



# **RURAL FIRE BRIGADES ASSOCIATION QUEENSLAND INC.**

ABN. 37 417 474 709

## **MC MEETING**

*(MANAGEMENT COMMITTEE)*

**24<sup>TH</sup> NOVEMBER 2023**

**MINUTES & REPORTS**

**BRISBANE INTERNATIONAL - VIRGINIA**

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**RURAL FIRE BRIGADES ASSOCIATION**  
**QUEENSLAND INC.** ABN. 37 417 474 709

# MINUTES



**Minutes:** For the meeting held on Friday, 24<sup>th</sup> November 2023 – Brisbane International, Virginia

**Attendance:**

Ian Pike (President) (IP)

Justin Choveaux (JC)

Gary Patzwald (GP)

Jim Besgrove (JB)

Ben Heilbronn (BH)

Ashleigh Rowcliffe (AR)

**Secretariat:** David McMullen (DM)

**Apologies:** Nil

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**1. OPENING OF MEETING**

**Welcome & Opening of Meeting**

8:41 AM President declared meeting open.

**1.1. Leave of Absence**

a. Nil

**1.2. Proxies**

a. Nil

**2. ADMINISTRATION**

**2.1. Minutes and Business Arising**

**a. Minutes of Previous Meeting**

**Motion:** The minutes of the previous meeting dated Saturday, 14<sup>th</sup> October 2023 are adopted as a true and correct record of proceedings.

**Moved:** BH

**Seconded:** JB

**Carried:** 24/11/2023

**b. Business Arising from the Minutes**

2.1.b.1. JC – September, resolution is RFBAQ request 50% new light attack same or comparable to RFBAQ LandCruiser light attack design. Confused fire service. Got email saying someone will be in contact regarding. OSWG? IP – 6<sup>th</sup>, unless cancelled. JC – We will get our answer after OSWG.

2.1.b.2. JC – At AGM, remove Nellie Baron, John Bundy and John Thomson from signatories. AR – Done. RFBAQ Management Committee listed as responsible people, Ian Pike, Gary Patzwald, Ian Swaddling, Jim Besgrove and Ben Heilbronn. AR – Done. All buy local grants approved.



## 2.2. Correspondence

- a. Correspondence Register
- b. Acceptance of Correspondence

**Motion:** That the October Management Committee Meeting Correspondence Report be accepted.

**Moved:** GP

**Seconded:** IS

**Carried:** 24/11/2023

### c. Business Arising from Correspondence

- 2.2.c.1. IS, Pebble. JC – Hopefully by early December, January we will have working version to test and make video. Show to QFES and QFleet. If happy organise field test with Ministers. To show we can make high flow water, case 4 etc work, at night, without running out of electricity. Electric back built buy WA company who did trial IP and JC went to last year in Beerwah, wouldn't explain it. Now have protections in place. Say high flow rate same as GAAM 125 on a medium attack. Put pod on back of Pebble, which we are not paying for. If it works, they get pod back, put tray on back and give ute to brigade in Ross Stacey's area. Give opportunity to go to fire service and request funds to build the first fully electric back fire truck, attach to any power unit, chainsaws etc. FusionCruiser back, all electric pod. Think they go with it. Should know December / January. Tech exists, waiting on legal paperwork. Afraid to let it out in the world. BH – LRM did something similar. JC – Same company, brigade member down Gold Coast. \$50k allocated from fire service, painted vehicle etc. pod not costing us anything. GP – At a fire 2 weeks ago now fully appreciate FusionCruiser pump set. Fire crawling up trees waiting to spot over, couldn't get enough pressure in 51 pump, whereas FusionCruiser would have. IP – Old? GP – Nearly brand new. JC – High pressure or flow? GP – Both. FusionCruiser 140 PSI, 51 95psi.
- 2.2.c.2. BH – UFUQ own goal against rural fire. JC – Emailed to all, we sent to Minister, UFUQ wouldn't take down post, but changed significantly. BH – Went from having rural in front of cameras, new acting Commissioner, then fire and rescue in front of cameras. Peter Hollier and Rural Fire paid staff had never publicly been criticised by the union before. If we withdrew our support next time they would be in trouble.
- 2.2.c.3. IS – Blue card at LGAQ. JC – LGAQ passed resolution, at annual meeting, "Blue Card changes: Pormpuraaw Aboriginal Shire Council wants the state government to review the Blue Card framework so historical offences of a non-serious nature and not involving children are not taken into account. For: 149, Against: 44.". Extra serious offences added on. Ties into storm season in north. IP Joanne and myself will be going up to Torres Straight and Cape York, written invite from NPA Cape York, to talk about blue card and how it's hurting indigenous communities, especially on island, all truck brigades. Katters on board, LNP want resolution, Government and DJAG want to do something. Visit will open doors. Told new Commissioner, risk free for him, Rural Fire will move out of blue card completely. When first join brigade, criminal history check, same level as child safety for Government. No 3 year renewal. How do we know if someone can't have a blue card? If you get caught, and jailed, rural fire notified. Need privacy agreement between DJAG, fire service and the volunteer. If brigade says no, comes back to rural fire board to rule. Discussed with Tony Hazel, agrees it will work, knows brigades. Ties in, as Carly Willis grew up there, former ABC journalist, who now works for TI council. Everyone on ground supports it. IS – Delist other offences? JC – Take serious offences off, only child related. BH – Tried first aid nexus. Any other brigades? JC – CFA doing the same thing they did to us, but CFA association showing bad things happened here, slowed down. WA have white card for crew leaders. Qld highest level of compliance toughest system. IP - ACT system double compliance to ours. SA is higher than



ours, not in yet. JC – Said to new acting Commissioner, popular checked off with political parties, can side step if they want. Risk free.

- 2.2.c.4. IP – Girl Guides. JC – Meeting next Friday with RFS. OSWG as well. Girl Guides get an SES badge. Want Rural Fire badge. Need to go through training etc. QFES put together something with wrong logo and copy and paste job, wanted to rush through. Pushed back.
- 2.2.c.5. GP – Buy Local Brigade Grants email from Darling Downs AD. JC – AD sent to all brigades, mucked things up. Emailed Joanne to clear up.
- 2.2.c.6. IS – Alison Burns, rural fire board. JC – Gillespie hired Allison Burns, RFBAQ rep years ago, volunteer in her area. Working on his reform committee. Fire service up to 8<sup>th</sup> iteration on what board would look like, not spoken to us or any volunteers. Made up solely of paid staff. Not the intent, run by volunteers, direct policy to machine run in best interest of brigade members.
- 2.2.c.7. GP – Ford Ranger, Booie Rise. JC – No one wants it. Correspondence asking after 'cruisers, but no one wants the Ranger. Told fire service they need to do something. Not getting back to us. Agenda item for next week. What happened to the LandCruiser they made of our design, TJ never told us.
- 2.2.c.8. IS – Clarity of Minister's announcement. JC – Minister in parliament said this is acting Commissioner. We asked what does this mean. Answer didn't tell us much.
- 2.2.c.9. IS – EV training. JC – Estimates question about EV fires, Dale Last. We wrote to Commissioner. Most highways through brigade areas, get to car fires first. Can we get awareness training for EV fires. Paperwork came back, very old 2009/10. Nothing about rural fire. Can we get training and support. Damien Plumb QFleet said they are doing a lot with EV, want to bring EV out to brigades to look at, show how work. Had to say we don't get training. Sent letter to Commissioner, lovely letter from QFleet, can we get training. We'll look into it. Peter Hollier, EV stuff ready soon, might be working on it, but haven't told us. Another question for next week.
- 2.2.c.10. IS – Parliamentary Friends, attendee Matt Thorton. JC – Telstra paid for half of it, requested list of attendees. Needed to validate who went, so we can ask them to pay again.

### **3. GENERAL BUSINESS – REPORTS**

#### **3.1. Presidents Report**

##### **a. Report**

President provided an overview.

##### **Acceptance of President Report**

**Motion:** The President Report for the November 2023 Management Committee Meeting is accepted.

**Moved:** IP

**Seconded:** IS

**Carried:** 24/11/2023

##### **b. Business Arising from Presidents Report**

- a. Meeting with Commissioner. JC – We gave him our position.



- b. IS – Who’s on reference group? JB – 7 reps across state, listed reps. Other reps talk over them. Gillespie never had a spot. Now he’s on there, talks the most and practically runs it. BH – Was it raised that the meetings from Allan were just his thing? JB – Plenty have said something. BH – Dotted line. JC – Spoke to Commissioner, don’t say it’s too late, we are talking internally.

