Committee of Management that I would not be contesting the Secretary's position in the Aviation Branch. This information also had the side effect of alerting any member within those particular groups; that may be interested in nominating for the Aviation Branch Secretary's role; that the position was being uncontested by the incumbent office holder. As it transpired there were a few likely candidates that advised "in confidence" that they were seriously considering running for the position. That led us to be quietly confident leading up to the elections that at least one and possibly two qualified people would nominate in the election.

At the close of nominations one person had chosen to run for the Secretary's position. That person is Henry Lawrence. Henry is currently the Senior Industrial Officer for the Queensland Branch of the UFUA and has worked tirelessly for that Branch for many years. Henry has also been a past President of the Qld Branch, is highly respected within the union movement and well and truly credentialed to take over the Aviation Branch Secretary's role. I believe that Henry will be a great Secretary and I feel confident that members are in very safe and capable hands heading into the future. Henry resides in Queensland and for that reason the union office will be relocated accordingly in due course.

The Australian Electoral Commission have informed us however that, as there is a ballot to be conducted in Tasmania the "official" declaration of all positions within the Branch will not be made until after that ballot has closed on the 8th of May 2012.

Notwithstanding that statement, the fact of the matter is that Henry Lawrence will be the new Secretary of the Aviation Branch. There will be a period of time allotted for a handover takeover, that time frame will be determined mainly by Henry as the new Secretary. Henry will be seeking and should be rewarded with the same great support from the BCOM and the membership generally, that I was fortunate enough to receive.

On that note, I sincerely extend my thanks to all the members and the various BCOM representatives for the assistance and backing that I have received over the years; it has been truly appreciated.



Expressions of a disillusioned UFUA member

Reprinted below are the thoughts and questions expressed by one of our members in an email we received recently. The exasperation contained within this correspondence is palpable. The reason that we have included the email in the newsletter is because it sums up in so many words, the feelings expressed to us by many members within the ARFF at present. The member writes:

I have been told that one of our Darwin comrades has been presented with Police charges, after the accident and deaths whilst doing his (our) job in Darwin last year, if this is correct, I apologize if this is not the case

My question to management is, If, our vehicles had been recognized/legislated emergency vehicles, would our member still have been prosecuted? If this is not the case, this is a monumental stuff up by the board, our illustrious leaders and all of their staff. We, the people on the floor, can do our job, we are checked enough, and can the same be said for ALL of them. **I have been informed (by ARFF management) that this monumental “stuff up” was an-**

- **OVERSIGHT**
- **MUST HAVE HAPPENED AFTER WE LEFT THE DEPT OFF TRANSPORT**
- **THESE THINGS HAPPEN**

(I wonder if they would be so forgiving when we do any of the above)

With these formidable charges pending and to protect our members from our management's incompetence, taking into account the oversight with the vehicles, are our IRBs recognized/legislated emergency vessels.

Until all of these questions can be answered by legal minds, can we –

Not turn out to any incident outside the aerodrome fence, unless under a police escort, even though we are now responding to external EMERGENCY INCIDENTS with no lights and sirens?

Until all our IRBs are all registered surveyed and a holder of a limited coxswain's license is on board, they remain in dry dock, unless we are exempt from any/all prosecution whilst we are doing our job?

If another tender (land or sea) is involved in a injury/fatality, under this no lights and sirens policy, etc., could the same happen to any of our members and be charged/sued by a savvy legal mind?

Management may say this is an overreaction, and that they are providing legal council to our Darwin members, so what! Our management are going to bed each night with NO charges pending (YET), unlike our comrade and his family in Darwin. Their life is on hold, luckily some of you have never been in our comrade's position; the court dock is a very scary lonely place. Anyone of us could have been in his position, (am I being emotional, BLOODY OATH)

And while I'm at it: To management and all (there is enough of them) non operational staff,

“GET YOUR HOUSE IN ORDER, we can do our job, can we and the PUBLIC say the same for you”

Rant Over!

IR Updates from Workforce

Qantas action not included in ABS strike data

One of the largest employer responses in Australian industrial history was not included in the latest Australian Bureau of Statistics [data](#) for "working days lost to industrial disputes", contrary to media reports.

The ABS told *Workforce Daily* it could not reveal whether the Qantas grounding from October 29 to 31, 2011 was included in the December quarter figures due to confidentiality obligations. However, a Qantas spokesperson confirmed to *Workforce* it had not included the unprecedented action in its data since it was not a lockout.

