



ANNUAL REPORT 2013 & FINANCIAL STATEMENTS TO 30 JUNE 2013

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Australia Tasmania Branch
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United Firefighters Union of Australia Tasmania Branch

Annual Report 6th of December 2013

& Financial Statements to 30 June 2013

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1. Secretary's report:

This year has been a very eventful year for the UFUA Tasmania Branch.

It has seen us go through an EBA process which started with the planning process last year. The members were then surveyed to see what they saw were the major issues. A meeting of delegates was held in Campbelltown and the claim was developed. It was then adopted at rounds of general meetings. Negotiations started in April finishing with the voting process and the Registration of the Agreement in the Industrial Commission on the 3rd of December 2013.

Achievements in EBA included:

- Better sick leave provisions
- A Work Value Review
- Interstate and International Deployment conditions
- Review of Superannuation
- PPC/ Uniform Conditions
- Review of minimum staffing numbers

At time of writing TFE are about to go through their voting process.

The single biggest achievement this year for the Tasmania Branch and undoubtedly the biggest achievement I have seen as a UFU member is the passing of the Presumptive Cancer Legislation Bill which is modelled on the Fair Protection for Firefighters Legislation in that it provides for the same 12 occupational cancers with the same qualifying periods for career firefighters.

In addition to the Federal legislation the Tasmanian Act will also cover retired firefighters for a 10 year period post the time they leave the TFS.

The Act is up for review every 12 months with the review being tabled in parliament.

The Volunteer associations were also able to become the first and only volunteer group in Australia to receive this Legislation with the same qualifying periods provided they can demonstrate having attended 150 incidents.

They were able to achieve this on the back of the work undertaken by the National Union and the Tasmania Branch. The UFUA provided an evidence and science based approach through the Global Alliance that formed a critical aspect of the Senate enquiry for the Federal legislation.

I would like to thank Minister David O'Byrne for his support to both career and volunteer firefighters especially through the tough times in the Parliament with submissions from the Volunteers having the potential to derail the Bill for all Firefighters.

I would also like to thank the National Secretary Peter Marshall, The National Industrial Officer Wattie Watson and the Tasmania Branch Senior Industrial Officer Greg Cooper for the many meetings they attended lobbying Politicians and working behind the scenes including weekends and late nights right up to literally the last minute that the Bill was passed.

These hours of work go unnoticed to the majority of members and delegates.

Thanks also go to Canadian Firefighter Alex Forrest from Winnipeg and Edmonton Fire Chief Ken Block for several trips to Tasmania to talk to The Minister, the Chief Officer and representatives from the TFS Senior Management group.

Finally WA and SA have both had Presumptive Legislation passed in their respective Parliaments. This now means that the presumptive cancer laws providing workers compensation cover for firefighters are in place for Aviation, ACT, WA, SA and Tasmania.

This is a huge achievement that has only been possible because of a united campaign led by the National Office in a truly National Union with support through the Global Alliances we have formed. The alliance enabled the UFUA access to the provision of scientific research which was incontestable.

Please note that the Global Alliance was started through the firefighter exchange program when a Canadian firefighter Terry Peters was working in Launceston. Terry was a Canadian Union President and firefighter in Pal River. The UFUA invited Terry to a BCOM meeting and then a National Conference where he was introduced to Peter Marshall and the International Partnership was started.

The Tasmania Branch with representation by either SIO Greg Cooper or myself attend many face to face National Executive meetings and participates in a substantial number of National Executive phone hook-ups during the course of a year as you will see in the attached meeting timeline.

The UFUA has a number of outstanding matters with the TFS. These include but are not limited to the consultation process, RCR, Pumper Replacements, Boundaries and backup to outer area brigades, PPC trials, and ongoing OT for training issues.

The UFUA confidentially deals with a large number of member workers compensation claims providing both support and advice to firefighters and their families via the union office and the union lawyers.

I would also like to thank Warren Frey for the photography work he has done at numerous rallies and for the billboard thanking the Minister. The Tasmania Branch has captured four out the last five front covers of the National Union magazine, thanks mainly to the great photographs provide by Warren. Well Done Warren.

I would like to personally thank SIO Greg Cooper whose commitment to the UFU goes well and truly beyond being an employee. Greg has, in addition to Tasmania branch work, also helped the National Office in researching many issues, providing advice, helping with private firefighting companies EBA negotiations and delivering a Presumptive Cancer presentation, including the Tassie experience to the New Zealand National conference. I know that he is considered by all UFU members to be part of the greater firefighter family and deserves the honour of being called one of us.

