



# THE UNITED PROFESSIONAL FIREFIGHTERS UNION OF WESTERN AUSTRALIA

ABN: 31 367 577 278

## PUBLIC MINUTES

### COMMITTEE OF MANAGEMENT MEETING WEDNESDAY 13 NOVEMBER 2019

**Attendees:** Lou Parker, Darryl Browning, Simon Nelson, Tim Bovell, Ben Adnams, Cian Evans, Darrell Bates, Brendon McCormack, Lea Anderson, Paul Roberts, and Adam Steenson.

**Apologies:** Scott Gamble, Kevin Jolly, Kerry Bailey, Lexie Bowring, Mick DiLallo, Leigh Bishop, Jeremy Lowe and Clem Chan.

**Visitors:** Tom Nolan.

#### **Meeting Movements:**

#### **Motion:**

The Committee endorsed the Secretary, Lea Anderson, to chair the meeting in the absence of President and the Vice Presidents.

Moved: Darryl Browning

Seconded: Simon Nelson

Carried.

#### **Motion:**

The Committee suspended standing orders from 10.40.

Moved: Paul Roberts

Seconded: Simon Nelson

Carried.

*Adam Steenson entered the meeting at 11.00.*

*Meeting broke for lunch at 12.45.*

*Meeting resumed following lunch at 13.27.*

**Motion:**

The Committee re-instated standing orders from 13.28.

Moved: Adam Steenson

Seconded: Ben Adnams

Carried.

**1 MEETING OPENED** by meeting Chair, Secretary Lea Anderson, at 10.30.

**2 CONFIRMATION OF MINUTES:**

**Motion:**

The Minutes of the Committee of Management meeting held on 9 October 2019 are endorsed as a true and accurate record of the meeting.

Moved: Ben Adnams

Seconded: Darrell Bates

Carried.

**3 BUSINESS ARISING FROM MINUTES:**

**4 PRESIDENT'S REPORT:**

The President's Report was held over until the next meeting due to Kevin Jolly's attendance at a Superannuation Conference in Victoria.

**5 SECRETARY'S REPORT:**

**5.1 Secretary's Report**

The Secretary's Report was presented at the meeting by Lea Anderson and included:

- A discussion on nominations received for the Firefighter of the year award for 2019 that resulted in a vote by the Committee to award the 2019 recipient.
- A report on the upcoming Christmas period and the need to determine the office closure times and the holding of the next Committee meeting.

**Motion:**

The Committee endorsed the Union office to close over the Christmas period from 0900 Monday 23 December 2019 until 0900 Monday 6 January 2020, noting that all office staff will take Annual Leave to cover this period.

Moved: Simon Nelson

Seconded: Adam Steenson

Carried.

**Motion:**

The Committee determined that the scheduled Committee meeting for 8 January 2020 will be cancelled, and in its place a meeting of both delegates and Committee members will be called later in January regarding the pending EBA negotiations.

Moved: Cian Evans

Seconded: Darrell Bates

Carried.

- Lastly, Lea Anderson reported that she has been invited to present at the Annual Harold Peden Memorial Lecture on 21 November, organised by the Australian Society for the Study of Labour History. This is a great honour for our Union to be presenting, with the presentation on “Unionism, Firefighting and Myths”.

**Motion:**

The Committee notes all incoming and outgoing correspondence as presented to the meeting in this agenda.

Moved: Darryl Browning

Seconded: Paul Roberts

Carried.

**5.2 Financial**

**5.2.1 Financial Reports & Motions**

**Motion:**

The Financial Statements for the period ending 31 October 2019 are accepted by the Committee.

Moved: Darrell Bates

Seconded: Ben Adnams

Carried.

**Motion:**

The following Motion circulated by email and endorsed by the Committee of Management is approved.

Moved: Darryl Browning

Seconded: Simon Nelson

Carried.

***Motion:***

*Further to the advice from the Assistant Secretary and Annual Dinner Convenors, the Committee endorses the expenditure from the Annual Dinner Fund to pay for merchandise as per the quotes from Ace Promotions for \$12,276.00 and Logopro for \$3,729.00.*

*Moved: Kevin Jolly*

*Seconded: Lea Anderson*

**NB It is anticipated that the merchandise will be available for several years.**

**Motion:**

The Committee authorises payment to Deputy Commissioner of Taxation, \$15,212.00 as per the liability, for Instalment Activity Statement for October 2019.

Moved: Simon Nelson

Seconded: Ben Adnams

Carried.

