



**ANNUAL REPORT 2012**  
**&**  
**FINANCIAL STATEMENTS TO**  
**30 JUNE 2012**

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# United Firefighters Union of Australia Tasmania Branch

## Annual Report 7<sup>th</sup> of December 2012 & Financial Statements to 30 June 2012

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## 1. Secretary's report:

Last year the UFUA employed Greg Cooper as the Senior Industrial Officer. Before Greg had time to settle into his new role with the UFUA and get to know how the TFS works the State Government announced its Budget Cuts. This would result in the UFUA Tasmania Branch taking on one of the largest campaigns I have ever seen in my 25 years as a firefighter. We were faced with State budget cuts that were impacting on all sectors of Government.

For the TFS it meant a reduction in the Fire Service Contribution Levy from 5% back to 3% and a reduction in state government funding of \$1 million dollars annually.

This translated in the SFC making a decision to Close TasFire Training (TFT) resulting in a possible reduction of 10 jobs. Other planned cost cutting efficiencies for consideration by the TFS that impacted on UFUA jobs included;

- the freezing of the proposed recruit course; 12 jobs
- Closing of Rokeby Fire Station; 4 jobs
- The absorption of the training crew; 4 jobs
- The review of planning and capability positions; 6 jobs

These cost cutting measures effected 36 positions in the TFS which potentially impacted on UFUA members. The Tasmania Branch immediately made contact with the National Secretary who viewed this as the first attack in Australia on firefighter's numbers and conditions. He had seen this sort of action before across other countries through the Global Alliance, (this was formed in 2005 with the aid of the UFUA Tasmania Branch and Canadian Firefighter and IAAFF Branch president Terry Peters who worked in Tasmania under the International Exchange Fellowship firefighter program).

With the help of National Office the Tasmania Branch embarked on a Fire Safe Community Campaign which engaged politicians at both a Federal and State level. A delegation of the UFUA lead by National Secretary Peter Marshall met with the State Fire Commission.

We also worked with the Tasmanian Retained Volunteer Firefighters Association and the Tasmanian Volunteer Fire Brigades Association. Both Associations willingly agreed to support the campaign. The Branch also conducted a media campaign, met with Local Councils, held a public rally at which all Tasmanian political parties were represented. The TFS Chief Officer also addressed the rally.

As a result of this well planned campaign the Fire Service Contribution Levy collected by Councils was restored to 4% with an ongoing annual review. This resulted in TFT remaining open and an endorsement from the State Fire Commission to enhance TFT's operational viability.

This successful campaign saw the UFUA preserve our member's jobs. Please see below in Agenda item No. 2 a more detailed account of the campaign. Thank you to the National Secretary Peter Marshall, SIO Greg Cooper, BCOM, UFUA Representatives and all UFUA members, their families and friends for their involvement in this successful campaign.

Also as a result of the restoration of the TFS Budget we saw the 2012 recruit course take place with twelve new firefighters now placed at Stations and becoming UFUA members. Congratulations to all on the successful completion of your recruit course and may you have a good career in the TFS.

Another great achievement for the UFUA during the past twelve months was the introduction of presumptive cancer legislation to cover firefighters employed in the ACT and Aviation. This year has seen the UFUA consulting and working with the Tasmania Government to encourage the introduction of Presumptive Legislation into Tasmania. It is hoped that this may take place in 2013. See item 7 below for more details.

Earlier this year saw the triennial election of the UFUA Workplace Representatives. Congratulations to all newly elected and re-elected representatives and thank you to all those retiring representatives for your hard work over the past 3 years

Our ongoing campaign for the heavy pumper replacement program has resulted in the Tasmania Fire Service announcing two new frontline pumpers to be purchased immediately and brought into service in 2013. We will continue to pursue the purchasing of new age turnout gear.

BCOM has started the planning process for next year's EBA as our current Agreement runs out in June and negotiations are due to start 3 months prior to this.

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

Finally I must thank Mrs Kae Jones for her ongoing loyalty and dedication. Thank you very much Kae you are invaluable part of the union office.



