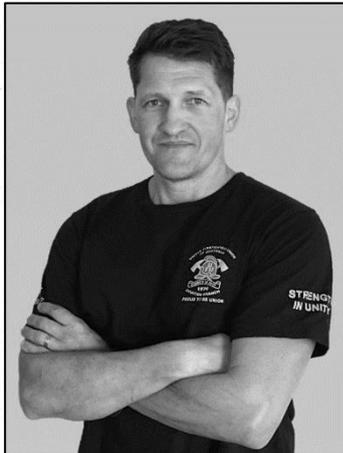




# NEWSLETTER

## UFUA - AVIATION - BRANCH

### A MESSAGE FROM THE SECRETARY



In June this year, both myself and Rory Thomas McCabe were elected to the positions of Secretary and President respectively. It's an honour to be provided with the opportunity to lead the Aviation Branch and I'd like to take this opportunity to thank all members who voted in the election. As a result of the election, we also welcome several new members to the Branch Committee of Management (BCOM), a list of Committee members is provided below. All regions are represented at the BCOM level, which combined with our station delegate network allows us to tap into the various issues that are of most importance to our membership.

The BCOM and I are dedicated to making sure that our union remains staunchly focused on these issues. We are committed to representing, protecting, and advancing the interests of all Aviation Branch members and the interests of the UFUA more broadly.

While the industry that we support continues to be compromised by the Covid-19 pandemic, the value of our work has not, and the level of safety that we provide to the flying public must not. Our members at all ranks have the ability to play their part in ensuring that provision of service, is at worst maintained, and at best improved, as we gradually move toward increased and sustained domestic and international movements.

There are a range of significant industrial, operational and WHS issues that your union is currently involved in, including but not limited to:

- Enterprise Agreement negotiations
- Task Resource Analysis program
- Airservices Covid-19 vaccination mandate proposal / NT & WA Health Directions
- Multiple Code of Conduct investigations
- Multiple rostering disputes
- Multiple referrals to specialized Comcare legal advice
- Inclusive Principles building works proposal
- Physical Safety Standards
- Advanced Diploma dispute, Fair Work Commission

I'd also like to welcome to the Branch our two new staff members Gail Warren (Administration Officer) and Justina Beltrame (Industrial Officer). Their dedication, union

experience and desire to serve the interests of our membership has already come shining through in the very short time they've been with us.

On a final note, I'd like to acknowledge the considerable dedication and flexibility that members have shown to "get the job done" since the onset of the Covid-19 pandemic. Wouldn't it be good if Airservices recognised the professionalism and dedication of their employees by offering them a range of WHS, equity and diversity and rostering enhancements in our new Enterprise Agreement. Commitment and respect cost nothing. Look out for each other and enjoy the festive season that is nearly upon us.

In Unity,  
Wes

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## MEET OUR NEW INDUSTRIAL OFFICER



Justina holds a Law Degree and has worked at several mid-size law firms in South Australia assisting workers secure their rights and entitlements. Her Union Memberships include ASU, FSU-Associate, UWU-Community and ACTU-First Nations Workers' Alliance.

She is also a member of the Aboriginal Sobriety Group Inc, Law Society of SA and the Women Lawyers Association of SA. Justina was previously an Industrial Officer at the Community and Public Service Union – State Public Service.

She is very excited to be working with the Aviation Branch and has "hit the ground running" with the EBA and assisting members in need.