**Motion:**

The Committee authorises payment to Commissioner of State Revenue, \$6,069.25 as per the Notice of Assessment, for Land Tax for 2019/2020.

Moved: Paul Roberts

Seconded: Darrell Bates

Carried.

**Motion:**

The Committee expressed strong concern about the National Union's failure to comply with the Rules of the Union, especially the Rules relating to the authorisation of expenditure, the production of financial reports, the failure to send invoices for capitation fees within the relevant quarter, and the National Union's failure to produce and distribute draft minutes of NEX and NCOM meeting within a reasonable time after those meetings. The Committee reluctantly endorsed the payment of the September quarter capitation fees and directed the Secretary to write to the national Secretary, copying the auditors

and NEX outlining the concerns of the WA Union.

The Committee authorises payment to United Firefighters Union of Australia, \$26,507.26 as per their invoice, for Capitation Fees from 1 July to 30 September 2019.

Moved: Adam Steenson

Seconded: Lou Parker

Carried unanimously.

**Motion:**

The Committee directed the Secretary to advise the National Secretary, copying the NEX, that the WA Union will not send any representatives to the proposed December NCOM meeting in the ACT.

Moved: Simon Nelson

Seconded: Paul Roberts

Carried unanimously.

**Motion:**

The Committee authorises payment to United Firefighters Union of Australia, \$2,043.79 as per their invoice, for ACTU Affiliation Fees from 1 July to 30 September 2019.

Moved: Tim Bovell

Seconded: Paul Roberts

Carried.

**Motion:**

The Committee authorises payment to Anderson Munro & Wyllie, \$3,850.00 as per their invoice, for the audit of United Firefighters Union of Australia West Australian Branch for the period ending 30 June 2019, and preparation of the General Purpose Financial Report.

Moved: Darryl Browning

Seconded: Cian Evans

Carried.

**NB:** The minutes noted that the Auditors are not related to the Secretary.

## **5.2.2 Financial Correspondence/Matters**

- AEC – Associated Entity Disclosure Return 2018-19 – Reminder & Lodgement
- QuickSuper – Reconciled Payment Notification – September & October
- Anderson Munro & Wyllie – UFUA WA Branch General Purpose Financial Report & Management Letter

### **5.3 Review of Bans**

- Lea Anderson reported that the Union has raised the hydrant ban with the Minister, and asked that the Government look at an exemption for firefighting appliances in the relevant legislation that is similar to the exemption given to WAPOL to help address this long running issue. The Union is currently awaiting a response.

## **6 OTHER REPORTS:**

### **6.1 OSH**

Cian Evans provided the OSH report that included:

- An update on the Light Tanker crew protection working group progress regarding a new SOP and Core Skills training that will include advice regarding the survivability within the Light Tanker given it lacks external deluge. This is progress towards a good outcome and will hopefully be completed by the end of the year.
- A report on an upcoming respiratory protection meeting, with it apparent that the Department is currently not compliant with the basic requirements of the Australian Standard, such as conducting face fits, and much work and improvement is needed in this area.
- A discussion on the recent West Footscray fire in Victoria that serves as a stark reminder of the need to learn lessons from this and other previous toxic fires, such as Bellevue, such as needing base line figures for health checks that form part of a comprehensive health and wellness program.
- Concerns were discussed regarding a safety circular that requires the relevant electrical authority to attend before any electrical wires are cut, despite the result of this if followed strictly would be fire crews waiting outside fires for Synergy etc. to arrive. This is a clear reason why consultation and discussion is needed before things are published.
- A report on the FRS OSH Committee, there has been no progress on two long running issues, the placement of jerry cans on appliances and the hydrant ban.
- A report on changes to mobilising to structure fires, with a reduced initial turnout until a fire is confirmed. This is regressive and undercuts work in other areas to improve firefighter and community safety. The Committee discussed this issue.

## **Motion:**

The Committee condemned the Department's change of procedure of mobilising 3 appliances to structural fires, noting that the decision to change was not negotiated and is contrary to the proper and safe management of heat stress, fatigue management and firefighter safety.

Moved: Cian Evans

Seconded: Lou Parker

Carried.

- A report was then provided on the associated issue of fatigue management and heat stress, with discussion and debate about the proposed policy documents provided by the Department. A range of issues were raised, with some major changes proposed. It was also noted that the policies were of a generic nature and therefore of limited use/applicability to FRS firefighting.

