



**ANNUAL REPORT 2011  
&  
FINANCIAL STATEMENTS TO  
30 JUNE 2011**

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Australia Tasmania Branch  
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# United Firefighters Union of Australia Tasmania Branch

## Annual Report 2<sup>nd</sup> of December 2011 & Financial Statements to 30 June 2011

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## Secretary's report:

2011 has proved to be a very challenging year for the union with significant structural change following the resignation in November 2010 of the full time Secretary. The Branch Committee of Management (BCOM) established caretaker arrangements to ensure the union continued to function during this time. These arrangements were in place for several months. During the caretaker period the BCOM reorganised the operating model of the union. The new model is inclusive, with a higher level of involvement by BCOM in the operation of the union matters. This model was approved by the general membership and provides a process for improved input from delegates and members. BCOM has also improved the output of Union News bulletins for members.

BCOM acknowledges the support provided from the Liquor Hospitality and Miscellaneous Workers Union (LHMU) during the caretaker period. The LHMU provided assistance through the secondment of Peter Tullgren. Peter proved invaluable to the UFU during the finalisation of the 2010 enterprise agreement and also provided advice to the union on several industrial matters. It is an opportune time to thank both the LHMU and Peter for their support.

The UFU undertook a substantial recruitment process for the appointment of a Senior Industrial Officer. Greg Cooper was appointed on the 5<sup>th</sup> of July. Not only did Greg have to understand the operation of the Fire Service, its culture and the differences of the UFU from other union, he also had to understand the new way that the UFU wanted to operate.

In addition the State Government announced budget cuts and Greg was required to understand what this meant to the TFS and the jobs of its UFU members. I would like to thank Greg for the way that he has adapted to his new position in a new industry and the way that he has professionally conducted himself when dealing with UFU members, TFS management, the Minister, the Premier, the National Office and all other people whilst representing the UFU.

I would like to personally thank all BCOM members for their time and support and advice during the year. To all the union delegates thank you for your continued support throughout the year.

Finally I must thank Mrs Kae Jones for her ongoing loyalty and dedication. Despite the difficult and very stressful events during the last twelve months, Kae has, as always, carried out the role of the Office Manager with utmost efficiency and provided support to the union well above and beyond often staying late to ensure the UFU operated at the highest possible level. Thank you very much Kae you are invaluable part of the union office.



Vincent Males

**Secretary**

2 December 2011

## 1. EBA 2010

EBA 2010 – The TFS offer was accepted by the membership on the 6<sup>th</sup> of January 2011 with regard to the following agreements;

- Tasmanian Firefighting Industry Employees Industrial Agreement 2010
- TFS TasFire Equipment Agreement 2010

Both agreements were registered in the Tasmanian Industrial Commission on the 27<sup>th</sup> of May 2011.

## 2. Minimum Area Coverage Agreement 2010

The new Minimum Area Coverage Agreement has had effect since the signing of the 2010 EBA. A signed copy is filed in the Union office. This agreement is significant and the UFU has referenced this document on several occasions during 2011.

## 3. Interstate/International Deployment

The issue of terms and conditions that should apply to career firefighters whilst on Interstate/International Deployment remains unresolved. This issue was raised in the EBA process and the clause reads;

### ***INTERSTATE AND INTERNATIONAL DEPLOYMENTS***

*On finalisation of a review of interstate deployment protocols, the parties will hold discussions regarding appropriate remuneration arrangements for employees participating in interstate and international deployments. The parties agree that the provisions of this Agreement may be varied to reflect any agreed outcomes from these discussions.*

The UFU is in negotiation with TFS with V Males, C Lockhart, M Dobson and G Cooper appointed to represent the union. A preliminary meeting was held with TFS on 22 November. The Tasmania Branch is committed to finalising remuneration conditions that will apply to deployed firefighters.

## 4. Presumptive Legislation

The Safety, Rehabilitation and Compensation Amendment (Fair Protection for Firefighters) Bill 2011 is legislation that supports a firefighter who contracts a listed cancer by presuming that the cancer is an occupational disease and the firefighter should have access to workers compensation and assistance accordingly. This will alleviate the need for costly, stressful and time consuming litigation. The UFUA has been campaigning for such legislation for many years and finally it is coming to fruition.

Monday the 4<sup>th</sup> of July 2011, will be recorded in the UFUA's history as the day the legislation that recognises some cancers as occupational diseases for firefighters was introduced. It will also go down in history as the first time legislation was introduced that had the declared support of all major parties in the Australian Federal Parliament.