### **3.2. Operations Manager Report**

#### **a. Statements**

AR tabled the Operations Manager Report for July and provided an overview.

#### **Acceptance of Operations Manager Report**

**Motion:** Operations Manager Report and Financials for October 2023 is accepted.

**Moved:** BH

**Seconded:** GP

**Carried:** 24/11/2023

#### **b. Business Arising from Operations Manager Report**

- a. BH – Do we get do overtime when fires are running etc. OM – We offer extra shifts, but don’t have enough staff. BH – Remote staff should be good.

### **4. Special Guests**

#### **4.1. Andrew McFarlane, Rob Bonnywell, QFES**

- a. RB - Reports to Mike. Remit is a diverse portfolio, State Operations Centre. Incident management, capability, AII Ms, look after staff and volunteers in field, command, planning logistics, operations etc. Link in with national bodies, eg AFAC. Focused on own functions. To support that, gaps, is their systems, haven’t had effective incident management system. Spoke with IT department on systems needing update. OCS supports logistic, public info, bushfire warning etc, launched on that platform legacy, out of date, logistic functions, move this around, use derivative of another system emergency management system EMS, end of life log-in systems. Want sophisticated system to meet service needs, future proof, beneficial for staff and volunteers moving forwards. Andrew is program manager for this work. Help set up with governance, finalise business requirements. Want our feedback and thoughts. In infancy. Got funding. Rural fire rep on board, Fire and Rescue and corporate. Point in time what can do, expectation, benefit, also limitations. JB – Representation, support ICCs, not trusted as volunteer to get into system, RFS email account does not give access, need to use generic login or get paid. Level 3 incident controller. 10 in the state. Only vol. BH – Should be able to set things up to run in parallel. JB - Has a QFES account. IT guys said can’t get in, you’re blocked. JC – Volunteers on board? RB - Not on board, on working groups. Wayne Waltisbuhl and Mathew Inwood. GP – Why no volunteers. RB - No answer sorry. Not deliberate. Not against vol on part of board. AM - If voting member, need to be a permanent employee. Capacity down the track. JC – No vote, because not paid? GP – We have problems, paid staff don’t recognise. We need to get our point of view through, if has to go through establishment, gets filtered. AM – May have solution, voting member, non voting, working group. Talk to working group a lot. JC – No. We have no input, because you have to be paid staff. Majority of organisation are volunteers, who get no vote. AM – Take on board. JB – Look at job with different complexity. Run big jobs with lots of people, with Fire and Rescue, we have developed our own workarounds to get around things on the job. Hardest part is documenting how outcome achieved. OCS, if running a job, authorise staff, but not paid staff. BH – Required



to sign off. JB – Did OCS when first started. Just sign, because part of doing the job, probably no legal protection, and just hope everyone paid. IP – Problems coming from lower level jobs. Setting up IC, info not getting out to the ground, getting info back near impossible. Old IC was sitting there watching, one IC managing 10 fires doesn't work. People involved that don't know what they are doing. BH – Need flexibility ambos parks etc coming from NT etc, sitting in these roles. Andrew – Following AIIMS framework. BH – Given outsource so many limits, can't get same people, is there a "how to" for AIIMS in new model, for someone to read. IP – New AIIMS taking so long to train people, so prolonged. 4 x 16hr aims, can't put it on board to be level 2 controller.

- b. AM - OCS and EIOP, taking both and combining to one, based around AIIMS framework. Doing and not doing, management system, key features, high level statement, kept popping up T Card management system, at the moment not optimal. Not sure if market has that solution. NSW did it. One thing looking for. Business process workflow aligned to AIIMS, vendor onboard with supportive arrangement. Training with be fit for purpose. Some people might not use it for months, need to be easy to use. BH – Need a job aid. AM – Video etc. JC – Tied in to 2017-8 AFAC bought in professional scheme to maintain competencies, need to attend 2 trainings or 1 job to maintain. In QLD we went "no", Kelvin and Doug make AIIMSQ, not a requirement. Only people would be paid firefighters. Professionalising it. Any of this tied in to that? RB. No. JC – Has anyone raised it? RB – Completely separate. If people choose to submit their qualifications, will support. JC – Competency maintenance? Need to do this every whatever? RB – Haven't got that far. More about being comfortable with system. Not identified pathway for training. BH – Linking OMS and Axcelerate, what looking for? If not in OMS or Axcelerate, if someone from outside needed to use, may prohibit doing job in new model. Looking for profile? AM – Don't know yet. Not at that stage. JC- Why integration out of scope? AM – If include in scope now, will be 5 years. JC – Only very small department, will integrate with police? BH – PSBA did evac, integration. JB - Big job QPS more resources and info. Dovetail two, best of both worlds. RB – Interoperability , integration happening internally, segway to police segway through EMS, SDCC etc. Liaison functions. System permitted to talk, not sure. BH – LDMG stuff, if in CMC centre can see LDMG easily, as opposed to rapid damage assessments. Start prioritising where to go when evac etc. JC – Voting board to approve things, volunteers can't be on board. *Mike Wassing, Carley Osbourne and Jane Houston arrived.* MW - Was given a rundown by RB. JH - Not a voting board, like an advisory board. JC – As not a board, and not voting, so no restriction to volunteers being on there. CO – Need to look at terms of reference. RB – Not wanting to spring on Mike. Give assurance they will give us feedback. BH – Project governance board, as opposed to voting board? AM – Do make decision on scope, make project delivery. RB – External assurance body. MW – Compare to similar board, his responsible scope in piece, governance component engagement with stakeholders end users on it, got to engage with RFS, RFBAQ etc. Matt has responsibility to engage either RFBAQ on this project. Andrew ran through business requirements. Ran through benefits. Discussed flight plan, first stage of requirements done, release to market to see what they can provide. JC – Can we have rep at highest level for brigade members, also JB identified that he as a Level 3 IC controller, but can't access system. Also, QPD and integration. RB - Taken assurance he will take advice on board and get back to us.

#### **4.2. Carly Osbourne, Jane Houston, QFES – Civil Liability Regulation 2014**

- a. CO - Amendment proposed to *Civil Liability Regulation 2014*. IP – Impetuous brought this about? CO – Amendments made to pull SES provisions out of *Fire and Emergency Services Act 1990*, and to establish Marine Rescue QLD. In working with RIT, protections go over to legislation for two to be set up, lift of what's currently in FESS Act for SES, plus extra for Marine. Statute book, where SES currently had protections. In looking at that, something don't know picked up before, SES have protection under *Civil Liability Act 2003*. Noticed rural fire





not in that list, other provisions though, 26 and 27, but not for 39. Couldn't find historically except way brigades historically established, does Government have issue? Took to Attorney General, activities brigades do not just fire, community activities, maybe sit outside operational circumstance, make sure equivalent coverage with SES doing. Put to DJAG. No issues. SES have similar volunteers, do have issues, DJAG gave ok. Amendments to the Regulation, sets up protection is afforded to. Exercise going through statute book for SES and Marine. Nothing historical. IS – Issue in 2013 with SES, few members being sued over some issue. Was controller, brought in purely for SES major issue some liability occurring. Not sure why rural fire not included. *Civil Liability Act 2003*, and a similar one. Supposed to fix all issues, forgot rural fire. IP – SES wasn't part of QFES then. JC – 11 functions of SES then? Carly – Already there. 2014 amendment to Act most drop and a lift except some parliamentary council said contemporise drafted this way. Stepped out or changed. JC – Restricts SES having 11 defined function from doing other things. JH – Question for SES. JC – Eddie Cowie says we can't do that. MW – Their core responsibilities, other functions can be done, group decides, area controllers says that's fine. CO – SES someone doing something community event, ladder? JC – Goodwood, before Christmas, hit by drunk driver killed. MW – Putting up Christmas lights in street. CO – Difficulty unless knew scenario. We don't own this legislation. Mike, Minister have to lobby for volunteers or QFES to be part of a particular scheme or amendment, need that convincing we also perform something in that space we all want that power or function. Some extent control over FESS Act, historical or legacy, nothing in Hansard, look over parliamentary debates, all politics not intent of provisions, why needed, explanatory notes before 1990, really limited detail, strong majority in house, didn't get into policy reasons. Until tested difficult to tell sufficient. JC – Difficulty we have with staff we have, they say this legislation means nothing, because it hasn't been tested yet. People in QFES see something they don't like, because not tested. Not legislatively enforceable. JB – Doing work with Joanne, brigade paid for legal advice, as it currently stands brigades are an unincorporated group of persons, share liability, no protection from state. We put proposal to service brigade become incorporated, crown law said can't, if do will remove brigade registration number. Came after request to Minister. Brigade is quite unhappy. First officer takes responsibility of brigade by his actions, need to minimise risk to brigade, raised with service for support vehicle and legal liability. Brigade assets, not state, therefore unregistered, what happens if in accident, someone injured or killed, what cover. TJ looking at mass registration for support vehicles under service. Legal minefield of risk for volunteers at present time. CO – Not a lawyer, reason there is that incompatibility, established for particular purpose. Fire prevention and control. Incidental things etc out in brigade rules. *Associations Incorporation Act 1981* will only get to certain point. Still won't deal with brigade performing those functions. JB – Gone to barrister. Brigade rules written by TJ, can write and change whenever he likes. Brigades have not input. JC – Brigades are two things, doing things under the Act or otherwise. If a brigade wants to become incorporated shouldn't matter, can things be extended to brigades for coverage whether incorporated or not. CO – If part of what Commissioner says brigades are established for, Act says ... JB - Advice says no published list. Whatever they say. Can't get public liability. But can if incorporated. CO – Concerned people coming onto property. JB – Had to remove girl for mental health reasons. Was going to Fair Work for unfair dismissal. Applies to volunteers if doing regular work. CO – Some protections under *Work Health and Safety Act 2011*. JB – Allowed to join without telling truth for mental health services. Use *Work Health and Safety Act 2011* to remove her. Couldn't get mental statement. Jim paid for the costs. Discovered what a legal nightmare for brigades, went to Joanne about it. CO – Difficultly duality setup for purpose under Act, and then other requirements are needed. Section functions for rural fire brigades. CO read from Act. When brigade is registered, notification must come in. JC – Can't have a discussion about it. QFES says we can't do something. We say we have crown law advice. New brigade given number, told to abide by agreement. But things being changed and we can't look at it. Conversation going on now. Will write to Office of Fair Trading, QFES changed terms of conditions. MW – 5