Qantas has been at pains to distinguish the grounding as a safety response to the "potential human factors" emerging from its lockout notice - including employee distractions - rather than as industrial action. The airline had threatened to lockout employees on October 31 but Fair Work Australia terminated the action before it could begin after it found it threatened to cause significant economic harm.

Days lost would have trebled

The Transport Workers Union (TWU) has [estimated](#) the grounding cost the airline an estimated one million hours of work, equal to about 125,000 working days (based on an eight-hour standard day). If included in the December figures, the two-day employer response alone would have been more than double the total 54,600 days lost for the entire three-month period. It would also have represented the highest quarterly amount of days lost to industrial disputes since March 2004, when quarterly data was first recorded.

ABS director of labour and employment relations Mike Scott told *Workforce* the bureau went over high profile disputes with a "fine tooth comb" to "make sure definitions are applied correctly". While not commenting on Qantas, he said the application of ABS definitions to the Dec quarter was consistent with how it had applied it to industries in the past. ABS WA officer Tania A'Gostino said it was "very confident in the terms we applied". The ABS scope for industrial disputes include "work stoppages initiated by employers e.g. lockouts".

The TWU and Minister for Industrial Relations Bill Shorten did not return requests for comment before press time.



Qantas dismissal

A Qantas flight attendant's bad language and agitated behaviour provided grounds for her dismissal, but it might have been different if the conduct had occurred on a building site, FWA has found.

Commissioner Michelle Bissett said that the language and conduct was "not common or normal in an office environment. Had it occurred on a building site or been common in the workplace I might have formed a different opinion".

Qantas subsidiary Sunstate Airlines (Qld), trading as QantasLink, employed the attendant between late 2005 and her dismissal in June 2011.

After an initial investigation, several follow-up inquiries and internal appeals by the attendant, the employer found that she had breached the Qantas Group standards of conduct policy when she:

- directed inappropriate language towards a manager (which was witnessed by other employees);
- failed to follow a direction to stop using inappropriate language and to leave the office; and
- used physical force to try to gain entry to the manager's office.

After notifying the employee of the breach of policy, Qantas Link management offered her alternative employment at its Sydney base.

But when she failed to respond to the offer or attend a series of scheduled meetings, it terminated her employment.

Commissioner Bissett said that the former employee's conduct had been "unacceptable, unnecessary and showed a lack of respect for her manager. It was within her control to stop and she did not. Her conduct clearly put her in breach of Policy and termination of employment can be justified".

She said her belief that the employment relationship had irretrievably broken down was strengthened by the former employee admitting she had secretly audiotaped a meeting with management.

"This exchange would suggest that [the attendant] expected that people would lie in the meeting and that she would need proof of this. To take such an attitude into a meeting with senior management. . . would suggest that she has little trust in management. That she taped the meeting without telling those present may justifiably harm the trust management have in her".

Commissioner Bissett said she was satisfied QantasLink management had carried out its investigations and made the resulting termination of employment decision in accordance with the company's internal policies, including the offer of a transfer as an alternative to dismissal.

[Eleanora Jalea v Sunstate Airlines \(Queensland\) Pty Ltd T/A Qantas Link \[2012\] FWA 1360 \(5 March 2012\)](#)

Abbott says FWA acting unconscionably, obstructing justice

Opposition Leader Tony Abbott has today accused FWA of obstructing the course of justice by declining to supply information from its HSU inquiry sought by Victorian Police.

Speaking on ABC Radio's *AM* program, Abbott [said](#) FWA was "in effect obstructing the course of justice by refusing to cooperate with other law enforcement agencies" and that "this idea that they should stand on some piece of pedantry to refuse to cooperate in a criminal investigation, I mean this is just unconscionable conduct.

"It looks very much like this is an institutional go-slow to protect a bad government."

Days lost to disputes lower than under Reith's IR laws

More days were lost to industrial disputes in the 2011 calendar year than in the previous five years, but the total lost days are still lower than every year of operation of the Howard governments pre-Work Choices IR laws.

Some 241,500 days were lost to disputes in 2011, the most since 2005 (379,800 days lost).

The trend, however, has been toward fewer days lost, with the 2011 total still well below that in which the pre-reform Workplace Relations Act applied, when days lost ranged from a low of 259,000 in 2002 to a high of 650,600 in 1999.