**Action Item:** Committee members to provide written feedback to the Union by COB this Monday – 18 November - so the matter can be progressed with the Department.

- Lou Parker then reported to the Committee an update on the new PPC, with a meeting scheduled for tomorrow with the Department. Personnel have been pulled off project back into operations due to staff shortages, and it is uncertain where this leaves the PPC project. It was further reported that the AC overseeing this project has changed to AC Delavale, from AC Curtis.
- Lou Parker then reported briefly on a few other OSH Issues, such as:
  - o Progress on the new F15 helmet
  - o New flashhoods, with the Department seeking further information prior to making a decision. It appears this matter is slowing down, which the Union views as unacceptable given its importance to protecting firefighters against toxins and the presumptive cancers
- A range of issues were raised regarding the Toolbox meetings.

**Action Item:** Lou Parker, Adam Steenson and Cian Evans to meet to discuss the current toolbox meetings and provide possible strategies for the Department to address issues with current process.

## 6.2 Industrial Officer & Broadspectrum

The Industrial Officer's report was presented to the meeting by Tom Nolan that included:

- An update on the current EBA bargaining with Broadspectrum. The negotiations are getting closer to a final proposed agreement, with only a handful of outstanding issues remaining in dispute. The wage increases are likely to be above the current wage growth rates, and particularly those for WA, and it is shaping up to be another strong improvement in wages and conditions for our members covered by this agreement.

Also relating to the current bargaining period was a report that the Union had engaged in Protected Industrial Action to preserve the rights of Protected Action, as voted upon and approved by the Fair Work Commission, to potentially use later in the process if required to support bargaining claims.

Further regarding Broadspectrum, it was reported that the Overtime and Rostering document is once again being negotiated after a long period of the company refusing to engage and will hopefully be finalised within the same time period of the EBA, so the two can commence operation together.

- Lastly in relation to Broadspectrum, an update on the Unfair Dismissal matter before the Fair Work Commission. The matter settled at a pre-trial conciliation before the Commission, avoiding the scheduled 3 day hearing that was listed from November 11 to 13.
- A report on a recent Disciplinary hearing that the Union provided assistance with.
- A report on a range of meetings, such as with the Department regarding the negotiation of deployment conditions, with the Union awaiting an updated draft from the Department for further consultation.
- A report on a range of minor assistance provided to members, including on Workers Comp and Non-Workers Comp injuries, Retirements, assistance to Retired Firefighters, grievances and Staff Deployment and leave issues.
- Lastly, Tom Nolan reported on the recent UnionsWA Industrial Officers Network Conference held on 7 November that provided targeted professional development, assisting with the requirements of maintaining a practising certificate, and a great opportunity to network and learn from other Union Industrial Officers.

### **6.3 Duty Phone**

Simon Nelson reported on the duty phone calls of the last month, with the phone going to Adam Steenson.

### **6.4 Properties**

Lou Parker reported to the Committee that:

- Progress on the roof remediation required for the North Perth office has occurred.
- Shire of Manjimup – Firebreak & Fuel Hazard Reduction Notice 2019/2020
  - Firebreak work has been organised for the Walpole property
- Purchase of 60 Spindrift Cove, Quindalup:
  - City of Busselton – DA Approval Change of Use - Holiday Home;
  - Seacrest Settlements – Documents for Action (completed & returned);
  - Ian Reid Builders – Structural Soundness Report;
  - Ecological Pest Management – Pre-purchase Timber Pest Report
- It was further reported that the settlement date for the new house at Quindalup is 4 December 2019. There will be a need for some minor works and setting up purchases for the new home so it will not be available for bookings until further notice and a report on those matters are presented to the December Committee meeting.

### **6.5 Welfare**

Welfare reports were provided to the Committee.

### **6.6 Turnout**

### **6.7 Annual Dinner**

Darryl Browning reported to the meeting that a meeting is scheduled next week with Optus Stadium staff to discuss organisation and improvements for the next Annual Dinner.