Vincent Males  
**Secretary**  
7 December 2012

## 2. A Fire Safe Community the UFUA Campaign against State Government Budget Cuts

The Tasmania Branch in conjunction with the National Office organised and successfully campaigned to restore the Tasmania Fire Service Budget. This was necessary because the State Government had made a decision to cap the fire service contribution levy to 3% and reduce the government contribution by \$1 million dollars annually. This would have impacted significantly on the TFS budget income over the next five years if the cap remained. The TFS in recognition of the cost cutting impact on projected income identified a range of possible areas that could allow the TFS to reduce expenditure. The TFS confirmed to the UFUA that cost cutting measures needed to be implemented by the SFC to address the \$14.3 million budget shortfall anticipated over the next five years. Definite decisions had not been made with regard to specifically addressing how to manage the loss of income but suggestions from TFS regarding budget savings included;

- Closure of TasFire Training
- The closure of Rokeby Station as a career fire fighter station
- Removal of the Hobart Training Relief crew
- A review of the positions within capability and planning
- Freezing of recruit courses
- Review of the passenger vehicle fleet
- Review of the TFFIEIA 2010, Clause 61. Staffing Arrangement (sometimes referred to as the Minimum Manning Agreement)
- Closure of TFS Library and relocation to Rokeby Police Academy

These cost cutting measures would have impacted on at least twenty four existing UFUA jobs and twelve potential recruit jobs. The UFUA opposed the budget cuts and did not support any budget measure that directly impacted on the employment security or conditions of any UFUA members.

The campaign needed several major inputs to work. These included dedicated support from UFUA members, a well organised and researched plan, support from the volunteer associations and support from the community.

A key aspect of the campaign was the development of the Tasmania fire crisis web page that enabled UFUA members and supporters to let the government know they were not happy with the proposed budget cuts. The web page was launched on the 31<sup>st</sup> of January to coincide with the release of the UFUA commissioned report. By the 10<sup>th</sup> of February 15,000 letters have been sent to federal and local members of parliament.

The UFUA commissioned report from the Centre of Full Employment and Equity, to support the campaign, provided a detailed economic analysis of the State Government's fiscal proposal and identified areas within the TFS that needed improvement in order to provide a fire safe community for Tasmania. The report titled a Fire Safe Community opposed the proposed closure of TFT and outlined the impact that the planned budget cuts would have on the ability of the TFS to provide a fire safe community. The commissioning of the CofFEE report is a critical development for the Tasmania branch. The report highlights inadequacies in the level of fire cover available in Tasmania and has the capacity to influence the future direction of the TFS for years to come. The report strongly recommends an increase in firefighter numbers in Tasmania.

Whilst the letter writing and political campaigning was continuing a public rally was held on parliament house lawns on the 27<sup>th</sup> of March. Key note speakers included National Secretary; Peter Marshall, State Secretary; Vincent Males, The Chief Officer of Tasmania Fire Service; Mike Brown, The Minister for Police and Emergency Services; David O'Byrne, Paul O'Halloran; from the Greens and Elise Archer; from the Liberal Party. The rally was attended by approximately two hundred fire fighters, their families and UFUA supporters. A sausage sizzle was enjoyed by many and some firefighter related songs provided a pleasant background.

In May this year news from the Minister for Police and Emergency Services relating to the Tasmania Fire Service budget was welcomed by the UFUA. The Minister announced:

- **Fire Service Contribution Levy increased to 4%,**
- **TasFire Training will not be closed**

**The Minister has also stated** *"many of the other forecast efficiency strategies previously flagged will no longer be required to be implemented."*

This was a great outcome meaning:

- **Rokeby Station will not be closed**
- **Positions in Planning and Capability have been saved**
- **The training Crew in Hobart will remain**
- **A recruit course will commence**

The State Fire Commission, in recognition of the improved Budget outcome, initiated a process designed to improve the viability of Tasmania Fire Training. The SFC also recognised the other proposed budget saving measures including closing Rokeby Station; abolishing positions in Planning and Capability, considering the removal of the Hobart training crew and other fiscal strategies were no longer an imperative.

The UFUA campaign resulted in more appropriate levels of funding for the Tasmania Fire Service and prevented the closure of TasFire Training. This was only possible with the support of the Tasmanian community, volunteer associations, other unions, TFS employees and of course UFUA members their families and friends.

It was a great result. Well done to all those involved.

### 3. Trainee Firefighter Course

A trainee firefighter course was held in over four months commencing July this year and was very well organised by Kier Wilson. All twelve recruits Matthew Brain, Roger Brown, Alexander Deane, Christopher Duffy, Jeffrey Gibson, Stephen Henderson, David McCambridge, Kaine Menzie, Robert Oakley, Stuart Whitelaw, Ryan Woolford and Matthew Youd, successfully completed their training and attended a Graduation Ceremony on Friday the 12<sup>th</sup> of October.