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## OUR NEW ADMINISTRATION OFFICER



Gail has a long history of working with not for profit membership organisations including the Ambulance Service Welfare Fund which she managed for over 10 years. Gail's main interest is in members benefits and the health and safety of members. She also provides accounting functions and will shortly be looking after the Union Shop. For any membership enquiries you can reach her on [admin@ufuav.asn.au](mailto:admin@ufuav.asn.au) or call her on the office number 0428 553 859

## YOUR BRANCH COMMITTEE OF MANAGEMENT

- Rory Thomas McCabe (President)
- Mick McDonald (ACT)
- Justin Harpley (North Queensland)
- Zack Van Leonhout (NT)
- Glen Laurie (VIC)
- Trevor Rogers (South Queensland)
- Chris Jones (WA)
- Matthew West (TAS)
- Daniel Thompson (SA)
- Christopher Putnam (NSW)
- Tim Limmer (Branch WHS Coordinator)

## WORKPLACE DELGATES

Your Workplace Delegates are your first point of contact and their names are [here](#)

Thank you to all the Delegates that recently completed the 'Core Skills for Delegates' course with the ACTU. We encourage our Delegates and Union Officials to receive training, this allows them to stay up to date with current knowledge and to enhance our ability to represent you.

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## UFUA-AVIATION WEBSITE

For those that have access to our website, you will have noticed a lot of work has gone into it lately, with a whole new front page, new format, new headings, drop down boxes, etc. With many thanks to Jesse Page, it is looking great with much more information.

Our plan is to put everything onto the Website and to direct members to it via MailChimp. Most of you are already receiving MailChimp emails. If you aren't, then please let Gail know [admin@ufuav.asn.au](mailto:admin@ufuav.asn.au)

If you don't have access to the members area of our Website, please send Gail an email and she will set you up and inform you of the password.

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## TASK RESOURCE ANALYSIS/RISK ASSESSMENT (TRA/RA) SUMMARY

Trevor Rogers (BCOM Southern Queensland)

Briefly, a Task Resource Analysis is a process that takes a "worst case plausible scenario" aviation incident and overlays current staffing and resources to identify whether they are sufficient. "Pinch Points" are identified when, during the process, there is a lack of staff or resources to complete a given task. A Risk Assessment is then performed to reduce the number of pinch points, (identified risks), to As Low As Reasonably Practicable. (ALARP).

The pinch points are dissected to identify what is required to mitigate or overcome them. Mitigators may include extra staff, extra or better resources, more efficient technology, etc. The result then identifying what needs to be included at locations to ensure ALARP is met.

The TRA process has been a long time in the making. In 2013 ICAO documentation was amended to recommend that TRA's be conducted. ARFFS considered conducting TRA's in 2013 and various administrative tasks were completed, however the TRA's never progressed.

Acknowledgement for the current TRA process being conducted needs to be noted. Previous UFUA secretary Mark Von Nida played a leading role in bringing Airservices to the table to conduct the process, along with a number of UFUA members. Much work was carried out, and it was due to this excellent work which resulted in the Rural & Regional Affairs & Transport References Committee recommending the TRA process be conducted in 2019.

It must also be noted Airservices had no official obligation to conduct the TRA process. As per the aforementioned Rural & Regional Affairs & Transport References Committee's recommendations, Airservices agreed to implement the TRA process, however it must be stressed there was no requirement to do so, and therefore no requirement to implement any findings, irrespective of what those findings might be. An initial TRA workshop was conducted in December 2019 which denoted the beginning of the TRA process.

The TRA/Risk Assessment process has almost come to its completion from a data gathering and risk assessment viewpoint. At the time of writing, category nine risk assessments are the only outstanding pieces of work to be completed. There has been no mention of conducting category ten TRA's at this time.

For those who have been involved in the process, it soon became obvious that current staffing numbers and resources are less than satisfactory. While this has been apparent for some time, the BA Safe Systems of Work, (BASSoW), Heat Stress & Decontamination procedures have highlighted and confirmed the lack of current category staff numbers. As an example, if the BASSoW are overlayed across current staff numbers, it is clear the numbers are less than what could be considered safe.

The TRA process highlighted not only staff numbers being less than satisfactory, it has also highlighted a number of other issues. Lack of clarity around operational procedures, lack of firefighting agent, decline in staff training standards, lack of understanding in respect to operational requirements, decline in staff operational knowledge, lack of acceptable resources, etc, amongst other issues. Vast amounts of work need to be done in these areas to improve ARFFS operational capacity; a steady decline of standards has been noticed during recent years and it will take immense commitment from ARFFS to reverse this trend.