different issues on the table, apply in different ways, not legal person. Have appropriate protection for volunteers in their community, fire and other activities, authorising piece delegation phone call email exchange asked to do a thing you ok, yes. Becomes authorised activities. If someone hurt, protected. Other bits, how elected, different management etc, things go to crown law. CO – Difficulty how brigades are set up. SES doesn't have these problems. JC – Could you write legislation with outcome of rural fire brigades maintaining unincorporated status, with higher level support from separate independent Rural Fire Service under act. CO – Won't deal with legal status issue. JB – Must be incorporated or become business that contracts to the service, more protection, members buy a share. CO – Which is why join the state. JC – Or overarching incorporation. CO – Equivalent Coast Guard, some squadrons had different views that what board, board had frozen assets. Getting locked out of meeting places. JC – Do we deconstruct it further, spoke to brigades, like their unincorporated status, like responsible for own money, like voting own leader, like autonomy. Unlike SES and Marine Rescue, all brigades look different. We know what they like, and we know what they want to achieve. How do you write legislation, that allows them to continue to do that with a high level of coverage? CO – Not compatible thing. All risks that come about because of the construct. BH – All goals around community, hamstrung by legislation. Opportunity to get it right. MW – Establish rural fire service, provides protections, policy instruments, how you do other aspects. Vote members, own finances, audits checks and balances, same as any assets. State doesn't want to control every aspect of finances or assets. Partnership piece. How do make strategy work, partnership components. How do write business rules. JC – Hazard is terms and conditions gets changed by paid staff without consultation. Conversation as part of restructure, will be a part of fire service, will be a part of master servant relationship. This is what we are hearing from paid staff. JB – Extra staff put on to manage our finances. CO – Working with Greg Obst in terms of legislation. This stage, nothing about brigade finances instructed on. JB – Gillespie has been driving. SR – Full finance officers in uplift, more assistance, goal about assistance to brigades. Administration to control expense, not the intent. One in each region is the goal. CO – Once a draft bill is finalised to us consult. Opportunity then to state don't like it don't work, stakeholders don't like it, even then opportunities through committees. Having RFS in legislation outside umbrella of QFES, chapter 3, obviously legislation construct, Mike talking about sits behind that. Mike working with brigades etc to drive change, to go the big bang and change everything before foundational stuff, means renumbering docs etc is a huge thing, in terms of opportunity, got a construct with opportunity is the best. IS – Back to civil liability changes, in the event what is drawn up is effective, issue is brigades formed under brigade number when issued, given district boundaries of that brigade, legislation only covers that brigade in that district. Go outside and perform functions, will new legislation cover them. CO – If going out and doing it, self activating for benefit of community, RFB, you don't have that ok from delegation down, won't have coverage. If had to go outside, performing a task, under direction you would be covered. IS – If you go outside, you aren't a rural fire brigade. MW – If fighting fires in another area, and told nobody, not protected. BH – Santa runs need an AD signoff. Brigade assets insured, but what if unregistered, when driving, insured in shed or lost, but what about third party. IP – Support vehicles assets. Was told have to get roadworthy once purposed goes into QFES assets. JC – *Transport Operations (Road Use Management—Road Rules) Regulation 2009*, purposed of rural fire, roadworthy condition, means are covered. JB – TJ knows problem, told Joanne, looking for bulk rego from TMR to cover support vehicles, plate and coverage. IP – All have asset number. JB – Two asset numbers, one owned by state, one by brigades. BH - RFB number. JB - Brigade vehicles interstate, no coverage. CO – Interested in making improvement, when doesn't sit with them, need evidence to take wherever. If policy and intent, here is the way to move forward, risks etc. How to get through cabinet process etc. For them, about coming up with options. JC – QFES in between, not sharing information. CO – Not decision makers in this space, happy to have conversation, how to reconcile. Insuring in terms of Regulation, moving outside area. Will talk again to justice and attorney general. Will be relying on scope of authorised activity. Other activities need approval



to be covered. IS – Need blanket approval. MW – Brigade do 10 things, area office approve. IS – So much intermingling these days. Legislation still back in the beginning, not how we operated today. CO – Agree, provision historical layover, don't reflect complexity of brigade life. GP – Do we hope to have resolutions to these problems for implementation of new QFD, or new rural fire service QLD in its own right. Any of this done before then. CO – Conversations bringing brigades within RFS, some way dealing with problems, model supported once go to consult. JC – Don't know what's in it until second week December. Conjecture until then. Need something tangible, like cancer coverage so brigades can write in. CO – We don't do the drafting. Provide instruction attached to cabinet submission to government. Draft up bill meets instruction. Greg Obst talk to parliament council right, wrong, ask questions, have to draft in line with own legislation contemporary draft principals. They aren't just doing our drafting but all government. Allocated drafter, started on it, 60 pages, instructions state revision, intent, draft this way. Matter of getting it back. GP – 30 years ago meeting at Kedron addressed legal department as to the coverage rural fire fighters, no clear determination back then. Nothing has changed. CO – Will depend on issues raised today, coverage, idea being of groups of people coming together common purpose, talked complex brigade environment is now, not what it used to be. If don't go with something like that model brought within forever playing catchup, not sure something exists halfway house. JC – Wants both, protected by state, own finances. CO – Understanding of importance of what volunteers deliver and ability to make sure they can deliver that safe environment. JB – Authorised fire officers. 6 to NSQ, soon off plane, authorised to use their vehicles. CO – Not fix. Under direction down there. JB – Commissioner can do it down there straight away gives protection. MQ – Inside the machine. JC – Used to have a fire officer any other state come to QLD be covered. 4 or 5 years ago, amended to Fire and Rescue in another state. CO – Send details please. JC – Will send. CO – What legislation says and how it's been done historically may not necessarily be aligned. When tested, gone outside scope, have to do fix ups. Keen to hear those issues. CO – Reintegrated talking to DJAG, working outside area. JC – Invite Carly to general meeting in March 2024.