I would also like to thank 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

6 December 2013

2. Presumptive legislation

Presumptive legislation became law in Tasmania on the 21st of October 2013.

The campaign for presumptive cancer laws in Australia commenced over a decade ago when the National Secretary Peter Marshall recognised the importance of the need for laws to be enacted to protect Firefighters who contract cancers due to the carcinogenic toxins that they are exposed to throughout their careers.

It is a very proud Tasmania Branch of the UFUA that has played a role in Tasmania becoming the first state in Australia to have followed the successful campaign in the Federal Parliament that saw presumptive cancer legislation become law in December 2011.

The Tasmania Act covers the twelve prescribed cancers that are included in the Federal Legislation with the same latency periods. Schedule 5 from the Act is included;

SCHEDULE 5 – DISEASES, OF FIRE-FIGHTERS, IN RESPECT OF WHICH THERE IS PRESUMPTION OF CAUSE

| Description of Disease | Qualifying Period |
|---|---|
| 1. Primary site brain cancer | 5 years |
| 2. Primary site bladder cancer | 15 years |
| 3. Primary site kidney cancer | 15 years |
| 4. Primary non-Hodgkins lymphoma | 15 years |
| 5. Primary leukemia | 5 years |
| 6. Primary site breast cancer | 10 years |
| 7. Primary site testicular cancer | 10 years |
| 8. Multiple myeloma | 15 years |
| 9. Primary site prostate cancer | 15 years |
| 10. Primary site ureter cancer | 15 years |
| 11. Primary site colorectal cancer | 15 years |
| 12. Primary site oesophageal cancer | 25 years |
| 13. A disease prescribed for the purpose of this Schedule | The period prescribed for such a disease for the purpose of this Schedule |

The provisions of the Act will provide support for firefighters and their families in a time of need. The Act will also cover a fire-fighter within the 10-year period after the fire-fighter

ceases to be employed.

The work on this legislation commenced when 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.

The Bill was introduced into the Parliament on the 30th of April 2013 by the Minister for Workplace Relations the Hon David O'Byrne. The Bill completed its Parliamentary journey in the evening on the 26th of September 2013

The Bill received unanimous support in the House of Assembly. The Bill, after amendment, received unanimous support in the Legislative Council.

Congratulations to all members of Parliament for supporting this very important legislation. Special mention to the Minister the Hon David O'Byrne who understood the science brought to the debate by the UFUA. The Minister persevered with the legislation ensuring the science supporting career firefighters was not compromised. Special mention must also be afforded to Mr Phil Hickey, Senior Adviser who had the difficult task of managing the Bill throughout whilst also having regular contact with the Union Office. The professionalism of the Minister and all the staff involved is sincerely appreciated.

This achievement would not have been possible without the support of a large number of people. The UFUA appreciates the efforts of the Tasmanian Fire Service for providing specific information needed to the Parliament to help Parliamentary Members understand the issues. The UFUA also appreciates the work undertaken by the TFS, especially DCO Gavin Freeman and HR Director Robyn Pearce, for providing the answers to many questions during the parliamentary process. Thank you to the staff in all Government departments who played a role in ensuring the legislation was properly drafted and researched sufficiently to obtain parliamentary approval.

Peter Marshall is a very important member of the Firefighter family. Peter's passion and commitment during this process was unstinting. Peter was ably supported by the UFUA National Industrial Officer Wattie Watson. Wattie would provide copious amounts of research material and supporting documents at the drop of a hat throughout the campaign. Well done Pete and Wattie.

A huge thank you must go to the Tasmania Branch members. The Parliamentary process does not always allow sufficient lead time to properly notify attendees for functions. On

several occasions Tasmania Branch UFUA members were called at short notice to support the campaign. The turnout of members whenever called upon played a significant role in identifying to the Parliament the importance of this legislation to all firefighters. The members were ably supported by Branch Secretary Vinny Males and all members of BCOM.