UFUA Tasmania Branch President Darren Gye presented the James Freeman Memorial Trophy for the 2012 Most Improved Recruit to Matthew Brain. An excerpt from the President's speech is included here;

*Distinguished guests, ladies and gentlemen, it is my privilege today to present the James Freeman Award for the most improved recruit. Before I do though I would like to speak a little about the man this award was named after.*

*James Freeman joined the TFS in 1964. He was promoted to the rank of Station officer in 1971. He served as a Trustee and as Vice President of the UFUA.*

*Everyone I have spoken to has told me what a genuine and dedicated person he was. In fact during the 67 Bushfires Jim fought the blazes around Hobart whilst his own home in Snug was lost and his family was forced to shelter in the water along the beach.*

*It was during these fires that Jim and his colleagues closely avoided death at the Cascade Brewery when the fire overtook them, it was only by sheltering under their turnout coats that they survived.*

*As a firefighter and Officer James is remembered as someone who was always willing to go out of his way to help others, especially new recruits finding their feet and studying for their First Class firefighter exams.*



*As a UFUA representative James was widely respected by all those he dealt with and always looked out for the interests of his colleagues. If there was a committee to be on James was on it. He was instrumental in achieving the change from the dreaded 'zombie shifts' to the 10/14 roster we take for granted today. He also helped ensure the superannuation entitlements paid to firefighters was fair.*

*A measure of his character is that upon becoming an Officer James resigned from his position as a UFUA Trustee, this was because he did not want it to be thought he was feathering his own nest; he felt he could achieve more for his fellows from the 'shop floor'. It was only at the insistence of the then committee that James returned to take on the role of Vice President.*

*James is also remembered as a dedicated Husband and Father to his wife Dot and their 3 children. He loved his cards and was a keen supporter and committee member of the Channel Football Club. It was whilst helping the club that James suffered a sudden heart attack and passed away. He was 48.*

*The loss of James was felt keenly not only by his family and friends, but all those who knew him. It was with this in mind that the UFUA wanted to honor James for his dedication and service to the UFUA and firefighters.*

*So it is fitting that today I present the Award for the most improved recruit in the name of a man who would go out of his way to help new firefighters learn and improve their skills.*

A thank you note from Dale Freeman sent to the TFS was appreciated by the UFUA.

*I wanted to thank the Fire Service for the words relating to my father used in the presentation of the James Freeman award for the most improved recruit at graduation last week (I was provided with a transcript). The family appreciates the Service presenting this award in Dad's memory and also that nearly 30 years down the track he is still remembered for what he did with the Service and also as an individual. Please pass this on to those that were involved with the planning and conduct of the graduation ceremony.*

Well done to all the trainee firefighters on completion of their inductions. The new recruits are welcomed by all firefighters and I am sure they are enjoying their placement in fire stations around Tasmania.

## 4. Myer Enquiry

The end to the long running litigation surrounding the Myer Fire in August was welcomed by the UFUA Tasmania Branch and the UFUA National Office. Congratulations have been provided to the Chief Officer Mike Brown for successfully defending the position of the TFS and all firefighters involved. Firefighting is at times a very difficult job. Whilst fighting fires firefighters are concentrating fully on the situation at hand. Years of training on how operate in an extreme environment are relied upon. Firefighters do a great job on behalf of their community and it is only right they are protected from litigation when they turn out to an incident to protect life and property. The following article was published in the Australian Firefighter Spring Edition

### **Legal action over 2007 blaze ends**

Tasmanian firefighters have welcomed the end to long-running litigation over the September 2007 blaze which destroyed the Myer store in Liverpool Street, Hobart.

Myer and the building's owner, the Retirement Benefits Fund Board, had sued the State Fire Commission and the Chief Officer of the Tasmania Fire Service for damages for negligence.

The plaintiffs alleged breaches of alleged statutory duties and for negligence, alleging various failures in relation to preparation and training prior to the fire.

But on August 24, Justice Alan Blow of the Tasmanian Supreme Court ruled that the fire service's immunity under state legislation covered events surrounding the disaster.

Myer has since announced that it will not appeal the decision.

Myer and the Retirement Benefits Fund Board had claimed that the fire brigade, and its then chief officer, John Gledhill, had failed to produce a fire plan for the building and that firefighters were inadequately trained.

Justice Blow says he was required to determine:

(a) Is the First Defendant (the State Fire Commission) entitled to the statutory immunity provided under section 121(2) of the Fire Service Act 1979 (Tas) with respect to the liability and damage pleaded at paragraphs 35 – 39 of the Statement of Claim?