Workplace Relations Minister Bill Shorten today released data on industrial disputes that

indicate a consistent downward trend over the past 20 years. He said that any "opportunistic, short term comparison misses the big picture that industrial disputes have been trending down strongly over time". Shorten also noted that recent disputes involving state governments had skewed quarterly figures upwards.

[6321.0.55.001 - Industrial Disputes, Australia, December Quarter 2011](#)

BHP Coal internal email reveals company's hard line: union

A leaked email from BHP Billiton's head of coal mining shows the company never intended to genuinely negotiate with unions and employees, according to the CFMEU's mining and energy division. The February 29 email from the company's chief executive of ferrous and coal, Marcus Randolph, to his managers says the bargaining impasse at the eight mines is "the fight we had to have", as the union claims "cut right to the heart of 'management's right to manage' and underlying productivity of our operations".

"These issues are non-negotiable; not now, not next month and not next year," he says. The battle with unions was "likely to get tougher before it is over".

"I know all of you would like to 'just get on with it and get our operations back to normal'.

"Unfortunately this is not something that we are able to do," he says.

CFMEU national president Tony Maher said in a statement that the missive revealed the company was "never prepared to listen" to its workers in the Bowen Basin mines.

It shed light on the management attitude that had caused enough disgruntlement to spark strikes and rolling stoppages, he said.

"This shows the company went in with a strategy to purposely ignore its workforce, to enter negotiations with no intention whatsoever of listening to employee concerns," he said.



FWA rules urine testing unjust

WFD: Fair Work Australia Senior Deputy President Jonathan Hamberger has ruled in favour of using saliva for drug and alcohol (D&A) testing after finding urine was not as reliable an indicator of impairment and its introduction would be unjust and unreasonable. Following a series of conciliation conferences, Endeavour Energy and three unions sought FWA's determination of a dispute over the company's introduction of a new drug testing policy. The unions - the Communications Electrical Plumbing Union (CEPU), Australian Services Union (ASU) and Association of Professional Engineers, Scientists and Managers Australia (APESMA) - favoured saliva testing while Endeavour supported urine tests. Endeavour argued urine testing was highly accurate.

It criticised oral testing as limited in the drugs it could detect and claimed workers could use mouth wash to avoid detection. SDP Hamberger found neither method was perfect and both susceptible to cheating. However, since oral testing detected recent D&A consumption it was more likely than urine tests - which covered a longer period - to identify someone who was impaired at work. That meant it was a better indicator of likely impairment from smoking cannabis - the second most common drug after alcohol. Indeed, the SDP found urine testing may not identify cannabis use in the last four hours, which was the most relevant time period to detect impairment.



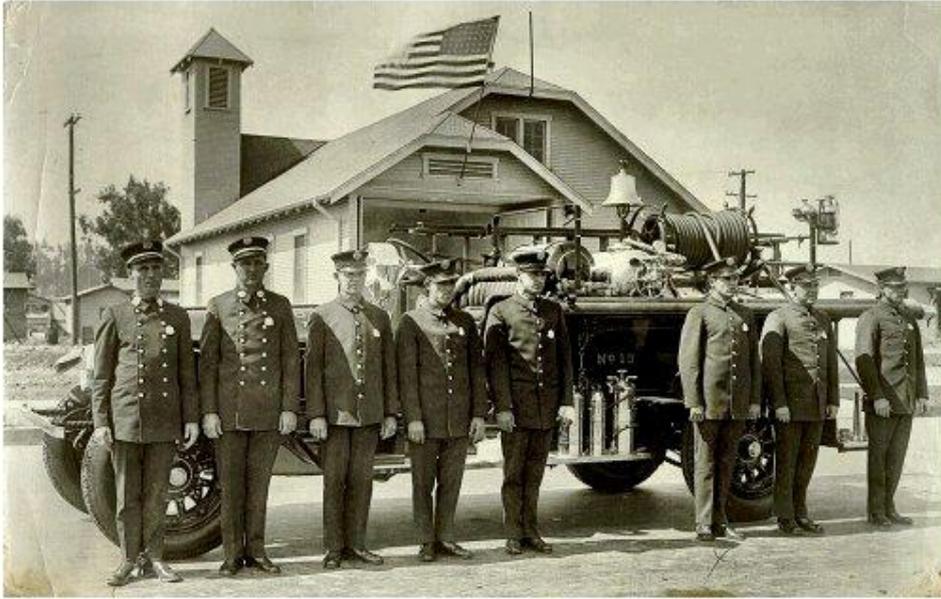
"Not only is urine testing potentially less capable of identifying someone who is under the influence of cannabis, but it also has the disadvantage that it may show a positive result even though it is several days since the person has smoked the substance," SDP Hamberger said.