3. Tasmanian Bushfire Inquiry Report

On the 28th of June the Tasmania Branch made a submission to the Inquiry. The UFUA submission included 5 recommendations. These were in relation to levels of service, incident management, climate change adaption, bushfire mitigation strategies and bushfire preparation and preparedness. In October 2013 the report known as the Hyde Report was handed down. The report contained 103 recommendations. Many of which the UFUA considered lacked in detail and credibility. The UFUA publicly commented that future reviews should be conducted by persons with credibility and knowledge of a fire operation. Many recent reports have been conducted by ex-police commissioners. Whilst these people have standing in the community the UFUA believes qualified persons with an understanding of fire services could provide a better insight than has been achieved to date.

4. TFT Review

The TFT Review that was supposed to be finalised has still not proceeded to tender. The State Fire Commission has recently advised the scoping document prepared by the TFS and UFUA is not acceptable. Rather it appears the SFC simply wants a further economic analysis undertaken for TFT. This outcome is unacceptable for the UFUA and will be pursued with the TFS. This information was only provided to the UFUA in an informal report back meeting held on Tuesday the 3rd of December.

The closure of TFT was part of the SFC response to the initial budget cuts announcement in 2011. The UFUA fought to prevent the closure of TFT. This campaign included public support through the establishment of a Website that included online correspondence to Tasmanian Parliamentarians. The UFUA also made a presentation to the State Fire Commission. The SFC subsequently moved to review the operations of TFT with a view to enhancing the operations. The latest decision of the SFC is not acceptable as it appears to further stall any progress towards enhancing the operations of TFT.

5. TFE Review

The TFS advised in correspondence dated the 28th of August 2013 that the State Fire Commission announced a review into the operations of TFE. Despite an initial meeting and

election of UFUA representatives to participate in the process the review is yet to commence. Given the recent SFC announcement concerning TFT is not likely that the review will be started until the TFT matter is finalised.

6. Trainee Firefighter Course

A trainee firefighter course commenced in September this year and was very well organised by Kier Wilson. Sixteen recruits are on track to celebrate the completion on the course that will culminate in a Graduation Ceremony scheduled for Friday the 13th of December.

7. The Super Dispute

During the Enterprise Bargaining negotiation process the Manager for Industrial Relations for the Government decided to unilaterally submit an application to vary the award to absorb any future SGC increases. The UFUA received correspondence dated the 3rd of July 2013 advising of an application made to the Tasmanian Industrial Commission to vary the Tasmanian Fire Fighting Industry Employees Award to effectively absorb the .25% SGC increase available from 1 July 2013 against the additional 5% employer contribution that the TFS contributes to a significant number of UFUA member's super funds.

The UFUA acted immediately on this matter. The award variation was strongly opposed and the membership agreed to mobilise should industrial support be needed to prevent the variation from proceeding. As a result the Manager agreed not to proceed with the award variation and the application was withdrawn.

Subsequent to the superannuation issue the Tasmania Branch amended the bargaining claim to include all award provisions not otherwise mentioned into the agreement. This would make the agreement self-contained, stand alone and not subject to variation other than by agreement.

The Government has agreed with the UFUA request that award variations will only occur by consent during the life of the Agreement.

The UFUA and TFS have agreed to investigate the history of Superannuation in the TFS and provide a report on the findings by the end of March 2014.

8. Enterprise Bargaining

The Bargaining process commenced with the development of a membership survey supplemented by a round of general meetings to consult with the membership regarding a bargaining claim. The membership participated in the survey during February and March. The survey results were discussed in mid-March at a Union Workplace Representatives and BCOM bargaining Conference held in Campbell Town.

Following the Conference the UFUA developed a claim and with membership endorsement and submitted the claim to the Chief Officer on the 16th of April. A bargaining team comprising the Branch Secretary, two members from BCOM and the Senior Industrial Officer was also endorsed by the membership.

The Bargaining team met with the TFS on four occasions. The first meeting discussed protocols and process. The next three meeting discussed the UFUA claim and the issues to be included in the next agreement. Meeting dates were; 16 May, 24 July, 8 August and 26 August 2013.

These issues broadly distinguished are; Matters not finalised in the 2010 agreement, and the 2013 claim for negotiation

The 2013 Claim includes;

1. **Work value** -Training, Work Loads, Responsibilities and Productivity
2. **Superannuation** - Employee contribution equity
3. **Sick Leave** -review current personal leave entitlements
4. **Staffing levels** - Impacts current staffing level have on; Leave, NRSW, Transition to retirement, Fire Investigation, FireComm and L&D
5. **PPE/C** - include provisions for PPE/C in agreement
6. **Wages** - Government wages policy
7. **Term of Agreement** - 1 year from 1 July 2013 – 30 June 2014

The membership participated in a ballot that concluded on the 20 November 2013. The ballot result overwhelmingly supported the agreement. The Agreement was considered by President Tim Abey on the 3rd of December 2013 where both the UFUA and TFS made submissions. The submissions included commitments to the processes to be followed during the life of the Agreement.