(b) Is the Second Defendant entitled to the statutory immunity provided under section 121(1) of the Fire Service Act 1979 (Tas) with respect to the liability and damage pleaded at paragraphs 35 – 39 of the Statement of Claim?"

After many pages of argument he concluded: "I determine that the answers to the questions for determination are (a) Yes; (b) Yes."

The UFUA Tasmania says this is a good decision.

In dealing with a structure fire, firefighters are required to make split second decisions. In the case of the Myer fire, a major CBD department store, there were issues with the sprinklers and concerns over electrical dangers. In addressing such hazards and the risk to life, firefighters shouldn't have to be looking over their backs, worrying that someone might sue them.

## **5. EBA 2013**

Preparations for enterprise bargaining for 2013 are underway. The timelines for submitting the UFUA log of claims is 1 April 2013. BCOM has initiated preparation of membership survey material and is organising dates for a union workplace representative conference scheduled for March 2013. The State government has unilaterally announced a 2% wages offer with an additional .5% productivity increase available for public servants. This matter will be fully discussed with UFUA members in the coming months.

## **6. Interstate/International Deployment**

The UFUA and TFS met several times during 2012 to discuss the terms and conditions that should apply to firefighters involved in interstate/international deployment. Despite the positive approach by both parties to this matter the issue of terms and conditions that should apply to career firefighters whilst on Interstate/International Deployment remains unresolved. This matter is being pursued by the branch and if not resolved by agreement will form part of the 2013 bargaining talks.

## **7. Presumptive Legislation Tasmania**

Canadian firefighter Alex Forrest, and Edmonton Fire Chief Ken Block visited Tasmania and along with UFUA officials met with the Minister for Police and Emergency Services David O'Byrne, TFS Chief Officer Mike Brown and the TFS Management team.

Discussions with the Minister have been very positive and the UFUA is hopeful that complimentary legislation for Tasmanian firefighters will be introduced into the Tasmanian Parliament early in 2013.

The successful passage of presumptive legislation in the Federal Parliament means that aviation firefighters and firefighters employed in the ACT are covered for the following cancers;

- brain cancer,
- bladder cancer,
- kidney cancer,
- non-Hodgkin's lymphoma,
- leukemia,
- breast cancer,

- testicular cancer,
- multiple myeloma,
- primary site prostate,
- ureter,
- colorectal and
- oesophageal cancers

(Please note lung cancer will be dealt with separately by way of Regulation once it is agreed on a definition of 'non-smoker').

The legislation passed the Senate on the 24<sup>th</sup> of November 2011. The next step for the UFUA will be to develop a programme for introducing complimentary state based legislation.

The South Australian Government has announced it will introduce amendments to the Workers Compensation legislation in the Spring Parliamentary Sitting to path the way for SA firefighters to access their entitlements for occupational cancer. The Premier committed to the amendments that will recognise all 12 cancers currently enshrined in the historic and founding Commonwealth "Fair Protection for Firefighters" which provides that protection for ACT and Aviation firefighters.

This announcement follows hot on the heels of the WA Government committing to presumptive legislation for 12 occupational cancers.

Hopefully Tasmania will be next.

## **8. 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, the success of the presumptive legislation campaign for ACT and Aviation firefighters, state based presumptive legislation, protective clothing, updates on state fire services issues, co-ordination of national OH&S meetings, Industrial Officers meetings, the use of social media, corporate governance at a national and branch level including amendments to the Fair Work Act involving rule changes, the attacks by conservative governments on Victoria, Western Australia and Queensland Branches, and financial reports.

## **9. 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, state government budget cuts and the impact on TFS including the proposed closure of TFT, the commencement of the trainee firefighter course for 2012, interstate and international deployment, personal protective clothing including breathing apparatus and communications, heavy pumpers, road crash rescue appliances, turn out gear and related issues, road crash rescue gloves, helmets both structural and bushfire, structural boots, finances, progression and implementation of "The

Way Forward” plan, improving union communication and profile with delegates and members.

## **10. UFUA Tasmania General Meetings**

General meetings of UFUA members were held on three occasions in 2012 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.

## **11. Unions Tasmania**

Unions Tasmania Council meetings were held:

21 March 2012

13 June 2012

19 September 2012

24 October 2012 (AGM)

5 December 2012

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

Refurbishment of UFUA Tas office has continued with ongoing minor repairs and maintenance, a further upgrade of I.T. equipment and software by installing Microsoft exchange. These improvements increase the capacity of the branch to communicate with BCOM and union workplace representatives.