About 90 firefighters from around Australia were in Canberra to witness this historic event. Representatives from Tasmania were; Vincent Males, Darren Gye, Chris Tomes, Shane Batt, Royce Brougham, Justin Benson and Adam Salter, Other branches represented were New South Wales, Western Australia, ACT, Victoria, South Australia, Queensland and Aviation. The firefighters filled one side of the public gallery and rose to a spontaneous standing ovation at the conclusion of the speeches. It was an impressive sight with the firefighters in uniform and on their feet on such a momentous and solemn occasion leaving the House of Representatives in no doubt of the importance of this legislation is to all firefighters in Australia.

Greens MP Adam Bandt introduced the Bill which proposed an amendment to the federal workers compensation legislation to recognise brain, bladder, breast, testicular, non-Hodgkins lymphoma and leukaemia as occupational diseases for Federal firefighters. The Safety, Rehabilitation and Compensation Amendment (Fair Protection for Firefighters) Bill was seconded by Independent Bob Katter and was co-sponsored by Australian Labour MP Maria Vamvakinou and Liberal MP Russell Broadbent. Never in the history of Parliament has there been such broad, cross-party support for the introduction of a Bill. If the Bill is passed it will mean for firefighters covered by that legislation that are diagnosed with one of the listed cancers, and have worked the qualifying period, that cancer will be presumed to be a work-related disease and the firefighter will be entitled to compensation as a result. This will be a significant step in recognising that some cancers are occupational diseases for firefighters. International studies have shown that the risk of firefighters contracting cancers is significantly higher than that of the general population.

The UFUA National Office coordinated a number of events including;

- 9 August – Following the hearing in Melbourne – an afternoon visit Tullamarine Airport with a demonstration re airport firefighters functions; e.g. fires- call out structural/address - gear - training
- 11 August –Geelong- BBQ hosted by UFUA Full range of gear to be demonstrated
- 23 August – hearing in Canberra
- 1 September – Brisbane - Fire ops 101 - gear- BBQ lunch hosted by UFUA
- 2 September – hearing in Perth WA

Canadian firefighter Alex Forrest, who recently visited Australia, argues that death from occupational exposure should be treated the same as death at a fire scene. "With occupational exposure, death is not due to one fire, but due to attending hundreds of fires," he says, "More firefighters will die from occupational exposure than on-scene at fires."

Background; International

- 9 of 12 Canadian Provinces have presumptive legislation for occupational cancer for firefighters
- 90% Canadian and 80% American firefighters have some form of coverage for occupational cancer.

Background; Australia

- This Bill would not be setting a precedent in terms of presumptive legislation. There is already presumptive legislation for work-related disease
- For example the Workers Rehabilitation & Compensation Act 1988 in Tasmania has a at **Section 26 Presumption as to cause of disease**

The UFU submissions put during the Senate enquiry were significant, professional and based on scientific research. During the second reading speech Bob Katter rose in support of the Bill and said;

*"...I want to pay a very fine tribute to the Firefighters Union. It is very seldom that we in this place get a case put as professionally and as scientifically as that. It is a very good decision today,...But most of all I think that it is a tribute to good unionism..... My congratulations to both sides of the House and to the initiator but most of all to the union – a very fine performance"*

The legislation passed the Senate on the 24<sup>th</sup> of November with amendment that includes additional cancers being multiple myeloma, primary site lung cancer in non-smokers, primary site prostate, ureter, colorectal and oesophageal cancers.

The next step for the UFUA will be to develop a programme for introducing complimentary state based legislation.

## 5. UFUA National Meetings

National meetings of the UFUA were held regularly throughout the year and a schedule of meetings is attached. Significant matters before the National office included, presumptive legislation including the inaugural legislative conference held in May, protective clothing,

development of the online research centre, AFAC cohort study of Australian Firefighters conducted by Monash University, random drug and alcohol testing proposed for NSW firefighters, updates on state fire services issues, co-ordination of national OH&S meetings, Industrial Officers meetings, and financial reports.

## **6. UFUA Tasmania BCOM Meetings**

BCOM meetings were held regularly throughout the year and a schedule of meetings is attached. Significant matters for BCOM in 2011 included, registration of the 2010 industrial agreement, state government budget cuts and the impact on TFS including the proposed closure of TFT, interstate and international deployment, personal protective clothing including breathing apparatus and communications, turn out gear and related issues, road crash rescue gloves, helmets both structural and bushfire, structural boots, finances, the employment of an Industrial Officer, delegate training, progression and implementation of The Way Forward plan, improving union communication and profile with delegates and members.