9. Relativities and Work Value review

The TFS and UFUA have agreed to provide a progress report on the relativities and work value exercise by the end of March 2014. The parties have also agreed that the process needs to be supported with adequate resources. The UFUA will be represented by John Holloway and Greg Cooper. The TFS will provide support through Human Services.

10. Lateral Entry

The TFS and UFUA have agreed to finalise a proposal to resolve the issue of appointments by lateral entry to positions within the firefighter career path. Currently the TFS position is that the merit principle within the State Service requires advertising of any vacant positions from Station Officer and above. The UFUA position is that TFS trained staff should have first opportunity to fill any vacant positions before applications from outside the TFS are invited.

11. Minimum Staffing

The UFUA would like to conduct a review of staffing numbers within the TFS. Operational minimum staffing numbers were realised initially on the needs of the community in the late eighties. Staffing numbers were included in the TFS/UFUA agreement during the nineties. The UFUA believes risk associated with the demographic change since the eighties requires a review of staffing numbers. The Government does not consider staffing numbers should be included in an industrial instrument. Rather the Government considers it should be open for the TFS to self-regulate staffing levels. The UFUA consider emergency response requires minimum staffing numbers with adequate turnout being capable at every incident. This must be captured in an Industrial Agreement to prevent erosion of career Firefighter numbers.

12. Uniform and PPC

The UFUA and TFS have agreed to review the matters associated with the issue of clothing and PPC. The TFS would prefer to have an arrangement outside the award and agreement to allow for flexibility with clothing and PPC issue. The UFA considers a minimum issue of clothing and PPC clause should be included in the agreement.

13. Personal leave

Personal leave will now be provided by occasions and half occasions rather than by an allocation of hours. This will allow operational and NRSW employees to have an allocation of ten occasions per year to their personal leave entitlements. This is an improvement for members who are on the 10/14 roster.

14. Consolidated agreement

Following the attempt by the Manger Industrial Relations for the Government to unilaterally vary the award to absorb the proposed SGC the superannuation contribution increases the UFUA was able to obtain an agreement from the TFS and government for the development of a consolidated agreement. This will prevent this type of action being repeated. This process will be undertaken during the life of the current agreement and is designed to eliminate the need to refer to several documents when trying to establish an entitlement. All entitlements will be captured in the agreement and will only be varied by agreement or during the bargaining process.

15. Meal allowances

Meal allowances will be paid as per the Tasmanian State Service Award with reference to a 60 km travel distance. All outstanding claims as at the 3 of December arising from the 2010 agreement will be finalised in accordance with these agreed arrangements. All future claims will be processed under the new provisions.

16. Relief in another region

Staff who relieve between Launceston and Devonport will be paid meal allowances if insufficient notice is provided for the relief. The incidental allowance will not be paid where an overnight stay is on station.

17. Interstate International Deployment

The TFS and UFUA have agreed to trial a deployment clause in the new agreement. The clause is for members who volunteer to be deployed and will end the practice of members who undertake deployment forfeiting leave entitlements. Payment for deployments will be made as per the normal roster with travel days identified as payment at

single time or toil. Overtime will be paid at 2x for work performed in addition to 12 hours per shift or extra shifts beyond the fourth shift.

18. Unions Tasmania – Women’s Conference 2013

Along with over 70 other women, UFUA TAS Office Manager Kae Jones attended the inaugural Unions Tasmania Women’s Conference on Friday 3 May in Hobart.

Women representing 16 affiliated unions attended with a great mix of activists, delegates and union staff. There were inspiring speakers such as ACTU President Ged Kearney and speakers who really challenged everyone’s thinking such as Nina Funnell (Anti-Violence Campaigner and State Finalist Young Australian of the Year 2010). Women also had a chance to share the issue of importance to them around the theme of Time to Work and Time to Care.

19. 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, Aviation firefighters, Tasmania, Western Australia and South Australia. State based presumptive legislation remains an issue for Victoria and Queensland, 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.