#### **4.3. Mike Wassing, Sarah Ryan and Peter Hollier, QFES – QFD Structure**

- a. MW – Give assurances in term of where at in process, snap shot. JC – Received email from Allan Gillespie, to rural fire address, thank you for putting in question to feedback, Mike will address tomorrow. Not in relation to we don't like restructure, some other question asked? SR – She has the question, will find. JC – We were a no to the restructure.
- b. MW – Give assurance, feedback received. Put current proposed model in context. Big focus on structure, only one element. Likes symbols. Gave overview of RFSQ Structure, RFSQ Staffing Uplift. Improve support for rural fire brigades, improved governance business and responsibility of rural fire service. High level structure, 4 regions, 8 districts, 25 areas. Relationship between district and areas. Everything at area level, AD responsible for. In new model, districts are forward facing in relation to support for brigades. People currently in model attributed to district, but based across region, working in support of rural fire brigades. Changed management piece for ADs. Meeting with Allan and team to go through feedback. 114 uplift plus 28 administrative support. GP – 12 more chief super? MW - Rural fire officer 1 and 2 frontline support, inspector and chief superintendent, business level. BH – Wanted more training people and public servants. Need people volunteers can talk to. MW – Corporate model, Sarah will discuss. Principles outside structural component. Embed culturally. SR – Came up in consultation, that's why 14 more came up. BH – BTSO out at the moment, haven't done anything. JC – Need someone to authorise it, last big fire season. Public servants do the work and need uniforms to sign off everything, however there are no uniforms as they're all at fires. Make a stream that can do things, no matter what. MW – Delegations, system. He signs off stuff he shouldn't need to, need delegation. Empower locals to make local decisions. IP –



One problem his brigade has, truck services slow getting bills paid. Service providers won't do more work. If want repairs need to sit and wait. Admin officer can't pay bill without AD being there, who's at Roma. MW – Focus on district and area. Currently lots of onboarding being done by state. JC – Heard Allan say need lots of chief supers to compete with Fire and Rescue. Need to support brigades, not compete with Fire and Rescue. "I dress up, know how to do things". Deuniform, get someone who has acumen and get something done. Why chief, because they get sucked up. MW – Two aspects, support all fire brigades, this model support that, and business model, other element land use planning right people asset management etc, not burden on brigades, onboarding for new staff, what is a volunteer, what is rural fire, gap filling training for current staff. BH – Want us to support, show mechanics, why needs to be inspector. MW – About to start on some of this. IS – 50 rural fire officers, knowledge of activities, ATSO / BTSO in his office flat out doing admin, training, documentation, not enough no to deliver training. Effective around state woeful. Not enough training support. Don't think 50 rural fire officers will be enough. Need training officers. Too much of a load on volunteers to deliver training. Not happening around state. Will duties of 50 fire officers to deliver training. MW – Yes, ATSO / BTSO. ADs will need to let stuff go in the new model. IS – Other aspect of package to all-encompassing too long in during, cut by 60%. MW – Whole another conversation. Joanne exploring life service accredited and unaccredited, how onboarded with basic, then with coaching get out on fire ground. Parts of workforce want accredited as it's a pathway. Term of structure part of proposal academy bulk into state office. IP – Out of 50, how many in area offices. MW – All in areas. IP – His calculations only 43 overall. MW – Will need to go over it. GP – With new applications coming in, how to get through training to get them on fireground asap. Big need at present. Long drawn out process at present to get person trained onto fire ground. MW – Key risk in short term, 2 years work. BH – Take 2 years to get RO1 and 2. PH – If deliver cert 2 training. Other opportunities. Joanne's work providing base level entry level. BH – Civil liability, first officers take on a lot. Getting sent back, because used terms QPS, takes weeks to get sorted. PH – Joanne's whole intent to remove blockers. Surf Live Saving only one course goes to RTO. BH – Risk assessment. PH – Response. JC – 4% activity rate, DUCOT, Fire and Rescue model, police make decisions by themselves. We got clipped on to fire service. Why do have to look like this top heavy lazy 4% machine. Training 'must' come out of Whyte Island. Opinion is training is no good. Whyte Island's opinion it's not their problem. MW – Whole training conversation to be had. Will get assurances. JC – So it can change? Steve Smith said too fair down road. MW – No. This is still the proposed model, and like anything, if we are not continuing to adapt the model as we go, then we're nuts. Because we're not going to get it 100% right. So lift up is not going to fix anything in the next 6 months. This is trying to set us up for success down the path. JC – How soon do you think you can get the 4 regions up and running. MW – I think within rural fire we can do that fairly quickly. Interim model, acting in roles, change agents, linkages to corp. keen to go quick getting in. JC – First quarter next year. SR – Practical and legal. Practical small quickly, and complicated long time. Ultimately lead by Minister's office. IP – Employing new people what system will be used? Old system RFBAQ on panels, haven't heard new system. MW – Not sure yet. IP – Heard interview for mitigation officer in Maryborough. PH – Will check. WM – Process working through industrial processes, working through internal processes and external process. In terms of panel, will come back to us, balance required. Ro1 different in areas, higher lever roles consistent. JC – Tony Hazel sent in his submission, used Allan's numbers, looked a different way, with different results. MW – Looked at them, needs to unpack. One in Bamaga. JC – Told had to be one in Bamaga because there's a building there. Horn Island everyone needs to fly in and out of. Allan said Port Douglas, get good inspector there instead of Cooktown. Why do that, just because there's someone there now. How much consultation will be done on this. PH – 9 or 10 iterations where localities are, very much open. Far from struck. BH – Lot of mechanics, commercial reality. That should make that the thing, as opposed to Premier or whoever wants something there. MW – Mayor wants something there, representation. JC – State structure. RF saturation within other units. SR – State operations.



ELT met two days ago. How doing QFD, how looking at, Fire and Rescue and rural state op and corporate. High level design. JC – Different to cabinet decision. When Greg first went around state put design on screen, rural fire dotted line off to one side. Minister said in cabinet, Greg said from cabinet. Saw new version, Minister said they can't do that. SR – Will keep searching. Regardless, will be defined by legislation. Moot point until legislation received. JC – No chief operation officer. SR – Evolved. JC – Told cabinet design can't be changed. SR – Supported by the RIT. Legislation amendments, at authority to intro stage. Waiting to see how things land. QFD regional boundaries. Different. Designed on different needs of services. Office of chief fire officer. Endorsed by RIT. JC - Requirement only filled by professional fire fighter? SR – Legislation. JC – Can only be Fire and Rescue. SR – Will come down to wording. State operations operating model, how will do, principals. Proposed model shown. Consulting on this. ELT 8<sup>th</sup> December next time discussed. SR, PH, MW can be given feedback. We will be sent copy. JC – Can't consult with 1400 brigade members before 8<sup>th</sup> December. SR – Whatever we can give in the meantime. JC – Air ops owned by rural fire, why under state ops. SR – That's governance. JC – Who administers planes and choppers. MW – Marty and his team in state ops. Bombers etc, rural fire. Functional box, people in regions. BH – No one in rural that can do that. SO's in Fire and Rescue paid 2.5 times. Will we be paying Fire and rescue people? SR – Most of what she's presenting is paid staff. IS – Rural fire air ops etc, same in Fire and Rescue. How can they be in both? SR – Different lens. Rural fire bushfire mitigation, response. Air ops etc, response to bushfire. Fire and Rescue drones, tech rescue. PH – Different application for different capacity. JC – Who owns state ops? SR – Commissioner. JC – And rural fire chief officer can never become Commissioner. Who runs state ops. SR – State ops Assistant Commissioner. JC – So Fire and Rescue person. Why not assistant chief officer? Everything under state ops owned by Fire and Rescue. Fit up. QFES 2.0. Part of structure sent to us for consultation. Say rural fire stuff not locked in stone. We want this to change. MW – This is proposed model. SR – Send us changes. JC – To take to ELT? SR – Yes. JC – Made up of Fire and Rescue. SR – And corporate services, MW and PH. JB – They will get voted down every time. WM – Important to provide feedback. Speaking with all bodies. SR – Corporate services? JC – Who report to, uniform, no acumen. SR – Different, under chief operation. Regions, report to state, agnostically, not service aligned, but primary clients eg rural or Fire and Rescue. Ensuring rural gets what they need. Will send us the pack. IP – Two complaints, brigade on fire ground \$350 limit of fuel card, when went to refuel had to find money, could we look into. MW – What brigade? IP – In Gladstone area. PH – Will get on to. IP – Calliope been told wind farm not allowed on property if fire. PH – Will look in to. JC – Landholder can say no, but they become legally responsible. SR – All feedback welcome, will make sure it gets heard and tabled.

- c. JC - Stephen smith, he won't make any decisions or do anything, sit it out. Mike should have been Commission, union fit up. PH – Should get draft. JC – Yes, first two weeks of December. WA government hogging legislation writers. Legislation taking more time is good for us, UFU has all power, wants x as commissioner, they get it. Longer legislation take, later it gets in front of parliament, closer to state election. Union can cause less trouble, we got more of a voice. IS – Problem in Rockhampton area. Fire and Rescue refusing to hand over to rural fire. MW signed off on a sheet that stipulated responsibilities. Not being abided by or complied by Fire and Rescue. Can we fix it. MW – Good question. Several elements, first procedure call and dispatch arrangements. IS – Been instance RFBQA rep John Muscat when rural first officer turns up, Fire and Rescue incident controller refuses to hand over, flies in face of policies. MW – Check with John and Andy Houley directly. In turns of command control pieces.