## **7. UFUA Tasmania General Meetings**

General meetings of UFU members were held on three occasions in 2011 in Burnie Devonport, Launceston and Hobart. Each meeting was well attended with relevant issues being raised by the membership and follow up provided by the union office. Thank you to all members who took the time to attend and participate in these meetings.

## **8. UFUA Tasmania Union Delegate Training and Union Delegate Meetings**

The union conducted training courses for delegates through the ACTU. The courses were held in Hobart and Launceston and provided delegates with a valuable opportunity to meet and understand the many and varied issues that are involved with being a delegate in the union. That Tasmania branch has attempted to improve communications with delegates and members by introducing delegate telephone conferences, text messaging, improved union notices and provision of adequate resources for delegates.

## **9. UFUA Tasmania Team Meetings**

Over the last 12 months the UFU Tas BCOM has trialled an employee feedback system. Fortnightly meetings have occurred with both staff members. The meetings are confidential in nature.

The aim of the system is to support our staff through the following initiatives;

1. Open communication, talking comfortably about uncomfortable topics
2. Letting them know how they are doing at work



3. Providing recognition for positive outcomes
4. Setting up development opportunities for employees
5. Allow coordination of our development/work activities

The experience has resulted in positive outcomes including:

- Refurbishment of UFU Tas office
- Relocation of work stations
- Upgrade of I.T. Equipment
- Flexibility in working hours
- Trialling of work priority systems
- Helping to understand each other

The success of the feedback process is dependent on the commitment of the employees and the Feedback Facilitator. The UFU Tas wants to demonstrate to its staff that the UFU is a good employer, treating staff with respect and dignity, and we believe a good feedback system is essential.

## **10. Unions Tasmania**

Unions Tasmania Council meetings were held:

Wednesday 2<sup>nd</sup> March 2011

Friday 29<sup>th</sup> April 2011

Wednesday 21<sup>st</sup> September 2011

Wednesday 26<sup>th</sup> October 2011 (AGM)

Wednesday 7<sup>th</sup> December 2011

## **11. Further Office Refurbishment and Upgrades**

Refurbishment of UFU Tas office has continued with ongoing minor repairs and maintenance, the installation of a new heating system, the relocation of work stations, an upgrade of I.T. equipment and software. The improved IT system will create opportunities for improved communications sharing of diaries and access to information by BCOM and union delegates.

## **12. Industrial Officer**

A part-time Industrial Officer was employed from 23 February 2011 - 30 June 2011 (1.5 days per week), and a full-time Industrial Officer was employed from 5 July 2011.

### **13. State Government Budget Cuts**

The State Government, primarily blaming the ongoing impact of the global financial crisis for a significant deterioration in the State's financial position, has forecast a budget deficit of \$113.8 million for 2011-12, with widespread cuts announced across the public sector. The Premier Ms Giddings said the budget sets out a plan to achieve almost \$1.4 billion worth of savings over 2011-12 Budget and Forward Estimates.

Tasmania state revenue is made up as follows;

- 61.8 % (2 855.1 million) of Tasmania' General Government revenue is from Federal Grants – General (GST derived), Specific Purpose Payments and National Partnership payments
- Estimated that Tasmania's share of GST revenue will be \$1.743 million in 2011/12 which is \$18.1 million or 1 percent below the 2010/11 estimate.
- However the budget shows a State revenue increase of \$55.3 million or 1.2 per cent above the 2010-11 budgeted revenue due to an increase in state taxation revenue

### **14. Public Sector Management Office**

The UFU attended Public Sector Management Office (PSMO) meetings with regard to vacancy control resulting in the Premier producing Ministerial Direction 25.

The UFU has also been involved in talks with PSMO regarding redundancy provisions and these discussions are yet to be resolved.

### **15. Tasmanian Fire Service Budget Cuts**

The State Government has capped the fire service contribution to 3% and reduced the government contribution by \$1 million dollars annually. This will have a significant impact on the TFS budget income over the next five years if the cap remains. Based on TFS projected forward estimates this will reduce the Tasmania Fire Service budget expenditure by \$14.3 million over the next 5 years. The TFS has identified a range of possible areas that could allow the TFS to reduce expenditure. These will invariably impact on UFU jobs. The UFU is opposed to the budget cuts and will not support any budget measure that directly impacts on the employment security or conditions of any UFU members.