20. UFUA Tasmania BCOM Meetings

BCOM meetings were held regularly throughout the year and a schedule of meetings is attached. Significant matters for BCOM in 2013 included the commencement of the trainee firefighter course for 2013, interstate and international deployment, personal protective clothing including DSU’s, heavy pumper replacement program, road crash rescue, turn out gear and the procurement process, finances in line with reporting requirements established by Fair Work Australia, progression and implementation of “The Way Forward” plan, improving union communication and profile with delegates and members.

21. UFUA Tasmania General Meetings

General meetings of UFUA members were held on three occasions in 2013 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.

22. Unions Tasmania

Unions Tasmania Council meetings were held:

13 March 2013

12 June 2013

18 September 2013

23 October 2013 (AGM)

11 December 2013

23. PPC

The PPC Committee met regularly throughout 2013 with the main focus being the development of a specification document for the new turnout gear. The Committee is also developing awareness material for turnout gear. The Committee is also investigating purchasing gear bags.

24. Central Health and Safety Committee

The CH&S Committee has met on four occasions throughout the year. The CH&S and SCC meetings are now held on the same day every three months. The introduction of harmonisation laws in January has created a significant amount of work for both the UFUA and TFS. The UFUA recognises a significant amount of recourses are required to properly participate in the new system. This matter has been discussed with the TFS.

25. 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. The UFUA invited DCO Gavin Freeman to attend a forum arranged for the North West region to discuss turnout procedures and appliances. The TFS will roll two replacement Scania's into the North West region in December 2013.

The UFUA is still pursuing a 1.1 unit for Bridgewater Station.

26. 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.

27. Industrial Matters

As was advised in last year's report, 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.

Recently the TFS have provided operational support through DRC Jeremy Smith to assist both the UFUA and the TFS in HR matters affecting operations.

28. OH&S Harmonisation and HSR Elections

The UFUA has concluded elections for HSRS. This continues to be a very important time to be an HSR and well done to all UFUA members who agreed to be a health and safety workplace representative.

29. Non Rostered Shift Work Transfers Working Party

This working party has met on several occasions throughout the year. The parties have not reached agreement on transfers to NRSW and back to operations despite having exchanged several documents on these matters. The process will continue into 2014.

30. State Consultative Committee

The SCC has met on three 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. The UFUA considers the SCC is functioning in a positive manner as a result of change to process that were made throughout the year.

31. TFS Passenger Vehicle Fleet Committee

This committee was formed and has met several times throughout the year. A log book trial was finally agreed for specified vehicles to be conducted during the last quarter of 2013 and January 2014. Once the trial is completed the Committee will review all information captured. The UFUA will keep members posted.

32. CLaD

CLaD met in November 2013 to progress a number of issues associated with career path

development. A new model has been agreed for CLaD with regional committees to be formed to provide input into a state-wide system.

33. Union Membership

Union membership has remained relatively constant since last year with the union currently comprising 345 financial members.

Attachment 1 – UFUA Tasmania Branch Committee of Management Meetings

UFUA Tasmania Branch Committee of Management Meetings December 2012 to December 2013

| No. | Date | Meeting | Time |
|-----|----------|--|-------------|
| 1 | 20/12/12 | BCOM (teleconference) – end of year update | 1230 - 1300 |
| 2 | 4/2/13 | BCOM (teleconference) | 1200 - 1230 |
| | 28/2/13 | BCOM - Campbell Town (face to face) | 0930 - 1430 |
| | 30/5/13 | BCOM - Hobart (face to face) | 0900 - 1500 |
| | 6/6/13 | BCOM (teleconference) | 1300 – 1330 |
| | 4/7/13 | Special BCOM meeting (teleconference) | 1200 - 1230 |
| | 8/7/13 | Special BCOM meeting (teleconference) | 1430 - 1630 |
| | 12/7/13 | Special BCOM meeting (face to face) | 1530 - 1630 |
| | 24/7/13 | Special BCOM meeting (face to face & teleconference) | 1500 - 1515 |
| | 5/8/13 | Special BCOM meeting (teleconference) | 1230 - 1300 |
| | 20/8/13 | BCOM - Hobart (face to face) | 1030 - 1530 |
| | 15/11/13 | BCOM (teleconference) | 1230 - 1300 |
| | 6/12/13 | BCOM and AGM - Hobart (face to face) | 1130 - 1600 |