### **6.8 Superannuation Matters**

- FES Superannuation – Actuarial Report to 30 June 2019

## 6.9 Station Reports & General Business

Committee members provided station reports and items of general business that included:

- A report on a ComCen DO standing down a requested resource, in the form of a 2.4 appliance, with it noted that this is not the only such instance. The Committee discussed this issue and the need for it to be addressed with the Senior Officers.
- The subject of CRFS personnel working and being under the command and control of a CRFS Sector Commander was raised by several Committee members, with references to multiple instances where this has been an issue already. All were reminded that F&RS crews are to only work under F&RS sector commanders, with anything else unacceptable and unsafe.
- Progress of the RTG update discussion were sought, with the Union outlining that a meeting is be called to progress the negotiations.
- The continued lack of Decon showers or Diesel particulate extraction fans at Darglish Station was raised. This is still the case following further costly works at the station, that this time saw changes to the less than 12 month old tunic room.
- Issues with IRIS and the need to press the arrival button when the ComCen is fully aware that a crew has arrived, particularly when this has resulted in personnel having to be diverted from a life involvement incident to back to the appliance to press the button. It is unnecessary and misusing valuable time at incidents.
- Issues with the content of WebEx session were raised. All suggestions for content and or criticism should be put through the chain of command.
- Issues with the current process for re-issuing of ID cards were raised, with outdated photos, or no photos in several instances being used.
- Questions regarding USAR call-back arrangements were raised.
- A report that only one pod carrier is now in service, and that if it goes off line or needs a service the Department is solely reliant on contractors.
- Questions regarding the existence of an 'unsafe' houses register or something of the like was raised, so that crews can be better informed and prepared for problematic addresses.
- Placement of the new recruits and issues with proposed allocations were raised, with the Union having already raised these issues with the Department for further



- 8.2 DFES – Re: Review of DFES Driving Standard Operating Procedures
- 8.3 WA Labor – Re: Union Affiliation Audits for 2020
- 8.4 WA Police Union – Annual Conference Dinner Invitations

**Action:** Secretary & President to attend.

- 8.5 Member – Sponsorship/Donation for Charity Rally for the Cancer Council of Australia

**Motion:**

The Committee endorsed the sponsorship of the Charity Rally team of Darryl Browning and Dylan Teicher, to the value of \$500 and to provide a Union Logo sticker/panel for the Rally Car.

Moved: Ben Adnams

Seconded: Tim Bovell

Carried.

**NB:** Darryl Browning abstained from the vote.

**9 INCOMING CORRESPONDENCE TO BE NOTED:**

- 9.1 Asbestos Disease Society of Australia – Annual Ecumenical Memorial Service Invitation
- 9.2 Australian Society for the Study of Labour History – AGM 31 October 2019
- 9.3 Australian Society for the Study of Labour History – 2019 Harold Peden Memorial Lecture 21 November 2019
- 9.4 UnionsWA – Member Director Vacancy – Ms Anne Gisborne - GESB
- 9.5 DFES – Operations Doctrine Monthly Bulletin October 2019

**10 OUTGOING CORRESPONDENCE:**

- 10.1 22/19 Anderson Munro & Wyllie – Representation Letter
- 10.2 23/19 City of Busselton – Information on Management of Holiday Homes
- 10.3 24/19 Broadspectrum – Notice of Protected Industrial Action
- 10.4 Unref – CONFIDENTIAL Membership Matters

## **CIRCULARS:**

- 10.5 18/2019 Paraplegic Benefit Fund Cover for Members
- 10.6 19/2019 VALE SO Dave Parkin
- 10.7 20/2019 AGM & SGM of UFUWA – Date amended. See Circular 22/2019
- 10.8 21/2019 AGM of UFUA WA Branch – Date amended. See Circular 23/2019
- 10.9 22/2019 20/2019 AGM & SGM of UFUWA – Monday 25 November 2019
- 10.10 23/2019 AGM of UFUA WA Branch – Monday 25 November 2019
- 10.11 24/2019 UFUWA Firefighter of the Year Award 2019 Nominations Open 1 November 2019

## **SEND OFF CIRCULARS:**

- 10.12 Chester Mackean & REMINDER – 1 November 2019
- 10.13 Kieran Cooper – 28 November 2019
- 10.14 Keith Van Den Bergh REMINDER – 22 November 2019
- 10.15 Damian Buswell – 16 November 2019

## **11 LATE BUSINESS & CORRESPONDENCE**

- 11.1 Cian Evans raised the High Season Fleet EOI and the issue of the vehicles condition upon return from northern WA, including the lack of time that affected stations have been provided to re-familiarised and train on the appliances.

**Action Item:** Cian Evans to email Lea Anderson the EOI.

- 11.2 Lou Parker raised with the Committee that the Committee photo is scheduled for Feb 2020.

## **12 MEETING CLOSED** by meeting chair, Secretary Lea Anderson, at 15.59.

**LEA ANDERSON  
SECRETARY/CHAIR**