## **13. TasFire Training**

Following the decision by the State Fire Commission to conduct a review into TFT with a view to enhancing TFT’s viability the UFUA has met with TFS on several occasions throughout the year. Unfortunately the process has stalled in September and attempts by the UFUA to resolve this matter continue.

## **14. Personal Protective Clothing**

Issues considered by PPC committee included developing a specification document for tender on new turnout gear, trialling of structural firefighting helmets, trialling of structural firefighting boots, purchase of road crash rescue gloves, benefits/negatives of tabards, identification for on fire ground incidents. It is anticipated that the tender document for new age turn out gear will be developed for late in 2012.

## 15. Appliances

The Union will continue to pursue the suitability of frontline appliances for career operations. The UFUA has continued to raise with the TFS that the Freightliner heavy pumpers are not reliable on all occasions. This is problematic for the North West 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. However this outcome has not been achieved and the UFUA continues to pursue this matter as a “matter of urgency”.

## 16. State Fire Commission Representative

Dale Rayner has continued to represent the UFUA as the appointed representative on the State Fire Commission. Dale provides many hours of his own time to participate in the State Fire Commission. Well done Dale your efforts on behalf of all UFUA members are appreciated.

Meetings attended:

Observer	30 September 2011	Hobart
Duly appointed member	28 October 2011	Hobart
	25 November 2011	Hobart
	16 December 2011	Hobart
	31 January 2012	Hobart
	15 February 2012	Hobart
	23 March 2012	Hobart
	27 April 2012	Hobart
	25 May 2012 * SFC Rep absent from meeting, Greg Cooper attended as an observer	Hobart
	28 June 2012	Devonport Fire Brigade
	20 July 2012 * SFC Rep absent from meeting, Greg Cooper attended as an observer	Youngtown
	24 August 2012	Hobart
	28 September 2012	Hobart
	19 October 2012	Hobart

## 17. Industrial Matters

The UFUA is persisting with the need for consultation with the TFS on any matter. The UFUA believes consultation means the full, meaningful and frank discussion of issues/proposals and the consideration of each parties views, prior to any decision. The

UFUA 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.

## 18. OH&S Harmonisation and ESR Elections

Draft legislation has been prepared and is planned for introduction in January 2013. The UFUA has conducted elections for ESRs for the next three years. This is a very important time to be an employee safety rep and well done to all UFUA members who agreed to be a health and safety workplace representative.

## 19. 2012 Elections

Three yearly elections commenced in June 2012 with the following positions being filled;

### Branch Committee of Management (BCOM)

Secretary	Vincent Males
President	Darren Gye
Vice President	Dale Rayner
Junior Vice President	Chris Tomes
Trustee	John Holloway
Trustee	Colin Lockhart
Trustee	Stewart McKinlay
Trustee	Val Ansett
Trustee	Glenn Greenland
Trustee	Adam Salter

### Union Workplace Representative/SCC/Women's Network Representative election results

A Shift Hobart	Grant Patterson, Grant Joyce
B Shift Hobart	Justin Benson, Val Ansett
C Shift Hobart	Adam Doran, Adam Salter
D Shift Hobart	Timothy Crellin, Shayne Mundy
A Shift Launceston	Andrew Lowe
B Shift Launceston	Greg Atkins
C Shift Launceston	Jeremy Patterson
D Shift Launceston	Anthony Goss

Devonport	Justin Smith
Burnie	John Hardstaff
TFE South	John McDonald
TFE North	Vacant
TFE North West	Aaron White
FireComm	Alistair Barber, Michael D'Alton
Training Services	Michael Goldsmith
Building Safety	Steven Davison
TasFire Training	Nigel Reid
Community Education	Chris Tomes
District Officers	Ian Bounds
Field Works	Andrew Fyfe
SCC South	Warren Frey
SCC North	Robert Featherstone
SCC North West	John Hardstaff
SCC FireComm	David MacFarlane
UFUA Women's Network Rep	Leigh Richardson

### **Employee Safety Representatives nominated to date**

George Kokkoris	B Shift Hobart
Matthew Ross	B Shift Launceston
David Moir	C Shift Launceston
TasFire Equipment (South)	Carlo Lanci
TasFire Equipment (North West)	Brian Willcox
FireComm	Alistair Barber
Building Safety	Kym Manten
TasFire Training	Nigel Reid
Community Education	Chris Tomes
Field Works	Andrew Fyfe

## **20. UFUA Smartphone Application**

In April this year the UFUA and Pro-Calendar partnered to develop and release the most advanced App for fire fighters for scheduling and tracking critical job-related information. This shift calendar and organiser helps manage shift schedules, track sick leave, change of



shifts, workers comp and annual leave, schedule trainings and take charge of all of personal appointments, plus much more.