Attachment 2 – UFUA Tasmania Branch General Meetings

UFUA Tasmania Branch General Meetings 2013

| No. | Date | Meeting |
|-----|----------------------|--|
| 1 | 9 & 10 April 2013 | UFU General Meetings Burnie Devonport Launceston and Hobart |
| 2 | 21 & 28 August 2013 | UFU General Meetings Burnie Devonport Launceston and Hobart |
| 3 | 28 & 29 October 2013 | UFU General Meetings Hobart Launceston Devonport and Burnie |

Attachment 3 – UFUA National Meetings

December 2012 to December 2013 (at time of printing Annual Report)

| No | Date | Meeting Type |
|----|----------|---|
| 1 | 12/12/12 | NCOM teleconference |
| 2 | 7/2/13 | NEX Melbourne |
| 3 | 8/2/13 | NEX Melbourne |
| 4 | 19/2/13 | NEX teleconference |
| 5 | 19/2/13 | UFUA OH&S Co-ordinators teleconference |
| 6 | 11/3/13 | Industrial Officers Meeting Melbourne |
| 7 | 12/3/13 | NCOM & OH&S Sub Committee Meeting Melbourne |
| 8 | 13/3/13 | NCOM Melbourne |
| 9 | 14/3/13 | UFUA Global Forum Occupational Cancer in Firefighters Melbourne |
| 10 | 15/3/13 | UFUA Global Forum Occupational Cancer in Firefighters Melbourne |
| 11 | 16/3/13 | NCOM Melbourne |
| 12 | 15/4/13 | Serco Bargaining teleconference |
| 13 | 25/4/13 | NEX teleconference |
| 14 | 1/5/13 | NEX teleconference |
| 15 | 3/5/13 | NEX teleconference |
| 16 | 13/5/13 | NEX teleconference |
| 17 | 29/5/13 | NEX teleconference |
| 18 | 18/7/13 | NEX Melbourne |
| 19 | 19/7/13 | NEX Melbourne |
| 20 | 8/8/13 | NEX teleconference |
| 21 | 16/10/13 | NEX Hobart |
| 22 | 6/11/13 | NCOM/NEX Queensland |
| 23 | 7/11/13 | NCOM/NEX Queensland |
| 24 | 8/11/13 | NCOM/NEX Queensland |

In addition there were numerous calls between National Office, Tasmania Branch, the web-site developers, media consultant and relevant politicians throughout the year.

Attachment 4 – Other Meetings

Other meetings – December 2012 - December 2013 (at time of printing Annual Report)

| | |
|------------------------------|-----------------|
| State Consultative Committee | 1 March 2013 |
| | 3 June 2013 |
| | 2 December 2013 |

| | |
|--|-------------------|
| Non Rostered Shift Workers Transfers Working Party | 19 July 2012 |
| | 16 August 2012 |
| | 24 September 2012 |
| | 15 May 2013 |
| | 23 September 2013 |

| | |
|-----------------------------------|-----------------|
| Central Health & Safety Committee | 4 March 2013 |
| | 3 June 2013 |
| | 2 December 2013 |

| | |
|--|------------------|
| Personal Protective Clothing Committee | 15 August 2013 |
| | 20 November 2013 |

| | |
|------------------------------------|-------------------------------|
| Passenger Vehicle Review Committee | 17 December 2012 |
| | 14 February 2013 |
| | 26 February 2013 |
| | 3 May 2013 |
| | 26 June 2013 |
| | 15 July 2013 |
| | 25 July 2013 |
| | 27 August 2013 (SHQ) |
| | 28 August 2013 (Youngtown) |
| | 22 October 2013 |

| | |
|------|------------------|
| CLaD | 21 March 2013 |
| | 25 November 2013 |

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|-------------------------------|-------------|
| TFT Review Steering Committee | 13 May 2013 |
| | 6 June 2013 |

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| Fall Prevention (Work at Heights) Working Party | 9 August 2013 |
|---|---------------|