#### 4.4. Craig Lapsley, Innovation Pro Pty Ltd

- a. CL – Developed a concept of operations. 2 papers created and sent to us. Keen for us to go through. First activities of rural fire brigade in QLD, lot of people don't understand extent of





work brigades do, and all do differing levels. Requested our constituents look at this paper, and say what the do, if anything is missing, emphasize critical parts. Second, connections between first officer or fire brigade and new area structure. Moving to put in extra 100+ positions and 20+ area, connection between brigade and area fundamental. Ongoing discussion in formal way, operations, training, mitigation works. Area coordination team, not control, first officers still have control. How to coordinate between area and brigades, and has to be a team approach. In some respects does what groups do, where established. If groups are established, not saying they are not there, simple saying were they aren't there, the area coordination team would be a place where the activities would occur, the discussion would happen, and the decisions are made. And if there is a group, ie Gold Coast, that they participate in that area coordination team. These are 2 things important for Association and brigades to have an opinion on. Further, written on accountabilities. 3 levels of accountability in QLD rural fire service; state, regional, brigades. District areas support regions. Groups support brigades. Line of command - State>region>brigade. Hope can be described in a way we can have a discussion. One thing important, how do you get decisions making right. Career people there to do job, need to participate with first officers in a way that is constructive, and vice versa. All things important for brigades and community. Harder things: have we got service delivery right? Have we got strike teams right? Have we got out of area support right? All things discussed in the area coordination team. Circulate papers and get discussion. JC – Invited to General meeting, March next year, face to face with all reps. Brigade function Saturday night, volunteers from local brigades, talk directly to them. By then idea of what draft legislation looks like, opinion on draft legislation. CL – Legislation critical part. Back in Brisbane 11<sup>th</sup>, come to Gympie for a chat. Face to face in March. JC – Opportunity to spend days before General Meeting with Andy Houley and local rep, visit different brigade. Early 2024 opportunity. Talk to Mike you re visiting 3 or 4 days beforehand in Townsville, cane brigades different. CL – Different tribes for different reasons. More than happy. JB – With continuum, need 2 - what are truck brigades and how they operate, and primary producer brigades total different, how the operate. Self sufficient, but need support. New process, hope better support. BH – Operation issues, don't know how many fires they've put out. Very few stats on primary producer brigades. JC – Message from Sally Gall from QLD Country Life, in Western QLD, when should you dial 000. She believed only when house under threat. Told her, when there's smoke, no one in attendance. We need to be reporting all fires, for so many reasons. Locals don't want to tell anyone, because then they'll send a red truck and they'll take over. CL – Brigade classification system served it's time, but not for the future. Needs to be looked at. Can't find full data of rural fire brigades in QLD because it's not reported. Can't put forward how much mitigation has been done because it's not reported. IP – Survey 123 area on tablets, to do mitigation, no one educating brigades on how to do it. CL – If I don't think it's valuable, why would I do it. Need to show benefits of why to collect good data. Marketing strategy required. BH – Mitigation app has burn scar, can show for future fires. People need to be aware of it. Need to add that polygon. IP – Can take a photo of it.

**Lunch 12:51pm**

**Reopened 1:13pm**

#### **4.5. General Manager Report Report**

JC Tabled the General Manager Report and provided an overview.

##### **a. Acceptance of General Manager Report**



**Motion:** The General Manager Report for the November 2023 Management Committee Meeting is accepted.

**Moved:** IS

**Seconded:** GP

**Carried:** 24/11/2023

**b. Business Arising from General Manager Report**

- a. BH – Unfair dismissal case finalised yet? JC - Part of their legal team wrote it. Didn't make any sense, back and forth. Signed last Friday. Her side signed. 5 days to write to high court and say it's finished. We provided a letter of service.
- b. BH – Rear safety lights on light attacks resolved? JC – Can't find out. BH – Fire curtains? JC – No. Took to Minister, we said we'd stop staying 141 trucks, if you got these things. We told him the fire service has changed what you wrote in cabinet. He said they can't, and we said they don't care what he thinks. JC – Ian Baker meant to meet with fire curtain makers in April, but he didn't.

**5. GRANT APPLICATION**

5.1. JC - Two applications received for radios, however we wrote to Mike Wassing, area now paying.

**6. General Business Continued**

6.1. JB – RFS ageing fleet that have overweight issues

- a. 200 trucks overweight and illegal. Ongoing issue northern region last 2 years. 1 off the run for 18 months trying to get it underweight. Old Isuzus. Service hiding from hierarchy what problem is. If accident when driving, driver at fault. RNs and executive met and acknowledge, but nothing come out. BH – What year. IP – First 6 tonne, now 7 tonne. JB – 1995-2005. IP – First 2001. IS – All 7.5 tonne. Manufactured at that. When he got his, told to take 7.5 placard and replace with 6.5. Some reason they had to downgrade. JB – Front axels can't take the weight. GP - NPR200 and 300 same but for plate. 200 car licence, 300 on light rigid. JB – Isuzu aware of it. Prototype cut guts out of tray, converted to allow removed stuff, still overweight over front axle. 18 months off road. Paid to send to Brisbane. Talk of all new trucks might be consuming 200 of those. 2010 Isuzu in Townsville, had to get replated. Cut two seatbelts out, and other parts. IP – Just put a sticker on his. BH – Were 7 seats, but not allowed to seat that. Initially cut one out. JC – Every seat is 120kg. JB – Some use that methodology, some used 83kg. Can we write a letter to service asking how big is weight issue. How many aren't roadworthy. GP – Didn't we go through this a few years ago. BH – How silly that adding an esky makes it so you can't use it. Need to build to allow extra stuff brigades want to add. GP – FusionCruiser tour, Gin Gin brigade had old Nissan, overweight, had so many extra things. JC – People blame brigade, but brigades haven't had weight issues explained.

**Motion:** That we write to the Commissioner asking how many mediums attacks are overweight, and what processes are in place to ensure that brigades are meeting their legal and safety obligations.

**Moved:** JB

**Seconded:** GP

**Carried:** 24/11/2023

6.2. JC – Fuel reimbursements



- a. JC – Dave Morton wrote in, we pay reps 75 cents per km, apparently now its 85 cents. Wanted to bring to meeting, to let everyone know. Will then let reps know. Figured BAU, as the rate fluctuates.

**Motion:** RFBAQ to pay current ATO rate for Representative travel reimbursement.

**Moved:** IS

**Seconded:** BH

**Carried:** 24/11/2023

- 6.3.** IS – Minutes from President meetings. Propose motion minute taker go with President to any meeting with Minister so we are fully informed of whatever happened. IP – Only meeting with fire service when Justin is with him. IS – We should always have a minute taker at any meeting. JB – Or at least two members of the executive, so they can back each other up and two points of view. We are at war with them at the moment. Red trucks are at war with us and taking off us whatever they can. Two people there, clearly know what's said. IP – Minister, Commissioner, RFS. JC – Trust meeting have 3, EVAF only 1. IP – Not fire service meeting, police. JC – People and culture. IP – Finished. JC – Minister, RFS (minutes from that), Commissioner (minutes produced). IP – All governance, OSWG minutes. IS – Ministerial? JC – Both go, spend most time talking. IP – Nick takes minutes. JC – No, no minutes. Could be change of next year fire service say come down this day whatever meetings coming up, combine into a day, minute taker go to each meeting on same day. Involve taking away spontaneous requests of come in tomorrow for something. Not a bad thing. JB – If meeting in Gympie, Lapsley, record what's going on. JC – We do. IP – Jess or Dave. JC – Going to Brisbane. Never filled Ruth's job. Done by Dave, who does other things, or Jess who does other things. Can be done. AR – Can be structured. JB – NRSOG funding meeting with QFES. AC brings chief super and super to decide funding, said not going on own, bring inspector, how they do business - weight of numbers. JC – Load shedding risk, more people responsible bad decision. When ruth took notes, they were considered to be true. Still refers back to them. IS – Charity, everything should be recorded. JC – For every meeting? Political parties etc? IS – If they ring up, doesn't count. JC – But that's a phone call. BH – For meetings sprung on us.