### **16. TasFire Training**

The UFU was advised on the 7<sup>th</sup> of September 2011 of TFS proposal to shut down TasFire Training. The TFS has proposed to the SFC that TFS be shut down. The SFC at a meeting held on the 24<sup>th</sup> of July approved this recommendation. The UFU understands the decision has ministerial support. The UFU also understands that the shutting down of TFS is based on

no forced redundancies as a result of the decision. The UFU does not support the proposal and is preparing a detailed response. This matter is ongoing and a final decision is likely to be made by the State Fire Commission following the January 2012 meeting.

## **17. Personal Protective Clothing**

Issues being considered by PPC committee are turnout gear, structural firefighting helmets, structural firefighting boots, road crash rescue gloves, tabards.

## **18. Breathing Apparatus**

A roll out of Drager PS 5000 breathing apparatus with supplementary air manifolds and improved BA communications commenced in September/October 2011.

## **19. Appliances**

The Union will continue to pursue the suitability of frontline appliances for career operations. The UFU recently raised with the TFS that Freightliner heavy pumpers were not to be replaced with 3-1 pumper tanker appliances in the Burnie, Devonport Fire brigades. This matter was of concern to the union and the TFS has confirmed that the Freightliner FL80 heavy pumpers replacements would be newer Scania pumpers from within the fleet as new pumper replacement programme continues throughout the state.

## **20. State Fire Commission Representative**

Dale Rayner was appointed by the Governor as the UFU representative on the State Fire Commission for three years until 16 October 2014. Since the retirement of Leon Dewhurst in 2008 the UFU position on the SFC has remained vacant. It is pleasing to have a representative of the calibre and experience of Dale now appointed to the Commission. Well done Dale. Congratulations.

## **21. Research Project**

As result of the proposed budget cuts to the Tasmania Fire Service and in conjunction with the National Office the Tasmania Branch has engaged consultants from the University of Newcastle to undertake a research project into the viability of TasFire Training and to review career firefighter numbers in Tasmania. This is a significant undertaking for the Tasmania branch both in terms of financial outlay and possible outcomes for the Tasmania branch career firefighter numbers.

## **22. The Way Forward**

The Strategic Plan was developed to provide the UFU with a process for improving functionality at all levels. In developing the plan it was agreed to create Functional Areas for

assigning tasks and responsibilities. This method allows for like tasks to be appropriately grouped and creates a working plan for implementation.

Functional Areas identified are;

- Human Resources – Training and Development
- Fire Service Operations
- Industrial Relations
- Relationship Building and Communications
- Management and Administration
- Finances
- Policy Procedures and Systems

Consideration is needed for the inclusion/coverage of OH&S separately or as part of existing functional areas. Each Functional area contains several categories;

- Objectives
- Strategies
- How
- Functional Area
- When
- Resources
- Indicators
- Reporting
- Priority

The Strategic Plan contains 18 objectives and these are listed as follows under the relevant functional area heading;

### **Human Resources – Training and Development**

- 1 Member consultation
- 2 Member participation
- 3 Member training and development
- 4 Member education
- 5 Member recognition

### **Fire Service Operations**

- 6 Lead and drive industry change

### **Industrial Relations**

- 7 Improved conditions for members

### **Relationship Building and Communications**

- 8 BCOM to maximise union influence and promote union values
- 9 Brand development
- 10 Member services

### **Management and Administration**

- 11 BCOM to establish functional roles

### **Finances**

- 12 Financial management budget development
- 13 Long term financial strategies

### **Policy Procedures and Systems**

- 14 Systems policies and procedures framework
- 15 Governance to include union philosophy
- 16 BCOM to review and improve meeting procedure
- 17 Staff management
- 18 Planning and evaluation

Next steps will involve;

1. BCOM considering/modifying and agreeing on the strategic plan
2. Membership consideration of the Strategic Plan
3. Implementation of the Strategic Plan

## **23. Draft UFU Budgets**

The BCOM agreed on the need to develop draft budgets to assist the union with prudent financial planning. Whilst the Budgets are being prepared the UFU suspended honorariums paid to the President and Secretary from October 2011. These will be reviewed pending the budget considerations.

## 24. Community Rally

A community rally organised by Public Sector Unions was held on the 12<sup>th</sup> of November 2011 to protest against the state budget cuts. The UFU participated in this rally.