Minimum staff numbers have been determined, along with resources, to reduce risk to ALARP at ARFFS locations. The UFUA has been advised that staff numbers & resource details will be included in a Risk Assessment document, which will also refer to the various mitigators that have been identified during the TRA process. This is an important point; it must be clearly recognised what resources have been included to mitigate pinch points which then reduce the risk to ALARP. If this important point is not recognised, there is no transparency in the process and therefore no tangible evidence to confirm or otherwise, the result.

So, where to from here? Firstly, the Risk Assessment document has to be completed and forwarded to ARFFS management for review. From a regulatory point of view, Airservices is currently under no obligation to conduct or implement any recommendations from a TRA process, because there is no reference to the process in the current CASA regulations. These regulations are being updated and will be ratified within the next eighteen months to two years apparently. Once this procedure has been completed, Airservices will be officially obligated to conduct TRA's and implement any findings that will reduce risk. It could be assumed the timeframes for those findings would be discussed with the UFUA, with the intent to deliver the findings in an agreed, timely manner.

From a moral perspective, and as per Airservices value; "Safe First", if the risk identified via the current TRA process should be found to be "Moderate", "Major" or "Catastrophic" at any location, could it be assumed Airservices, given it considers itself a "Safety First" organisation, would not wait for the regulations to be updated, but rather act on the

identified risk to ensure staff are working in a safe environment, without being exposed to any unnecessary risk or danger?

As mentioned during the TRA process, the intent of the TRA is to improve ARFFS from a compliant service to a more capable service. Whilst the TRA results may not be to the level that could be considered 100% "capable", it is a step in the right direction. And based on current numbers & resources, that has to be a good thing.

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## WHERE IS 2021 DISAPPEARING TO???

Tim Limmer (Branch WHS Coordinator)

It should come as no surprise that the entire country is and has been under a prolonged strain, with individual states often having very different experiences, restrictions and outcomes. A strong consideration in light of this must be our, and those around us' mental health. Please remain mindful that the UFU's welfare support person Les Daly is available to members. Please don't hesitate to reach out for support or assistance toward support, be proactive before it gets too much.

To focus in on WHS in our workplace, considering the many changes that have taken place this year and the recent first wave or RIS' being effected, I think it's the ideal time and opportunity to focus on our own backyard's WHS standards. What better time to review extra equipment, infrastructure, policies and procedures than now, while there is reduced air traffic.

There have been many updates to various SOP's and AFFM's, some real positive and progressive updates toward a safer workplace and environment, however, like any safety measure, they are only as good as they are understood and implemented. A few key area's that come to mind:

- Heat stress policy
- BA Safe Systems of Work
- Driver Ops

Some brilliant work has gone into the above from many points of input and they should, and hopefully will be justifiably commended for their due diligence. I would of course be remiss if I didn't acknowledge some initial feedback with some issues identified.... But this ultimately goes to the heart of the mantra "Safety is Everyone's Responsibility", Be diligent, review and understand the revisions and updates, if any issues or errors are identified please pass feedback up through the chain of command, pass it on to your station delegate so that if necessary for your location resolution can be sought as a priority. Avail the CIRRS system with what is identified, as often as is necessary depending on the risk profile. Most importantly do not be silent, silence in the face of safety concerns feeds a culture of apathy and indifference, we cannot afford to be in the 'game' of indifference, no matter the challenges.

As always, reach out if any assistance or advice is required, look after yourselves and your colleagues, be patient with each other.