**Motion:** Minute taker to attend all fire service related meetings.

**Moved:** IS

**Seconded:** JB

**Carried:** 24/11/2023

All in favour

## **7. DATE & TIME OF NEXT MEETING**

### **7.1. Proposed date and time of next Management Committee meeting:**

- a. Friday 19<sup>th</sup> January 2024 9am - in person or Teams, TBC.

Meeting closed at 2:00PM.





**RURAL FIRE BRIGADES ASSOCIATION**  
**QUEENSLAND INC.** ABN. 37 417 474 709

# **CORRESPONDENCE REPORT**

**1<sup>ST</sup> OCTOBER TO 31<sup>ST</sup> OCTOBER 2023**



C#	Date	I/O	Organisation	Individual	Subject	Description
101107	20/10/23	In	ANZ		Bank Statement	Even Account
101110	23/10/23	In	ACNC		Time to submit 2023 Annual Information Statement	
101142	13/10/23	In	All Industry Services	Justin Hurcom	PEBble	Plan
101143	13/10/23	Out	All Industry Services	Justin Hurcom	PEBble	Plan
101156	16/10/23	In	All Industry Services	Justin Hurcom	PEBble	Plan
101159	17/10/23	Out	All Industry Services	Justin Hurcom	PEBble	plan
101265	31/10/23	In	All Industry Services	Justin Hurcom	PEBble	
101268	31/10/23	Out	All Industry Services	Justin Hurcom	PEBble	
101032	5/10/23	In	ANZ		Credit Card Statement	GM Visa Card
101108	20/10/23	In	ANZ		Bank Statement	Odd Account
101117	24/10/23	In	ANZ		Bank Statement	Online Saver Account - 1157
101177	25/10/23	In	ANZ		Credit Card Statement	Office Visa Card - October
101178	25/10/23	In	ANZ		Bank Statement	Public Fund Account - October
101179	25/10/23	In	ANZ		Direct Entry File notification	Public Fund Account - <span style="background-color: black; color: black;">[REDACTED]</span> BSD returned back due to invalid BSB used
101180	25/10/23	In	ANZ		Cheque Book	Public Fund Account
101072	17/10/23	In	ANZ		Bank Statement	Townsville Account
101106	20/10/23	In	Australia Post		Delivery Confirmation	Clint Hartman Letter



C#	Date	I/O	Organisation	Individual	Subject	Description
101273	31/10/23	In	Australian Firefighter Calendar	David Rogers	Donations	
101033	6/10/23	Out	Australian Taxation Office		Tax Declaration Forms	
101181	30/10/23	Out	Australian Taxation Office		Tax Declaration Forms	
101042	4/10/23	Out	Ballandean		Buy Local Brigade Grant	Received letter
101269	30/10/23	In	Biddaddaba District RFB	Sarah Martin	Total fire ban	
101270	31/10/23	Out	Biddaddaba District RFB	Sarah Martin	Total fire ban	
101037	3/10/23	Out	Borilla		Buy Local Brigade Grant	Received letter
101039	3/10/23	In	Bowenville		Buy Local Brigade Grant	Application
101034	3/10/23	Out	Broadwater Amiens		Buy Local Brigade Grant	Received letter
101036	3/10/23	Out	Burnett Heads		Buy Local Brigade Grant	Received letter
101146	14/10/23	Out	CAVFA	All members	Home rule for Rural Fire Service	
101281	31/10/23	Out	CAVFA	All members	RFBAQ representation on CAVFA	
101282	31/10/23	Out	CAVFA	All members	Australian Firefighters Calendar donation	
101064	13/10/23	Out			Probation Letter	Sent Registered Post
101046	4/10/23	Out	Coolmunda		Buy Local Brigade Grant	Received letter
101057	9/10/23	Out	Curra RFB		Buy Local Brigade Grant	Closed and finalised
101025	2/10/23	In	Dulacca RFB		Buy Local Brigade Grant	Application



C#	Date	I/O	Organisation	Individual	Subject	Description
101048	5/10/23	Out	Dulacca RFB		Buy Local Brigade Grant	Received letter
101136	9/10/23	In	Ecco Safety Group	Geoffrey Gray	Bushfire heavy programming	
101137	11/10/23	Out	Ecco Safety Group	Geoffrey Gray	Bushfire heavy programming	
101139	11/10/23	In	Ecco Safety Group	Geoffrey Gray	Bushfire heavy programming	
101263	30/10/23	In	Ecco Safety Group	Geoffrey Gray	Message board for bushfire heavy	
101264	30/10/23	Out	Ecco Safety Group	Geoffrey Gray	Message board for bushfire heavy	
101040	4/10/23	Out	Facing Island South		Buy Local Brigade Grant	Received letter
101059	10/10/23	Out	Faraday RFB		Buy Local Brigade Grant	Closed and finalised
101043	4/10/23	Out	Gemfields		Buy Local Brigade Grant	Received letter
101028	2/10/23	In	Gemfields RFB		Buy Local Brigade Grant	Application
101038	3/10/23	Out	Givelda		Buy Local Brigade Grant	Received letter
101061	10/10/23	Out	Granada RFB		Buy Local Brigade Grant	Closed and finalised
101035	3/10/23	Out	Gregory River		Buy Local Brigade Grant	Received letter
101056	9/10/23	Out	Habana RFB		Buy Local Brigade Grant	Closed and finalised
101066	13/10/23	Out	Hazeldean RFB		Buy Local Brigade Grant	Received letter
101027	4/10/23	In	Hostplus		Employer record of contributions	Financial year 2022 - 2023
101079	4/10/23	In	Innovation Pro	Craig Lapsley	Craig Lapsley & Innovation Pro visit	
101118	8/10/23	In	Innovation Pro	Craig Lapsley	Meeting	
101149	16/10/23	In	Innovation Pro	Craig Lapsley	RFS stats	



C#	Date	I/O	Organisation	Individual	Subject	Description
101165	18/10/23	Out	Innovation Pro	Craig Lapsley	Management Committee Meeting	
101233	24/10/23	In	Innovation Pro	Craig Lapsley	RFSQ reform program meeting	
101242	26/10/23	Out	Innovation Pro	Craig Lapsley	RFBAQ MC meeting	
101251	30/10/23	Out	Innovation Pro	Craig Lapsley	Meeting notes	
101260	30/10/23	Out	Innovation Pro	Craig Lapsley	UFUQ's own goal against Rural Fire	
101278	31/10/23	Out	Innovation Pro	Craig Lapsley	RFBAQ MC meeting	
101286	31/10/23	In	Innovation Pro	Craig Lapsley	RFBAQ MC meeting	
101047	4/10/23	Out	Kalbar		Buy Local Brigade Grant	Received letter
101029	2/10/23	In	Kalbar RFB		Buy Local Brigade Grant	Application
101065	13/10/23	Out	Lamb Island RFB		Buy Local Brigade Grant	Received letter
101055	9/10/23	Out	Malar Boobie RFB		Buy Local Brigade Grant	Closed and finalised
101052	9/10/23	Out	Marmor RFB		Buy Local Brigade Grant	Closed and finalised
101058	10/10/23	Out	Marton RFB		Buy Local Brigade Grant	Closed and finalised
101241	25/10/23	In	Member for Burnett	Amity Brand	Wartburg RFB volunteers	
101122	6/10/23	In	Midge Point RFB	Kaye Cronan	Volunteer training	
101125	9/10/23	Out	Midge Point RFB	Kaye Cronan	Volunteer training	
101132	9/10/23	In	Midge Point RFB	Kaye Cronan	Volunteer training	
101141	12/10/23	In	Misc	John Mason	Draft contextual overview	
101069	13/10/23	In	Misc		Early Bird Winner Art Union 93	Registered Post Delivery Confirmation Advice Receipt
101151	16/10/23	In	Misc		Info on new RFB offices	Online Contact Form