The UFUA Pro-Calendar App is also the only shift calendar App to include an exposure Incident log for quickly recording vital information related to occupational exposures - a critical component when dealing with presumptive disease documentation.

This initiative is used widely by firefighters around the world.

## **21. Non Rostered Shift Work Transfers Working Party**

This working party has met on three occasions throughout the year. To date the parties have gathered information on delegated authority for the TFS, the number of positions that are considered NRSW and have started to develop a process for managing these positions and how these positions will be filled.

## **22. State Consultative Committee**

The SCC has met on four occasions throughout the year. The SCC provides a useful forum for discussion between the TFS and the UFUA. The SCC also provides the parties with an opportunity to review implementation and progress of matters raised.

## **23. Gym Inductions**

The UFUA participated in a meeting with TFS to discuss the protocols that will apply to Gym inductions. The meeting resulted in some agreed outcomes and some explanation on why Gym inductions are necessary. There is ongoing work being undertaken by the Wellness Committee to standardise gym equipment in the TFS and to assist firefighters to maintain their wellness and fitness to help extend their careers. The efforts of all UFUA members in this process are greatly appreciated.

## **24. TFS Passenger Vehicle Fleet Committee**

This committee was announced by the TFS as part of the review called on by the State government to consider efficiencies in government agencies. The UFUA and TFS met to discuss the terms of reference and UFUA representation on the committee. The committee will consider amongst other matters passenger vehicle use and management. The UFUA will participate in the review and will keep members posted.

## 25. Union Membership

Union membership has remained relatively constant since last year with the union currently comprising 334 financial members.

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

### UFUA Tasmania Branch Committee of Management Meetings December 2011 to December 2012

No.	Date	Meeting	Time
1	2 December 2011	UFUA BCOM Meeting	1218 - 1600
2	25 January 2012	UFUA BCOM Meeting (teleconference)	1518 - 1542
3	8 February 2012	UFUA BCOM Meeting (teleconference)	1200 - 1240
4	3 April 2012	UFUA BCOM Meeting	1010 - 1440
5	3 July 2012	UFUA BCOM Meeting (teleconference)	1400 - 1430
6	10 July 2012	UFUA BCOM Meeting	0925 - 1500
7	15 August 2012	UFUA BCOM Meeting	0935 - 0955
8	15 August 2012	UFUA Special BCOM Meeting	1000 - 1315
9	3 October 2012	UFUA BCOM Meeting	0948 - 1510
10	7 December 2012	UFUA BCOM Meeting	1230 - 1500

## Attachment 2 – UFUA Tasmania Branch General Meetings

### UFUA Tasmania Branch General Meetings 2012

No.	Date	Meeting	Time
1	5 March 2012	UFUA General Meeting Launceston	1030 – 1235
2	5 March 2012	UFUA General Meeting Burnie	1510 – 1700
3	5 March 2012	UFUA General Meeting Devonport	1805 - 1900
4	13 March 2012	UFUA General Meeting Hobart 1600 hours	1610 – 1740
5	13 March 2012	UFUA General Meeting Hobart 1830 hours	1835 – 2010
6	23 May 2012	UFUA General Meeting Hobart 1630 hours	1636 – 1746
7	24 May 2012	UFUA General Meeting Launceston	1030 – 1135
8	24 May 2012	UFUA General Meeting Burnie	1505 – 1625
9	24 May 2012	UFUA General Meeting Devonport	1805 – 1855
10	25 October 2012	UFUA General Meeting Burnie	1200 – 1340
11	25 October 2012	UFUA General Meeting Devonport	1540 – 1655
12	25 October 2012	UFUA General Meeting Launceston	1850 – 2000
13	26 October 2012	UFUA General Meeting Hobart	1500 – 1645