Congratulations to Tim, Kathryn and family on the birth of:

Benjamin Gabriel Matangi Limmer

Born on 29th October 2021

9lb 12 oz

Another unplanned home birth (3 out of 7)



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## Invigor Wellbeing

FREE "The Lifeback Tracker" App available from the App Store or Google Play. This App was developed by a man named Anthony Hart. About 15 years ago Anthony was anxious and depressed, so much so that he jumped off a tall building in Sydney, only to miraculously survive and after many months of surgeries and therapy, he decided to dedicate his life to helping others not get to the point in life that he did. The app helps you track, measure, analyse, and encourages you to act on the four key steps to better mind and physical health. TALK – EXERCISE – REDUCE ALCOHOL – SLEEP. You can read Anthony's full story [here](#)

The app can be found here

<https://invigorwellbeing.com.au/products-services/wellbeing-app/>

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## HEADSPACE

Headspace centres and services operate across Australia, in metro, regional and rural areas, supporting young Australians and their families to be mentally healthy and engaged in their communities. It is available for young people to learn about Mental Health and Wellbeing, Life Issues, Nutrition and eating well and more. It is an excellent resource for young adults in your family or for you to support a young person through a difficult situation. Click [here](#) for further information.

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## COVID-19 VACCINATIONS: WORKPLACE RIGHTS & OBLIGATIONS

On the Fairwork Ombudsman Website [here](#) you will find detailed information on how employers can support employees in various areas in regard to the Covid-19 vaccination. You will find answers to many questions on the vaccine mandate and its implications. Well worth reading.

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I told you, its *not* really on fire. That is only the paint scheme.  
Now will you please stop hosing down the plane every tlme I land?



## FREE WILL KIT FOR UFUA MEMBERS

Slater + Gordon Lawyers are one of Australia's leading trade union and labour movement law firms who have a proud history of partnering with trade unions to defend workers' rights.

The UFUA in its affiliation with Slater + Gordon Lawyers, enables members to access a free standard will service. You can follow the link provided below or ring them to access these services.

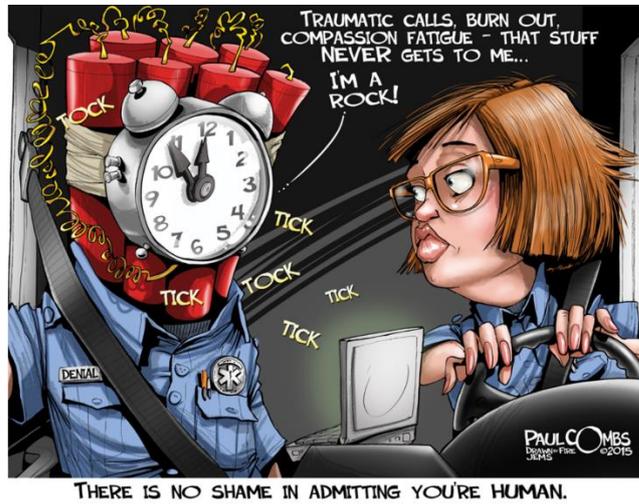
<https://www.slatergordon.com.au/union-member-services>

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## HOW FIREFIGHTERS REALLY EAT!!!!!!

<https://youtu.be/vnJeiwW3f5g>





THERE IS NO SHAME IN ADMITTING YOU'RE HUMAN.



The ACTU, through ACTU Member Connect, has endorsed Union Shopper as the 100% Union owned member benefit provider. Union Shopper is 100% union owned and has been operating for over 45 years with an all benefit to members ethos.

We are pleased that the ACTU will be able to work with Union Shopper to ensure that union members can make a real saving on their cost of living and that all financial gains will flow back to members.

You can access discounts from Union Shopper through our website [here](#)

Union shopper is a 100% Union owned benefits program that provides members and their families with great deals on a large range of products and services. Union Shopper membership is available to all financial members of the UFUA Aviation Branch. Simply register online using your membership number (same as your SAP number) to receive full access to the Union Shopper web page, and start taking advantage of the collective bargaining power of Union Shopper's strong membership.

**Wes Garrett - Secretary**



For more information about Union Shopper and the services it can provide, please click [here](#)

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## CLIMATE SAFETY AT WORK SUMMIT

In October 2021 the ACTU held a Climate Safety at Work Summit to explore the ways that climate change is already impacting Australian workers, and what unions are doing about it in the lead up to global climate talks.