C#	Date	I/O	Organisation	Individual	Subject	Description
101152	16/10/23	Out	Misc		Info on new RFB offices	Online Contact Form
101154	16/10/23	In	Misc		Info on new RFB offices	Online Contact Form
101155	16/10/23	Out	Misc		Info on new RFB offices	Online Contact Form
101236	24/10/23	In	Misc		Request for burn figures	Online Contact Form
101237	25/10/23	Out	Misc		Request for burn figures	Online Contact Form
101271	31/10/23	In	Misc		Using public water trucks	Online Contact Form
101272	31/10/23	Out	Misc		Using public water trucks	Online Contact Form
101067	13/10/23	Out	Mount Mee RFB		Buy Local Brigade Grant	Received letter
101068	13/10/23	Out	Narangba RFB		Buy Local Brigade Grant	Received letter
101041	4/10/23	Out	Neerdie		Buy Local Brigade Grant	Received letter
101238	25/10/23	In	Newshub (NZ)	Max Farr	Interview request	
101239	25/10/23	Out	Newshub (NZ)	Max Farr	Interview request	
101050	9/10/23	Out	Nobby RFB		Buy Local Brigade Grant	Received letter
101054	9/10/23	Out	North Dallarnil RFB		Buy Local Brigade Grant	Closed and finalised
101075	3/10/23	In	Northern Peninsula Area RFB	Karl Visser	NPA RFS Invite	cc'd into email to Joanne Greenfield
101071	16/10/23	Out	Office of Fair Trading		Change in Governing Body	
101073	17/10/23	Out	Office of Liquor & Gaming Regulation		Gaming Licence Renewal Application	Requesting to receive earlier due to Long service leave



C#	Date	I/O	Organisation	Individual	Subject	Description
101109	23/10/23	In	Office of Liquor & Gaming Regulation		Gaming Licence Renewal Application	Request for early application of gaming licence granted and renewal application attached
101062	13/10/23	Out	Ouchy RFB		Buy Local Brigade Grant	Received letter
101076	3/10/23	In	QFES (Qld Fire and Emergency Services)	Carly Osborne	Feedback and query about Bills	
101077	4/10/23	In	QFES (Qld Fire and Emergency Services)	Rhiannon Wilkinson	Craig Lapsley & Innovation Pro visit	
101078	4/10/23	Out	QFES (Qld Fire and Emergency Services)	Rhiannon Wilkinson	Craig Lapsley & Innovation Pro visit	
101091	4/10/23	In	QFES (Qld Fire and Emergency Services)	Kristyna Dillon	Supportive Employer Awareness Campaign	
101128	4/10/23	In	QFES (Qld Fire and Emergency Services)	Rhiannon Wilkinson	Girl Guides Queensland	
101082	5/10/23	Out	QFES (Qld Fire and Emergency Services)	Greg Leach	Trucks 18 months away	ABC News item
101083	5/10/23	In	QFES (Qld Fire and Emergency Services)	Samantha Morrison	Trucks 18 months away	
101084	5/10/23	Out	QFES (Qld Fire and Emergency Services)	Joanne Greenfield	BLBG email from Darling Downs AD	
101085	5/10/23	In	QFES (Qld Fire and Emergency Services)	Joanne Greenfield	BLBG email from Darling Downs AD	
101086	5/10/23	Out	QFES (Qld Fire and Emergency Services)	Peter Hollier	Brookfield RFB modifications	





C#	Date	I/O	Organisation	Individual	Subject	Description
101087	5/10/23	In	QFES (Qld Fire and Emergency Services)	Peter Hollier	Brookfield RFB modifications	
101088	5/10/23	In	QFES (Qld Fire and Emergency Services)	Peter Hollier	BLBG email from Darling Downs AD	
101089	5/10/23	In	QFES (Qld Fire and Emergency Services)	Rob Boniwell	QFES recall of dynamo torches	
101090	5/10/23	Out	QFES (Qld Fire and Emergency Services)	Peter Hollier	BLBG email from Darling Downs AD	
101092	5/10/23	In	QFES (Qld Fire and Emergency Services)	Kristyna Dillon	Supportive Employer Awareness Campaign	
101093	5/10/23	Out	QFES (Qld Fire and Emergency Services)	Kristyna Dillon	Supportive Employer Awareness Campaign	
101094	5/10/23	In	QFES (Qld Fire and Emergency Services)	Kristyna Dillon	Supportive Employer Awareness Campaign	
101095	5/10/23	Out	QFES (Qld Fire and Emergency Services)	Kristyna Dillon	Supportive Employer Awareness Campaign	
101096	5/10/23	In	QFES (Qld Fire and Emergency Services)	Kristyna Dillon	Supportive Employer Awareness Campaign	
101097	5/10/23	In	QFES (Qld Fire and Emergency Services)	RFS RIT	RFS Reform Reference Group Meeting	Agenda
101098	5/10/23	Out	QFES (Qld Fire and Emergency Services)	Joanne Greenfield	RFS Reform Reference Group Meeting	Agenda



C#	Date	I/O	Organisation	Individual	Subject	Description
101105	6/10/23	In	QFES (Qld Fire and Emergency Services)	Greg Leach	Light attack build	
101119	9/10/23	Out	QFES (Qld Fire and Emergency Services)	Joanne Greenfield	The Caves RFB tanker	
101120	9/10/23	Out	QFES (Qld Fire and Emergency Services)	Joanne Greenfield	Deluge system retrofit	
101121	9/10/23	Out	QFES (Qld Fire and Emergency Services)	Joanne Greenfield	Bunna Mountains RFB training	
101123	9/10/23	Out	QFES (Qld Fire and Emergency Services)	Joanne Greenfield	Volunteer training	
101124	9/10/23	Out	QFES (Qld Fire and Emergency Services)	Greg Leach	Volunteer training	
101126	9/10/23	Out	QFES (Qld Fire and Emergency Services)	Greg Leach	EV Fire Training	
101127	9/10/23	Out	QFES (Qld Fire and Emergency Services)	Joanne Greenfield	EV Fire Training	
101129	9/10/23	In	QFES (Qld Fire and Emergency Services)	Rhiannon Wilkinson	Girl Guides Queensland	
101130	9/10/23	Out	QFES (Qld Fire and Emergency Services)	Rhiannon Wilkinson	Girl Guides Queensland	
101131	9/10/23	In	QFES (Qld Fire and Emergency Services)	Greg Leach	EV Fire Training	
101134	11/10/23	Out	QFES (Qld Fire and Emergency Services)	Bill Johnson	Stats for 2023	
101135	11/10/23	In	QFES (Qld Fire and Emergency Services)	Bill Johnson	Stats for 2023	



C#	Date	I/O	Organisation	Individual	Subject	Description
101140	12/10/23	In	QFES (Qld Fire and Emergency Services)	Greg Leach	Trucks 18 months away	
101147	16/10/23	Out	QFES (Qld Fire and Emergency Services)	Joanne Greenfield	The Caves RFB tanker	From Rep Robert Lang
101148	16/10/23	Out	QFES (Qld Fire and Emergency Services)	Joanne Greenfield	Stats for 2023	
101150	16/10/23	In	QFES (Qld Fire and Emergency Services)	Andrew McFarlane	EIMs	
101153	16/10/23	Out	QFES (Qld Fire and Emergency Services)	Joanne Greenfield	Management Committee Meeting	
101157	16/10/23	Out	QFES (Qld Fire and Emergency Services)	Joanne Greenfield	Management Committee Meeting	
101158	17/10/23	In	QFES (Qld Fire and Emergency Services)	Joanne Greenfield	Management Committee Meeting	
101161	17/10/23	Out	QFES (Qld Fire and Emergency Services)	Joanne Greenfield	Yellow helmets for officers	
101162	17/10/23	In	QFES (Qld Fire and Emergency Services)	Joanne Greenfield	Yellow helmets for officers	
101163	17/10/23	Out	QFES (Qld Fire and Emergency Services)	Joanne Greenfield	Management Committee Meeting	
101164	17/10/23	Out	QFES (Qld Fire and Emergency Services)	Andrew McFarlane	EIMs	
101166	17/10/23	In	QFES (Qld Fire and Emergency Services)	Andrew McFarlane	EIMs	
101261	17/10/23	Out	QFES (Qld Fire and Emergency Services)	Fiona Quirk	Skid distribution	



C#	Date	I/O	Organisation	Individual	Subject	Description
101167	18/10/23	Out	QFES (Qld Fire and Emergency Services)	Andrew McFarlane	EIMs	
101168	18/10/23	In	QFES (Qld Fire and Emergency Services)	Andrew McFarlane	EIMs	
101169	18/10/23	Out	QFES (Qld Fire and Emergency Services)	Joanne Greenfield	Management Committee Meeting	
101170	18/10/23	In	QFES (Qld Fire and Emergency Services)	Bill Johnson	Stats for 2023	
101171	19/10/23	In	QFES (Qld Fire and Emergency Services)	Rhiannon Wilkinson	Firecom Reference Group	
101172	19/10/23	Out	QFES (Qld Fire and Emergency Services)	Rhiannon Wilkinson	Firecom Reference Group	
101173	19/10/23	Out	QFES (Qld Fire and Emergency Services)	Kristyna Dillon	Supportive Employer Awareness Campaign	
101174	19/10/23	In	QFES (Qld Fire and Emergency Services)	Kevin Walsh	Civil Liability Act 2003	
101175	19/10/23	Out	QFES (Qld Fire and Emergency Services)	Kevin Walsh	Civil Liability Act 2003	
101176	19/10/23	Out	QFES (Qld Fire and Emergency Services)	Carly Osborne	Civil Liability Act 2003	
101220	19/10/23	In	QFES (Qld Fire and Emergency Services)	Kevin Walsh	Civil Liability Act 2003	
101218	20/10/23	Out	QFES (Qld Fire and Emergency Services)	Kristyna Dillon	Supportive Employer Awareness Campaign	