"This means a person may be found to have breached the policy even though their actions were taken in their own time and in no way affect their capacity to do their job safely."

He found in circumstances where oral fluid testing was "readily available"; the introduction of urine testing would be "unjust and unreasonable" He ordered Endeavour to use saliva testing on-site in line with the Australian Standard. The SDP also rejected Endeavour's proposal of a 0.02 blood alcohol content (BAC) limit for all employees. There was "simply no need for a 'one size fits all' approach", he said. The company should risk analyse employees' job requirements before determining BAC limits. He found employees undertaking high risk activities should be subject to a 0.02 BAC limit, while the rest should be at 0.05. The company should not start random testing until six weeks after it rolled out a D&A education program, he said. SDP Hamberger's ruling on the reliability of saliva testing follows his 2008 [decision](#) on the matter. It also comes after Vice President Michael Lawler's November 2011 ruling that found HWE Mining's decision to retain urine testing was "eminently reasonable" due to strict safety standards ([WF18035](#)). (*Endeavour Energy v CEPU, ASU, APESMA, FWA 1809* [2012], 26/3/12) **Decision a 'turning point':** CEPU CEPU NSW industrial officer Aaron McKinnon told *Workforce Daily* SDP Hamberger's decision marked "a turning point" in the acceptance of oral fluid testing. In previous FWA decisions, the common argument against oral testing was the technology was not readily available. McKinnon said there were now "three or four" labs that could test oral fluid samples to the Australian Standard. Earlier this year, the National Association of Testing Authorities approved oral fluid testing in line with the standard. Advancements in oral testing technology had reached a stage where urine testing could be called "unjust and unreasonable", McKinnon said. "It's [SDP Hamberger's decision] definitely a turning point," he said. "It opens the door for less intrusive and more suitable D&A testing in the workplace." The decision is expected to have ramifications for the construction industry and will affect the NSW energy distribution sector in particular. While Essential Energy already has an oral fluid testing system, *Workforce Daily* understands Off-Grid Energy Australia is likely to implement oral testing following SDP Hamberger's decision. The decision's potential impact on the mining sector would depend on risk assessments of specific worksites, McKinnon said. If there were a high number of injuries or fatalities at a mine site, the tribunal may decide to maintain urine testing.



ARFF Training



Many of the complaints we receive from members pertain to the decline in training within the ARFF; particularly regarding the non use of foam when training. As all members know the most important skill an ARFF member must possess is the instinctive ability to confidently attack a large fuel fire using foam and that skill requires practice on a regular basis.

Of course these days the ARFF have turned a blind eye to that understanding. When questioned on the non use of foam in training and the concerns surrounding the diminution of skills in that area, the ARFF point to their proposed new training centre in Melbourne as the panacea and then pat themselves on the back for the terrific job they espouse to all and sundry they are doing.

There are a few problems with that position though. The training college as such does not currently exist, the time frame for completion has already been extended and the proposal is that even when the college is completed and functioning members will only attend a training course where they can use foam every four years.

Currently, there are members working in the ARFF that have never used anything but training foam and other members that have not trained with foam at all for years. Members are now using water on fuel fires in training scenarios. We say that is not only a disgraceful development but a dangerous one.

The argument that management run i.e., training using copious quantities of water to quell a fuel fire is universal and good practice, flies in the face of common sense and members have made it clear to us that, they cannot and will not be fooled into believing ARFF management on this point.

The fact is though that there is presently no choice but to go through with this charade on a regular basis to put the ticks into the boxes, because CASA support the ARFF in this quest and we say that this is just another demonstration of the unhealthy nexus that exists between these two bodies.

The adage that one should train as one expects to play, which the ARFF once loudly advocated and practiced has disappeared from their lexicon and the training grounds. Their environmental reasoning for this altered approach to training does not stand up to scrutiny either. However, as a cost saving measure it certainly does.