### Attachment 3 – UFUA National Meetings

#### December 2011 to December 2012 (at time of printing Annual Report)

No	Date	Meeting Type
1	6 December 2011	National Executive teleconference
2	8 December 2011	National OH&S Co-ordinators teleconference
3	19 December 2011	National Executive face to face South Australia
4	12 January 2012	National Executive teleconference
5	13 January 2012	National Office teleconference
6	16 January 2012	National Office teleconference
7	17 January 2012	National Office teleconference
8	17 January 2012	National Office teleconference
9	18 January 2021	National Office teleconference
10	18 January 2012	National Office teleconference
11	18 January 2012	National Office teleconference
12	31 January 2012	National Committee of Management South Australia
13	2 February 2012	National Office teleconference
14	6 February 2012	National Office teleconference
15	9 February 2012	National Office teleconference
16	13 February 2012	National Office teleconference
17	16 February 2012	National Office teleconference
18	2 March 2012	National Office teleconference
19	7 March 2012	National Office teleconference
20	19 March 2012	National Office teleconference
21	21 March 2012	National Office teleconference
22	23 March 2012	National Office teleconference
23	13 April 2012	National Committee of Management teleconference
24	18 May 2012	National Office teleconference
25	31 May 2012	National Office teleconference
26	15 June 2012	National Office teleconference
27	29 June 2012	National Executive meeting Melbourne
28	6 July 2012	National Office teleconference
29	12 July 2012	National Office teleconference
30	12 July 2012	National Executive teleconference
31	1 August 2012	National Office teleconference
32	3 August 2012	National Office teleconference

33	20 August 2012	National Executive teleconference
34	28 August 2012	National Office teleconference
35	5 September 2012	National Executive Melbourne
36	6 September 2012	National Executive Melbourne
37	19 September 2012	National Office teleconference
38	10 October 2012	National Executive teleconference
39	30 October 2012	National Executive teleconference
40	28 November 2012	National Executive teleconference

**In addition there were numerous calls between National Office, Tasmania Branch, the web-site developers, media consultant and relevant politicians throughout the period of January to May 2012 predominately.**

## Attachment 4 – Other Meetings

### Other meetings – December 2011 - December 2012 (at time of printing Annual Report)

State Consultative Committee	13 March 2012
	8 May 2012
	1 August 2012
	16 November 2012

Non Rostered Shift Workers Transfers Working Party	19 July 2012
	16 August 2012
	24 September 2012

Central Health & Safety Committee	7 March 2012
	25 June 2012

Personal Protective Clothing Committee	7 March 2012
	16 May 2012
	16 October 2012

Operational Resources Services Committee	28 March 2012
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Operational Uniform Working Party	28 March 2012
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Unions Tasmania Forum – Work Health & Safety Act	13 December 2011
Pre-meeting re: TFS Budget	13 December 2011
Meeting with TFS re: Budget	13 December 2011
Post-meeting re: TFS Budget	13 December 2011
Meeting re: CoffEE Report (Campbell Town)	11 January 2012
Meeting with Minister	25 January 2012
Meeting with volunteers (Launceston)	26 January 2012
Meeting with TFS re: Resource to Risk draft proposal	10 February 2012
Meeting with Minister	14 February 2012
Meeting with UFUA member	16 February 2012
UWPR teleconference re: campaign update	20 February 2012
Meeting with Hainsworth Rep and CO	22 February 2012
Meeting with UFUA member	28 February 2012
Meeting with TFS re: various matters	29 February 2012
UWPR teleconference update	2 March 2012
Meeting with UFUA member	5 March 2012
Teleconference John Oliver re: PPC meeting	7 March 2012