## 25. Industrial Matters

The UFU is persisting with the need for consultation with the TFS on any matter. The UFU believes consultation means the full, meaningful and frank discussion of issues/proposals and the consideration of each parties views, prior to any decision. The UFU is continuing in discussions with TFS on a range of industrial issues including:- consultation, - meeting requirements,- release from duty, - rights of reps to attend training courses, - travel and meal allowances, - long service leave, - payment for attendance at career and other training courses and TOIL.

## 26. ALP State Conference

ALP state conference was held on Saturday the 6<sup>th</sup> and Sunday the 7<sup>th</sup> of August in Launceston. The Secretary and SIO represented the branch and also attended a caucus meeting on Friday the 5<sup>th</sup> of August.

The Secretary and or the SIO spoke to the following ALP members from the State Labor government; The Hon the Premier; **Lara Giddings**, the Deputy Premier; **Bryan Green**, the Minister for Police and Emergency Management; **David O'Byrne**, the Parliamentary Secretary for the North West Economy; **Brenton Best**, the Parliamentary Secretary for Small Business and Cost of Living and Whip; **Rebecca White**.

And the following ALP members from the Federal Labor government; Hon **Dick Adams** MHR, **Sid Sidebottom** MHR, **Geoff Lyons** MHR, The Hon **Nick Sherry** Senator, Senator **Catryna Bilyk**, Senator **Helen Polley**, Senator **Carol Brown**, Senator **Anne Urquhart**.

### Discussions with Federal ALP members

All of the federal members mentioned agreed to meet with a delegation from the UFU to discuss the Safety, Rehabilitation and Compensation Amendment (Fair Protection for Firefighters) Bill 2011, presumptive legislation.

### Future Conferences

It was noted by the Secretary that the UFU could benefit by raising the profile of the union at events such as the ALP conference and could provide an improved presence at future ALP conferences by having a UFU table and a larger delegation of up to six representatives. Two representatives could be delegates and the remainder could be proxy delegates and or observers.

## **27. OH&S Harmonisation**

Draft legislation has been prepared and is likely to be introduced in January 2012. The UFU has participated in a seminar arranged by Unions Tasmania and has promoted attendance for UFU officials, officers and ESR's at a Workplace Standards Conference and an additional Unions Tasmania conference.

## **28. Union Membership**

Union membership has improved since last year with the union currently comprising 337 financial members.

Vincent Males

**Secretary**

2 December 2011

## Attachment 1 – UFUA Tasmania Branch Committee of Management Meetings

### UFUA Tasmania Branch Committee of Management Meetings 11 meetings December 2010 to December 2011

No.	Date	Meeting	Time
1	10 February 2011	UFU BCOM Meeting	1030 - 1630
2	7 April 2011	UFU BCOM Meeting	1030 - 1600
3	19 April 2011	Special UFU BCOM Meeting	0930 - 1500
4	30 June 2011	UFU BCOM Meeting	1000 - 1530
5	20 July 2011	Special BCOM Meeting - teleconference	1300 - 1330
6	25 August 2011	Special BCOM Meeting - teleconference	1230 - 1300
7	31 August 2011	UFU BCOM Meeting	1100 - 1530
8	7 September 2011	Special BCOM Meeting (Campbell Town)	1000 - 1530
9	29 September 2011	UFU BCOM Meeting teleconference	1200 - 1300
10	25 October 2011	UFU BCOM Meeting teleconference	1200 - 1230
11	2 December 2011	UFU BCOM Meeting	1200 - 1600



## Attachment 2 – UFUA Tasmania Branch General Meetings

### UFUA Tasmania Branch General Meetings Dec 2010 to Dec 2011

No.	Date	Meeting	Time
1	13 December 2010	UFU General Meeting Hobart	1600 - 1700
2	13 December 2010	UFU General Meeting Hobart	1830 - 1930
3	16 December 2010	UFU General Meeting Launceston	1500 - 1600
4	17 December 2010	UFU General Meeting Burnie	0900 - 1000
5	17 December 2010	UFU General Meeting Devonport	1200 - 1300
6	11 April 2011	UFU General Meeting Hobart	1600 - 1730
7	11 April 2011	UFU General Meeting Hobart	1830 - 2000
8	12 April 2011	UFU General Meeting Burnie	1500 - 1630
9	12 April 2011	UFU General Meeting Devonport	1800 - 1930
10	12 April 2011	UFU General Meeting Launceston	1030 - 1200
11	31 August 2011	UFU General Meeting Hobart	1600 - 1730
12	31 August 2011	UFU General Meeting Hobart	1830 - 2000
13	1 September 2011	UFU General Meeting Burnie	1500 - 1630
14	1 September 2011	UFU General meeting Devonport	1800 - 1930
15	1 September 2011	UFU General Meeting Launceston	1030 - 1200