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| | 12 September 2013 |
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| Clothing Committee | 11 September 2013 |
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| Gym Inductions | 11 December 2012 |
| Member matter | 12 December 2012 |
| Meeting to discuss CDs and regs (HACSU) | 14 December 2012 |
| State Service Governance – PSMO | 14 December 2012 |
| Member matter x 3 | 18 December 2012 |
| RAT and Minimum Area Coverage (teleconference) | 19 December 2012 |
| Workers Comp matter meeting with Di Wilkinson | 19 December 2012 |
| Member matter | 20 December 2012 |
| Member matter | 17 January 2013 |
| Duty Office phone calls Burnie Devonport Launceston Hobart | 22 January 2013 |
| Meeting with UFUA TAS President | 4 February 2013 |
| Member matter | 13 February 2013 |
| TFS R2R Consultancy Terms of Reference TFS final | 13 February 2013 |
| NRSW discussion – A Fyfe | 14 February 2013 |
| WHS Public Sector Consultative Forum Meeting | 15 February 2013 |
| Member matter | 18 February 2013 |
| Meeting with R Pearce re Launceston and Devonport travel claims | 19 February 2013 |
| Meeting re 2.1, 3.1 etc | 21 February 2013 |
| Road Crash Rescue meeting | 22 February 2013 |
| Member matter | 6 March 2013 |
| Member matter | 20 March 2013 |
| Member matter | 21 March 2013 |
| UFUA TAS EBA Conference Campbell Town | 22 March 2013 |
| North West Coast Forum – Operational Response (DFB) | 25 March 2013 |
| North West Coast Forum – Operational Response (BFB) | 25 March 2013 |
| Workers Rehabilitation and Compensation Tribunal – member matter | 27 March 2013 |
| Member matter | 27 March 2013 |
| Meeting to discuss way forward for Vehicle Log Books | 27 March 2013 |
| Meeting with C Tomes re EBA | 3 April 2013 |
| Member matter | 4 April 2013 |
| Meeting Devonport | 11 April 2013 |
| Member matter | 11 April 2013 |
| Member matter | 12 April 2013 |
| TFT review – Draft Terms of Reference | 17 April 2013 |
| TIC Hearing – Clause 12 Personal Leave | 18 April 2013 |
| Unions Tas – Federal election campaign meeting with | 19 April 2013 |

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| ACTU Secretary Dave Oliver | |
| FWA Conference Serco Sodexo (Hobart) | 19 April 2013 |
| TFS assistance with firefighter recruitment activities | 19 April 2013 |
| DO meeting (Youngtown) | 23 April 2013 |
| D Killalea – re Fire Offences Bill | 24 April 2013 |
| Member matter | 24 April 2013 |
| Informal meeting TFS Chief and Deputy Chief | 24 April 2013 |
| Serco Bargaining (Albatross Nowra) | 29 April 2013 |
| Serco Bargaining (Albatross Nowra) | 30 April 2013 |
| UFUA TAS Feedback meeting | 2 May 2013 |
| UT Women’s Conference | 3 May 2013 |
| Meeting with Darren Hine | 6 May 2013 |
| Anti-Discrimination training | 8 May 2013 |
| Tas vollie orgs re presumptive (teleconference) | 10 May 2013 |
| EB discussions | 16 May 2013 |
| Second meeting Work Health and Safety Public Sector Consultative Forum | 17 May 2013 |
| TFT meeting (Campbell Town) | 17 May 2013 |
| Member matter | 20 May 2013 |
| Meeting to discuss WH&S Strategic Plan | 20 May 2013 |
| Feedback regarding TFT Review (Cambridge) | 27 May 2013 |
| Log book discussions (M Gallagher) | 28 May 2013 |
| Meeting with Michael Gaffney | 31 May 2013 |
| Member matter | 5 June 2013 |
| Member matter | 13 June 2013 |
| The Way Forward Strategic Meeting | 17 June 2013 |
| Member matter | 20 June 2013 |
| Section 81A Hearing Launceston | 21 June 2013 |
| Bushfire Inquiry | 24 June 2013 |
| CPSU meeting prior to PVRC meeting | 26 June 2013 |
| Workplace Health and Safety for SFC | 28 June 2013 |
| ALP State Conference | 29 June 2013 |
| ALP State Conference | 30 June 2013 |
| SO appointments | 1 July 2013 |
| Member matter | 2 July 2013 |
| Member matter | 3 July 2013 |
| Member matter | 4 July 2013 |
| Industrial Agreement meeting | 8 July 2013 |
| Member matter | 11 June 2013 |
| Superannuation meeting (PSMO) | 12 July 2013 |
| UFUA – TFS meeting | 12 July 2013 |
| Member matter | 16 July 2013 |
| Meeting at Clarence Station | 23 July 2013 |
| Industrial Agreement meeting | 24 July 2013 |
| Station visit - Glenorchy | 1 August 2013 |