You can watch the summit [here](#):

Read the ACTU 2021 Congress Safe Climate Action plan [here](#)

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Two of the largest firebombing helicopters in the world, the Coulson Aviation CH-47D Chinooks will be in Australia for the first time this summer due to new aircraft contracting arrangements for Australia. AFAC, through the National Aerial Firefighting Centre (NAFC), has confirmed Australia's seasonal aircraft contracts for the next three years on behalf of the States and Territories.

Coulson Aviation has been awarded contracts to provide a Chinook and a Sikorsky S-61 Helitanker to Victoria, as well as a Large Air Tanker, and a Chinook to New South Wales.

The CH-47D Helitankers, with Coulson's own RADS-L tanking system installed, have the highest payload, fly at the fastest speed, and are the only high-volume helicopters that are dropping at night.

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## WORKPLACE SEXUAL HARRASSMENT NATIONAL FORUM

This National Forum was held in November hosted by Comcare in collaboration with Safe Work Australia and State and Territory work and health and safety regulators.

For a recorded video from Kate Jenkins, Sex Discrimination Commissioner on the Key Findings from the Respect @ Work Report, please click [here](#)

For a recorded video from Australian Council of Trade Unions President Michele O'Neil, please click [here](#)

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## HOW TO BE A GOOD ALLY

A good ally to people who experience racism is someone who actively recognises and addresses racial inequality around them – whether it's at school or in their workplace, in their community or online, or among family and friends.

Being an ally is not about 'saving' people who are living with racism – it's about being aware of inequality, calling it out where it exists, and above all listening to people who experience it, and elevating their voices.

This page provides suggestions for how you can be a good ally to people from racially and culturally diverse backgrounds.

<https://itstopswithme.humanrights.gov.au/learn-about-racism/be-good-ally>

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## ACT TO ACQUIRE AUSTRALIA'S FIRST ELECTRIC FIRE TRUCK

The ACT Government's announcement that it would be acquiring Australia's first ever electric fire truck in 2022 has been welcomed by the ACT United Firefighters Union (ACT UFU). Not just better for the environment, it will go a long way to assisting with Firefighters health going forward.

Take a look at it [here](#)

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## UNION OFFICE CONTACT OVER HOLIDAYS

Wes and Gail will be taking leave after Friday 24th December, returning on Tuesday 4th January 2022. During this time Justina will be available should you need to speak with someone. Her email is [industrialofficer@ufuav.asn.au](mailto:industrialofficer@ufuav.asn.au), Mobile 0427 975 714. We would like to wish all of our members and their families a safe and happy Christmas and New Year and we look forward to a very exciting 2022.





It was with great pleasure the BCOM Southern Queensland & WHS National Co-Ordinator presented commemorative brass helmets to four esteemed UFUA members in Brisbane recently.

John Hancox 39.5 years, Mark Von Nida 33 years, Karl McDonald 19 years, & Justin Hunter 22 years.

All four members have worked tirelessly over many years to promote the cause of the union movement and have had significant influence in the working conditions we enjoy today.

They have been involved in numerous stoushes with ARFFS management, including a number of EA negotiations and have stood their ground in the face of severe adversity during those negotiations. One example is when our members were negotiating an extra 3% pay increase on top of the original offer. Their efforts were ultimately unsuccessful, however within the same negotiations, they managed to successfully negotiate unlimited sick leave. (A condition we still enjoy today). The irony to this story is when the next EA negotiations commenced, ARFFS management were keen to rescind the unlimited sick leave condition. Not only did the union stand firm, they reminded management of the 3% they withheld with the previous EA negotiations...

I can categorically state that without the enormous efforts of our esteemed members, our working conditions would not be as they are today. Having been a union member for many years myself, I have witnessed the positive changes the union has negotiated; many of those changes can be directly accredited to John, Mark, Karl & Justin. We owe them a debt of gratitude & as mentioned, it was with much pleasure to acknowledge recently their many years of courageous efforts, both personally & professionally.