## Attachment 3 – UFUA National Executive Meetings

### Dec 2010 to Dec 2011 attended by V. Males, Secretary

No	Date	Meeting Type
1	8 February 2011	NEX teleconference
2	2 March 2011	NEX teleconference, Presumptive Legislation
3	17 March 2011	NEX teleconference
4	4 May 2011	NEX teleconference
5	18 May 2011	NEX teleconference, AFAC cohort study of Australian firefighters being conducted by Monash University
6	29 June 2011	NEX teleconference
7	1 July 2011	NEX teleconference
8	12 July 2011	NEX teleconference, Standing Committee Process
9	19 July 2011	NEX meeting Melbourne
10	29 July 2011	NEX teleconference, Update Presumptive Legislation
11	3 August 2011	NEX Hook-Up Re UFUA Submission To The Senate Inquiry
12	10 August 2011	NEX phone hook-up
13	17 August 2011	NEX teleconference
14	31 August 2011	NEX teleconference, Random Drug And Alcohol Testing Proposed For NSW Firefighters
15	15 September 2011	NEX teleconference, 'Fair Protection for Firefighters' Bill
16	16 September 2011	NCOM telephone conference, 'Fair Protection for Firefighters' Bill
17	23 September 2011	NEX teleconference
18	26 September 2011	NEX teleconference
19	30 September 2011	NEX teleconference
20	6 October 2011	NEX teleconference
21	11 October 2011	NEX teleconference
22	21 October 2011	NEX teleconference
23	25 October 2011	NEX meeting to Update On Progress Of Amendments
24	31 October 2011	NEX teleconference
25	7 November 2011	NEX teleconference
26	15 November 2011	NEX re-convened meeting
27	16 November 2011	NCOM to finalise 2010-2011 accounts
28	19 December 2011	NEX – South Australia

## Attachment 4 – Other Meetings

### Other meetings – December 2010 - December 2011

No	Date	Meeting Type	Time
1	13 December 2010	TasFire Training Meeting	1130 - 1230
2	13 December 2010	Pre EBA Meeting (FireComm)	1300 - 1400
3	13 December 2010	FireComm EB Meeting	1400 - 1530
4	15 December 2010	Central Health & Safety Meeting	1100 - 1500
5	16 December 2010	Special EB Meeting DO's	1130 - 1230
6	16 December 2010	Pre EBA Meeting (TFE)	1230 - 1300
7	16 December 2010	TFE EB Meeting	1300 - 1430
8	8 February 2011	TFS Operational Uniform Working Party	1030 - 1230
9	15 February 2011	Unions Tasmania meeting re: budget cuts	0900 - 1030
10	15 February 2011	Meeting with P Tullgren and H Gibbons - LHMU re casual employment of Industrial Officer	1100 - 1200
11	15 February 2011	Unions Tasmania meeting re: domestic violence – is it an industrial issue?	1330 - 1430
12	2 March 2011	Unions Tasmania meeting – follow up state budget cuts	0830 – 1200
13	3 March 2011	North West Coast Management Structure meeting	1300 - 1500
14	9 March 2011	UFU meeting with casual Industrial Officer re EBA	1000 - 1300
15	9 March 2011	Develop terms of reference for SCC work	1300 - 1500
16	24 March 2011	Career Learning and Development (CLaD)	1030 - 1230
17	25 March 2011	Operational Uniform Working Party	1030 - 1500
18	25 March 2011	Operational Resources and Services Committee (ORSC)	1300 - 1500
19	31 March 2011	Meeting with G Freeman and R Pearce re: draft Industrial Agreement	1100 - 1300
20	6 April 2011	UFU meeting with J Streets: re: UFU member	1330 - 1530
21	11 April 2011	State Consultative Committee (SCC)	1000 - 1500
22	13 April 2011	Central Health and Safety Committee Meeting	1030 - 1430
23	29 April 2011	Unions Tasmania Council Meeting (D Gye)	0900 - 1000
24	29 April 2011	Unions Tas meeting – WorkCover – a strategy for safe and health work in Tasmania (D Gye)	1000 - 1100