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| Teleconference re: Rules | 1 August 2013 |
| SO appointments | 7 August 2013 |
| Industrial Agreement meeting | 8 August 2013 |
| Meeting with DCO re: CAF's vehicle | 9 August 2013 |
| ACTU Training – Union Governance | 14 August 2013 |
| Meeting with Minister (Launceston) | 14 August 2013 |
| Meeting with TFS re: EBA offer | 16 August 2013 |
| Fire Offences Bill | 16 August 2013 |
| HSR training (G Kutzner, D Wilkinson) | 22 August 2013 |
| TIC Public Sector Unions re: current Industrial Legislation | 23 August 2013 |
| Briefing session of proposed amendments to RBF TAS Trust Deed | 23 August 2013 |
| TFS State Conference (Launceston) | 24 August 2013 |
| Industrial Agreement meeting | 26 August 2013 |
| Firefighter Structural PPC tend panel meeting | 27 August 2013 |
| TFE meeting Hobart | 29 August 2013 |
| Small Unions Forum (UT) | 29 August 2013 |
| Video conference with TFS staff/UFU members | 29 August 2013 |
| Industrial Agreement meeting with R Pearce | 30 August 2013 |
| TFE meeting (Campbell Town) | 3 September 2013 |
| Member matter | 4 September 2013 |
| Member matter | 4 September 2013 |
| Alex Chave | 5 September 2013 |
| Member matter | 5 September 2013 |
| UFU presentation to Recruits (Cambridge) | 6 September 2013 |
| TFE Andrew Lyons | 9 September 2013 |
| UFUA TAS – The Way Forward | 9 September 2013 |
| UFUA TAS – The Way Forward | 10 September 2013 |
| Minister – FOB and predictions | 12 September 2013 |
| Member matter | 17 September 2013 |
| Presumptive briefing (Parliament House) | 19 September 2013 |
| Member matter | 19 September 2013 |
| Recruit Course (Cambridge) | 20 September 2013 |
| Meeting at Clarence Station | 20 September 2013 |
| Teleconference National Office re: Presumptive Legislation | 20 September 2013 |
| Member matter | 24 September 2013 |
| Rob Atkins – teleconference National Office | 24 September 2013 |
| Parliament | 25 September 2013 |
| Member matter | 26 September 2013 |
| Feedback J Green – take 5 | 26 September 2013 |
| UT Political Committee meeting | 1 October 2013 |
| Member matter | 2 October 2013 |
| Tender meeting Structural PPC | 3 October 2013 |

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| Web hosting teleconference | 11 October 2013 |
| RCR shift meeting C Shift Devonport | 11 October 2013 |
| RCR shift meeting C Shift Burnie | 11 October 2013 |
| RCR shift meeting D Shift Burnie | 12 October 2013 |
| RCR shift meeting D Shift Devonport | 12 October 2013 |
| LFB 130 year anniversary function | 12 October 2013 |
| RCR shift meeting A Shift Devonport | 13 October 2013 |
| RCR shift meeting A Shift Burnie | 13 October 2013 |
| Presentation to Minister Parliament House Lawns – Presumptive Legislation | 16 October 2013 |
| Rally climate change | 17 October 2013 |
| UT Political Committee Meeting | 17 October 2013 |
| Poster launch Presumptive Legislation | 18 October 2013 |
| RCR meeting B Shift Devonport | 24 October 2013 |
| RCR meeting Three Mile Line | 24 October 2013 |
| RCR meeting B Shift Burnie | 24 October 2013 |
| Meeting with TFS | 31 October 2013 |
| Member matter | 13 November 2013 |
| Treasury presentation – HFB clubrooms | 14 November 2013 |
| Workers Comp details – member matter | 14 November 2013 |
| Procurement | 14 November 2013 |
| WHS Public Sector Consultative Forum meeting | 15 November 2013 |
| TFS Review discussions | 15 November 2013 |
| Ogilvie Jennings – member matter | 18 November 2013 |
| TFE Agreement – TFFIEA Hearing – statement of intent | 21 November 2013 |
| NZPFU Conference New Zealand | 27 November 2013 |
| NZPFU Conference New Zealand | 28 November 2013 |
| UT State Election Campaign planning meeting | 28 November 2013 |
| NZPFU Conference New Zealand | 29 November 2013 |
| Industrial Agreement | 3 December 2013 |
| Update on TFT and TFE Review | 3 December 2013 |
| Meeting with Chief Officer | 4 December 2013 |

Attachment 5 – Financial Statements