Meeting with UFUA member	13 March 2012
Presumptive Legislation presentation by Alex Forrest and Ken Block	14 March 2012
Unions Tasmania meeting re: WorkCover Tasmania	15 March 2012
HR/UFUA meeting	21 March 2012
Rally Parliament House (Tas Fire crisis / budget cuts)	27 March 2012
Meeting with Launceston Mayor (A Fire Safe Community)	30 March 2012
Meeting with UFUA members LFB	30 March 2012
Meeting re: automatic response Hobart	4 April 2012
BCOM teleconference re: NRSW Transfers Working Party	12 April 2012
NRSW meeting – LFB	20 April 2012
Road Rescue Challenge Tasmania 2012	30 April 2012
Meeting for SO's, SSO's & LFF's re: NRSW (Hobart)	30 April 2012
Meeting for SO's, SSO's & LFF's re: NRSW (Devonport)	1 May 2012
Meeting with Devonport Mayor (A Fire Safe Community)	1 May 2012
Meeting re: TasFire Training	10 May 2012
Unions Tasmania: re: Governance in the Public Sector	11 May 2012
Meeting with UFUA member	18 May 2012
Meeting re: Draeger	18 May 2012
Meeting with UFUA member	23 May 2012
Meeting with TFS – general discussion	23 May 2012
UFUA staff meeting	23 May 2012
Meeting with UFUA member	24 May 2012
Meeting with TFS re: CLaD (Youngtown)	24 May 2012
Meeting re NRSW (HFB)	28 May 2012
Meeting with UFUA member	31 May 2012
Meeting with TFS re: PPC	4 June 2012
Meeting with TFS re: NRSW	4 June 2012
Meeting with TFS re: consultation	6 June 2012
Meeting with TFS re: Admin Instruction arising from IA	7 June 2012
Unions Tasmania meeting – Public Sector Unions	13 June 2012
Site visit DFB and TFE	14 June 2012
Site visit Three Mile Line, BFB and TFE	15 June 2012
Meeting with D Rayner	18 June 2012
The Sentencing Advisory Council report into the first referral “Assault on Emergency Service Workers” (S McKinlay representing UFUA Tas Branch – Parliament House	19 June 2012
TasFire Training meeting Youngtown	19 June 2012
Unions Tasmania re: discussion on public sector matters	21 June 2012
Meeting with DCO re: Interstate/International	25 June 2012



Deployment (Youngtown)	
Meeting with DCO re: UFUA matters (Youngtown)	25 June 2012
TasFire Training meeting (Youngtown)	4 July 2012
Talk to Trainee Firefighters (Cambridge)	6 July 2012
Meeting with TFS (Cambridge)	6 July 2012
Meeting with UFUA member	9 July 2012
DO Meeting (Video Conference)	9 July 2012
Meeting Bridgewater Station	17 July 2012
UFUA member – Workers Comp hearing	18 July 2012
Meeting BFB	18 July 2012
Meeting with TFS Launceston	19 July 2012
TFS State Conference Launceston	21 July 2012
Meeting with UFUA member	23 July 2012
Meeting with ACTU Madeleine Wolf	24 July 2012
Meeting re: hose tower HFB	26 July 2012
Meeting with TFS – Super and Procurement	31 July 2012
Meeting with TFS – Noise Incident	3 August 2012
Meeting with S Hevey RBF	3 August 2012
ALP meeting	3 August 2012
ALP State Conference	4 August 2012
ALP State Conference	5 August 2012
SERCO Bargaining (Nowra)	6 August 2012
SERCO Bargaining (Nowra)	7 August 2012
Unions Tasmania meeting – RBF discussion	9 August 2012
Pre-meeting prior to meeting with the Minister	23 August 2012
Meeting with the Minister	23 August 2012
Meeting with UFUA members	28 August 2012
Teleconference National Office re: Serco Bargaining	28 August 2012
Meeting with UFUA member	4 September 2012
Meeting with UFUA member	10 September 2012
Meeting with TFT MOU meeting	14 September 2012
Teleconference National Office re: Presumptive Legislation WA and TAS	19 September 2012
Informal meeting with R Pearce re: NRSW	21 September 2012
Meeting with UFUA member	5 October 2012
Serco Bargaining Nowra	9 October 2012
Serco Bargaining Nowra	10 October 2012
Trainee Firefighters Closing Ceremony (D Gye for UFUA)	12 October 2012
Interstate/International Deployment meeting	22 October 2012
Meeting with UFUA member	25 October 2012
Meeting with UFUA member	26 October 2012
Unions Tasmania – Political Committee meeting	29 October 2012
Meeting re: Gym Induction	30 October 2012
Meeting with TFS re: Establishing Committees	31 October 2012

Meeting with UFUA member	1 November 2012
Meeting with A Comer	1 November 2012
Gym Induction meeting	1 November 2012
Meeting with UFUA member	6 November 2012
Unions Tasmania meeting re: Union Power implementation	8 November 2012
TFT/CE collaboration meeting	8 November 2012
Meeting with UFUA member	15 November 2012
Meeting with UFUA Member	16 November 2012
Meeting with TFS (Youngtown)	16 November 2012
One day Corporate Plan Workshop (Campbell Town)	22 November 2012
Meeting with Auditor General	27 November 2012
Meeting with TFS re: Workplace Reps	29 November 2012
Meeting with the Minister	29 November 2012
Meeting with Public Sector Management Office	30 November 2012
Unions Tasmania meeting with Peter Wise RBF	4 December 2012

## Attachment 5 – Financial Statements