25	29 April 2011	Meeting with federal government members N Sherry, S Sidebottom, C Brown (D Gye)	1100 - 1200
26	4 May 2011	Meeting with UFU member (V Males, P Tullgren)	1200 - 1300
27	4 May 2011	Meeting with UFU member (V Males, P Tullgren)	1300 - 1400
28	4 May 2011	Meeting with 2 UFU members (V Males, P Tullgren)	1400 - 1500
29	5 May 2011	Meeting with R Pearce re: Industrial Agreement and Tasmanian Industrial Commission application	1000 - 1100
30	5 May 2011	Meeting to discuss Government financial situation implications and strategies for TFS (V Males, C Tomes, D Rayner to attend with M Brown, M Gallagher & A Comer)	1500 - 1600
31	11 May 2011	Meeting to work through TFE Agreement (R Pearce, C Tomes, P Tullgren)	1400 - 1530
32	12 May 2011	Meeting with UFU member (P Tullgren, J Holloway)	1400 – 1500
33	25 May 2011	Interviews for UFU Senior Industrial Officer (C Tomes, J Holloway, Wattie)	0830 - 1230
34	25 May 2011	North West Coast management structure meeting (V Males and J Harper)	1030 – 1230
35	27 May 2011	Meeting with M Dobson, P Hill, M Brownrigg and Justin Smith re: Devonport response initiative (V Males)	0830 – 1130
36	7 June 2011	Second round of interviews for Senior Industrial Officer position (V Males, D Gye, C Tomes, J Holloway)	100 – 1500
37	8 June 2011	Meeting with M Dobson, P Hill, J Smith, M Brownrigg – re: Devonport response initiative (V Males)	0900 – 1100
38	23 June 2011	Meeting with M Brown re: budget and other discussions	1500 – 1730
39	29 June 2011	Operational Uniform Working Party – V Males, S Batt for UFU	1030 – 1230
40	29 June 2011	Operational Resources and Services Committee (ORSC) – D Gye for UFU	1300 – 1500
41	2 July 2011	Heavy tanker users group workshop (Dave McGuinness for UFU)	1030 - 1500
42	4 July 2011	Presumptive cancer legislation - Bill introduced to Parliament (Canberra)	0900 - 1700
43	5 July 2011	Greg Cooper – first day as UFU Senior Industrial Officer	0830
44	14 July 2011	The Way Forward - V Males, D Gye, C Tomes, D Rayner, G Cooper, K Jones - with Michael Gordon PDF	1030 - 1700
45	15 July 2011	The Way Forward - V Males, D Gye, C Tomes, D	0830 - 1400

		Rayner G Cooper, K Jones with Michael Gordon PDF	
46	27 July 2011	State Service Reform (G Cooper)	1000 - 1100
47	27 July 2011	TSS/HaHS Wage Negotiations (G Cooper)	1100 - 1300
48	29 July 2011	Meet to discuss Interstate / International Deployment (G Cooper, C Tomes, D Rayner)	1030 - 1130
49	1 August 2011	Meeting with Leigh Mackey re: Interstate and International Deployments (G Cooper)	1000 - 1030
50	1 August 2011	TIC Hearing Tas Minimum Wage (G Cooper)	1415 - 1445
51	3 August 2011	Meeting with UFU to discuss Drager PSS5000 Series BA and BA Comms (G Cooper, D Gye, C Tomes, D Rayner, S McKinlay, J Benson)	1000 - 1100
52	9 August 2011	Dale Rayner, Chris Tomes, S Batt meet with IO re: Structural PPC	1500 - 1530
53	12 August 2011	Meeting to discuss BA Comms roll out (V Males, D Gye, D Rayner, S McKinlay, S Peters)	1030 - 1200
54	17 August 2011	State Consultative Committee Meeting	1000 - 1500
55	30 August 2011	Safe Driving Group	1400 - 1600
56	1 September 2011	3rd CLAD meeting for 2011	1030 - 1500
57	5 September 2011	Pre-TFS budget briefing	1030 - 1130
58	5 September 2011	TFS Budget Briefing with UFU	1130 - 1300
59	5 September 2011	Meeting with Gavin Freeman re: BA	1300 - 1400
60	8 September 2011	TFT State-wide video conference	1600 - 1800
61	13 September 2011	Central OHS Committee Meeting (Youngtown)	1030 - 1430
62	16 September 2011	Meeting CEO Phil Mussared, Chief Operations Officer and business relationship officers of RBF re: update on benefit payments	1130 - 1230
63	19 September 2011	Meeting with UFU members employed in TasFire Training	1000 – 1400
64	21 September 2011	Unions Tasmania Council Meeting – G Cooper	0900 – 1100
65	22 September 2011	Mark Cullen and Greg Cooper meeting re: State Fire Commission Superannuation Scheme	1100 - 1230
66	5 October 2011	Meeting with Carol Brown (V Males, D Gye, G Cooper)	1230 - 1300
67	5 October 2011	Preparation for meeting with Minister and TFS	1500 - 1630
68	5 October 2011	Meeting with Senator Catryna Bilyk (V Males, D Gye, G Cooper)	1700 – 1730
69	6 October 2011	Briefing prior to meeting with Minister	0830 – 0930
70	6 October 2011	Meeting with Minister for Police and Emergency Management (P Marshall, V Males, D Gye, C Tomes, D Rayner, J Holloway, G Cooper)	1000 - 1050
71	6 October 2011	Debrief following Meeting with Minister	1115 - 1215
72	6 October 2011	Meeting With Andrew Perry, Chief Of Staff To Greens Tas Parl Minister Nick McKim re: TasFire Training (V Males, D Gye, G Cooper)	1230 -1300
73	6 October 2011	Meeting with Andrew Wilkie (V Males, D Gye, C Tomes, G Cooper)	1430 - 1500