Still that does not give members any satisfaction or assist in any way. The BCOM have resolved in that respect to draft a petition on this specific issue and have all concerned members sign it; whereby it will be presented to the Minister to highlight how seriously our members view this concern.

We are hopeful that if the petition is a success (and that relies on the membership) that Minister Albanese will take a very close look at where the ARFF have ended up on this issue and perhaps understand how integral training (properly) with foam is to the aviation firefighters and hence; redirect the ARFF's attention and get it refocused on an appropriate training regime, which includes regular foam usage.



CFBT

Members have not had proper training for years so understandably when the CFBT came along it was welcomed as a real benefit and an opportunity to properly practice specific firefighting skills. From an ARFF perspective, it is a very cheap method of training (important to ARFF) and we presuppose that the ARFF will now seek endorsement from the CASA to utilise this type of training to tick a few more boxes. Presumably, this will assist them in meeting CASA requirements without the use of foam; if that does happen we will view the situation as just another example of that unhealthy nexus between ASA and CASA that continues to undermine the ARFF as a reputable fire service. The BCOM feel that while the ARFF is run as a business and not as a fire service that reputation will continue to slide. Unfortunately for members with the endorsement from CASA it has fallen a long way in a very short period of time and reputations are not re-built overnight

Costs aside the CFBT is no doubt an excellent training method and we support the premise on which it is based. The BCOM still have the same concerns with the programme though and that is; that there has been no testing carried out in respect to dermal absorption. The CFBT process generates carcinogens through the combustion of materials used. There are still two very important questions that remain unanswered by ARFF which we say have the propensity to seriously affect our members health and safety.

- (1) What is the type and amount of carcinogens absorbed by members through their skin and ear canals when participating in the hot fire aspect of the CFBT?
- (2) Why does the ARFF not use the cleanest burning timber available in the CFBT process?

Currently we have an agreement with the ARFF that the live fire component of the CFBT is voluntary. We see that present position as extremely important to the membership whilst we have no answers to the questions posed.

NB: The BCOM complete support for CFBT is contingent on receiving then deliberating upon the answers to those questions raised above. Until they are forthcoming however, members are again reminded that they should always avoid where possible unnecessary exposure to and absorption of toxins and carcinogenic materials.

Some members have said to us that they feel that the BCOM are over-reacting to the CFBT and the probable adverse health effects that may arise from this type of training. It is true that for many years none of us were any the wiser regarding the ingestion or absorption of the toxins given off when participating in hot fire training. It is not that many years ago when the ARFF burnt rubber tyres by the pile and burnt contaminated fuels in training to assist in developing a realistic scenario. Of course this type of hot fire training generated and exposed members to some of the most harmful toxins around. We now have members suffering from cancers that we would argue, are most likely caused by this past practice and we must learn by previous mistakes.

The reasoning behind that argument stems from the work that we undertook and understanding we gained on the prevalence of cancer in firefighters whilst pursuing presumptive legislation in this country. We have learned much from that exercise. For one example a firefighter of just two (2) years in the job is (five) 5 times more likely than the general population to develop leukaemia. Therefore, if it means that we are viewed by some to be obsessive in protecting members health, and if we can prevent one member from being unnecessarily exposed to toxins and carcinogens and in the process spare their family the pain and suffering that goes with contracting an occupational cancer then; we are very happy to be viewed in that manner.

The complaints about training do not end there. The Cert 1V and Diploma courses we are informed lack direction. Are poorly structured, seen sometimes as outdated and often much disorganised. The extra curricula duties allotted often fail to make sense to members in respect to applying to a Fire Service and generally speaking disappointing. There are complaints regarding interference from People & Change and concerns that the same department is making decisions about training when it is obvious that they fail to comprehend the basic requirements of firefighting skills and supervision.

Apparently we are advised that, this is quite evident in the outcomes of some of the decisions taken. But the training ticks a box.

This state of affairs has affected some members to such a degree that they are considering not continuing on. Consequently, the situation is now most alarming and harmful for the ARFF's future. A rapid solution is required but what?

We suggest to begin with, try putting the training arm directly back under the control and responsibility of the ARFF (ground hogs day) it was never perfect but it did work.

Also we would like to hear more from members on these concerns however, please send them to the office in writing. Your confidentiality will be respected and can be guaranteed as a member of the UFUA.