74	7 October 2011	TFS meeting with UFU re Tas Fire Training	0800 -1000
75	7 October 2011	Meeting with Julie Collins (C Tomes, G Cooper)	1130 – 1200
76	7 October 2011	Meeting with Lisa Singh (C Tomes, G Cooper)	1300 -1330
77	11 October 2011	Core skills for delegates Hobart	0900 – 1700
78	12 October 2011	Core Skills for delegates Hobart	0900 – 1700
79	13 October 2011	Presumptive Legislation - Parliament House Canberra (V Males, G Cooper)	0900 – 1700
80	14 October 2011	Meeting with TFT staff regarding proposal to wind up TFT	1000 -1430
81	18 October 2011	Core skills for delegates Launceston and North West	0900 - 1700
82	19 October 2011	Core skills for delegates Launceston and North West	0900 – 1700
83	25 October 2011	UFU member meeting G Cooper	1600 - 1630
84	25 October 2011	Phone hook-up strategy meeting re Tas Fire Service meeting on Thursday	1700 -1730
85	26 October 2011	UFU delegate update - re update delegates on TFT, other budget implications, presumptive legislation, interstate/international deployment and feedback from training courses	1100 – 1130
86	26 October 2011	Unions Tas AGM	1500 – 1700
87	26 October 2011	Project briefing with Consultant (C Tomes, D Gye, G Cooper)	1600 - 1630
88	27 October 2011	Meeting with TFS re TasFire Training (C Tomes, V Males, D Gye, G Cooper, R Vallance and Consultant, )	0900 - 1300
89	31 October 2011	Unions Tas – meeting to discuss changes to RBF	
90	1 November 2011	Meeting with David O'Byrne re: Future of the Tas Industrial Commission (G Cooper)	1300 – 1400
91	1 November 2011	Unions TSS - Review into Governance & Structural Arrangements of TSS - George O'Farrell (G Cooper)	1500 - 1600
92	9 November 2011	PPC meeting Youngtown	1000 - 1400
93	10 November 2011	PBI telephone hook-up (OH&S Co-ordinators)	1300 - 1330
94	10 November 2011	Unions Tasmania meeting - Barry Sherriff - OH&S Lawyer	1400 - 1600
95	22 November 2011	OH&S Central OHS Committee Meeting	1030 -1430
96	22 November 2011	UFU meeting with TFS – Northern Region Headquarters	1500 - 1600
97	25 November 2011	Meeting with TFT and TFS - Youngtown	1330 – 1500
98	29 November 2011	Meeting Lara Giddings Premier	1030 – 1130
99	1 December 2011	Final CLAD meeting for 2011 – Youngtown	1030 – 1530
100	2 December 2011	UFU Annual General Meeting	1100 - 1130
101	7 December 2011	Unions Tasmania Council Meeting	1500 – 1700
102	14 December 2011	SCC – TFS Boardroom SHQ	1000 – 1500

## Attachment 5 – Financial Statements