The ARFF 2012

We are quite unashamedly critical of the ARFF, it is part of (trying to) “keeping the bastards honest” as Don Chipp famously said. It appears to us that the ARFF strive for mediocrity and sometimes fail as has been said before. The reason for that in our opinion is because the ARFF have a business focus which predominantly centres on saving money wherever and whenever possible instead of managing and improving a fire service.

Our case in point:

- Fire Stations: Out of 21 Stations there are possibly 5 that would be classed as reasonable. Even the new Stations leave much to be desired in comparison with many of the modern Fire Stations that are to be seen around Australia. The ARFF continue to ignore best practice when designing and building new Stations. The remaining 16 Stations are either overcrowded, dilapidated, outdated or all the above. Why? Lack of financial resources, bad planning and perhaps just a little indifference from certain areas.

- Fire Vehicles: the ARFF commendably chose the Panthers and have since decided to replace all the ARFF vehicles with that make. However, once the choice was made it was realised that the Panthers would not fit into most Stations and hence the ARFF shortened the length of the vehicle resulting in the cab becoming much smaller than was designed and thus causing the inbuilt problems members now find within the cab when operating the vehicle. Even with the Panther shortened it still did not fit properly into some Stations; ARFF solution? Don't fit the bumper monitors and extend the appliance bays by adding a canvas type car port. In other words instead of properly extending the Station a cheap tent cover was installed to provide protection from the elements for a million dollar vehicle. The purchase of the Morita aerial vehicles as opposed to a fully plumbed and equipped set of Airstairs went against all recommendations and has turned out to be a huge and costly mistake. The most positive comment that can be said about the Morita is that it is a good ladder. The practice of bowling a hose backwards down a ladder is akin to the time of the key stone cops when comparisons are made as to what is currently available. But it ticks a box.
- PPC: The PPC ARFF bought is one of the best available and we applaud them for that. But once again the job was only half done. The PPC is a structural firefighting ensemble and has an intrinsic difficulty with metabolic heat build up. We believe that the ARFF should also supply specifically designed PPC for grass/bush fires, motor vehicle accidents etc. all contingencies should be catered for when it comes to the emergency incidents to which members are liable to respond. The ARFF were also advised by us about the metabolic heat build up and the requirement for a good heat stress prevention programme (HSPP) prior to them purchasing the new PPC. That advice was ignored. Nevertheless at a later stage the ARFF did develop a HSPP.
- The ARFF HSPP failed to take into account at the time (although this was also pointed out) the important scientific study that was conducted in Darwin for firefighters working in Australian conditions specifically in relation to the major outcome that; full body immersion was the most successful and efficient method of relieving heat stress. The ARFF as an alternative to full body immersion decided to supply fold up chairs whereby members may cool their forearms to relieve heat stress. Cards posted on walls in the toilets are also supplied. This is so that members are made aware of what colour their urine will be if, not sufficiently hydrated. The ARFF HSPP could be almost worth a chuckle if it were not so serious, when considering that the ARFF are committed to staffing to the most minimal standards, thereby having few if any members to fall back on at an incident if one member does go down suffering from heat stress. Another tick in a box though.



- Training: from where the ARFF once stood in comparison to training and other fire services; today's ARFF is the poor cousin and relies on environmental excuses (among others) to save money at the expense of proper training methods. Training gets a tick in a box though.
- Shemozzle (a): the failure of the ARFF to be aware that legislation was not in place in certain States and Territories which should have provided legally for ARFF vehicles and hence staff to respond to emergencies using lights and sirens demonstrates a genuine lack of governance. It is not only an appalling and unprofessional situation that has developed but it challenges our member's morals and has put those ethics in jeopardy when responding to an accident or incident off airport. This gigantic oversight puts unnecessary stress on our members. **No tick here.**

Shemozzle (b, c, d, and e) The WRS is another case on point with the ARFF being caught out on licensing requirements. Are our members that operate WRS/DTO currently licensed to do so? **No tick here.**

Firefighting gloves like oven mitts. **No tick here.**

Communications, twelve odd years down the track from the first attempt at implementing breathing apparatus communications result: abject failure. **No tick here.**

Equipment; much of the equipment is outdated. An equipment review was to be conducted many years ago however again to date; next to nothing has happened. **No tick here.**

No authentic ticks anywhere at all really.

In unity,

A handwritten signature in black ink, appearing to read 'Mick Farrell', with a stylized flourish at the end.

Mick Farrell

Branch Secretary