C#	Date	I/O	Organisation	Individual	Subject	Description
101219	20/10/23	In	QFES (Qld Fire and Emergency Services)	Kristyna Dillon	Supportive Employer Awareness Campaign	
101221	22/10/23	In	QFES (Qld Fire and Emergency Services)	Kristyna Dillon	Supportive Employer Awareness Campaign	
101113	23/10/23	In	QFES (Qld Fire and Emergency Services)	Linda Gordon	Operations Strategic Working Group	Election of RFBAQ representatives
101114	23/10/23	Out	QFES (Qld Fire and Emergency Services)	Linda Gordon	Operations Strategic Working Group	Replied confirming the RFBAQ Reps on the OSWG
101222	23/10/23	Out	QFES (Qld Fire and Emergency Services)	Bill Johnson	Stats for 2023	
101226	23/10/23	Out	QFES (Qld Fire and Emergency Services)	Joanne Greenfield	New QFD structure info	
101227	23/10/23	In	QFES (Qld Fire and Emergency Services)	Joanne Greenfield	New QFD structure info	
101228	23/10/23	In	QFES (Qld Fire and Emergency Services)	Kristyna Dillon	Supportive Employer Awareness Campaign	
101229	23/10/23	Out	QFES (Qld Fire and Emergency Services)	Joanne Greenfield	Blue card at LGAQ	
101230	23/10/23	In	QFES (Qld Fire and Emergency Services)	Joanne Greenfield	Blue card at LGAQ	
101231	23/10/23	Out	QFES (Qld Fire and Emergency Services)	Joanne Greenfield	Blue card at LGAQ	
101232	23/10/23	In	QFES (Qld Fire and Emergency Services)	Joanne Greenfield	Blue card at LGAQ	



C#	Date	I/O	Organisation	Individual	Subject	Description
101240	25/10/23	In	QFES (Qld Fire and Emergency Services)	Joanne Greenfield	Interview request	
101243	26/10/23	In	QFES (Qld Fire and Emergency Services)	Joanne Greenfield	The Caves RFB tanker	
101245	27/10/23	Out	QFES (Qld Fire and Emergency Services)	Allison Burns	Rural Fire Board	
101317	27/10/23	Out	QFES (Qld Fire and Emergency Services)	Joanne Greenfield	Clarity on Minister's announcement	
101318	27/10/23	Out	QFES (Qld Fire and Emergency Services)	Mike Wassing	Clarity on Minister's announcement	
101319	27/10/23	In	QFES (Qld Fire and Emergency Services)	Joanne Greenfield	Clarity on Minister's announcement	
101246	28/10/23	In	QFES (Qld Fire and Emergency Services)	Peter Hollier	Member's car stolen	
101247	28/10/23	Out	QFES (Qld Fire and Emergency Services)	Peter Hollier	Member's car stolen	
101248	29/10/23	In	QFES (Qld Fire and Emergency Services)	Joanne Greenfield	Houses lost	
101249	29/10/23	In	QFES (Qld Fire and Emergency Services)	Ross Stacey	Western Rivers volunteer details	To Cath Duddy
101250	30/10/23	Out	QFES (Qld Fire and Emergency Services)	Joanne Greenfield	Ford Ranger from Booie Rise RFB	
101252	30/10/23	In	QFES (Qld Fire and Emergency Services)	Joanne Greenfield	Ford Ranger from Booie Rise RFB	
101253	30/10/23	Out	QFES (Qld Fire and Emergency Services)	Joanne Greenfield	Ford Ranger from Booie Rise RFB	



C#	Date	I/O	Organisation	Individual	Subject	Description
101254	30/10/23	In	QFES (Qld Fire and Emergency Services)	Joanne Greenfield	Ford Ranger from Booie Rise RFB	
101255	30/10/23	Out	QFES (Qld Fire and Emergency Services)	Joanne Greenfield	Ford Ranger from Booie Rise RFB	
101257	30/10/23	Out	QFES (Qld Fire and Emergency Services)	Mike Wassing	UFUQ's own goal against Rural Fire	
101258	30/10/23	Out	QFES (Qld Fire and Emergency Services)	Joanne Greenfield	UFUQ's own goal against Rural Fire	
101259	30/10/23	Out	QFES (Qld Fire and Emergency Services)	Peter Hollier	UFUQ's own goal against Rural Fire	
101262	30/10/23	Out	QFES (Qld Fire and Emergency Services)	Fiona Quirk	Skid distribution	
101266	30/10/23	In	QFES (Qld Fire and Emergency Services)	Ian Clark	Eidsvold fires	
101267	31/10/23	Out	QFES (Qld Fire and Emergency Services)	Ian Clark	Eidsvold fires	
101274	31/10/23	Out	QFES (Qld Fire and Emergency Services)	Andrew McFarlane	EIMs	
101275	31/10/23	Out	QFES (Qld Fire and Emergency Services)	Carly Osborne	Civil Liability Act 2003	
101276	31/10/23	Out	QFES (Qld Fire and Emergency Services)	Joanne Greenfield	New QFD structure info	
101277	31/10/23	Out	QFES (Qld Fire and Emergency Services)	Mike Wassing	New QFD structure info	
101279	31/10/23	In	QFES (Qld Fire and Emergency Services)	Joanne Greenfield	New QFD structure info	





C#	Date	I/O	Organisation	Individual	Subject	Description
101280	31/10/23	In	QFES (Qld Fire and Emergency Services)	Andrew McFarlane	EIMs	
101283	31/10/23	In	QFES (Qld Fire and Emergency Services)	Joanne Greenfield	New QFD structure info	
101284	31/10/23	In	QFES (Qld Fire and Emergency Services)	Joanne Greenfield	New QFD structure info	
101285	31/10/23	Out	QFES (Qld Fire and Emergency Services)	Joanne Greenfield	New QFD structure info	
101291	31/10/23	Out	QFES (Qld Fire and Emergency Services)	Joanne Greenfield	RFBAQ MC meeting	
101292	31/10/23	Out	QFES (Qld Fire and Emergency Services)	Mike Wassing	RFBAQ MC meeting	
101099	5/10/23	In	Qfleet	Damian Plumb	EV Fire Training	
101100	5/10/23	Out	Qfleet	Damian Plumb	EV Fire Training	
101101	5/10/23	In	Qfleet	Damian Plumb	EV Fire Training	
101102	5/10/23	Out	Qfleet	Damian Plumb	EV Fire Training	
101103	6/10/23	In	Qfleet	Damian Plumb	EV Fire Training	
101104	6/10/23	Out	Qfleet	Damian Plumb	EV Fire Training	
101133	10/10/23	In	Qfleet	Damian Plumb	EV Fire Training	
101138	11/10/23	Out	Qfleet	Damian Plumb	EV Fire Training	
101160	17/10/23	Out	Qld Ministerial	Nick Barter	Acting QFES Commissioner	



C#	Date	I/O	Organisation	Individual	Subject	Description
101223	23/10/23	Out	Qld Ministerial	Nick Barter	Courier Mail article	Firefighters are fulltime, part time and volunteer
101235	25/10/23	Out	Qld Ministerial	Nick Barter	New QFD interim structure active	
101256	30/10/23	Out	Qld Ministerial	Nick Barter	UFUQ's own goal against Rural Fire	
101288	31/10/23	Out	Qld Ministerial	Nick Barter	UFUQ article	
101070	16/10/23	In	RFBAQ Rep	Mr Ian Pike	Reimbursement	AGM/GM
101111	23/10/23	In	RFBAQ Rep	David Morton	Rep Reimbursement	
101112	23/10/23	In	RFBAQ Rep	David Black	Rep Reimbursement	
101244	26/10/23	In	RFBAQ Rep	Robert Lang	The Caves RFB tanker	
101234	25/10/23	Out	RIT (Reform Implementation Taskforce)	Stephen Gollschewski	New QFD interim structure active	
101030	26/9/23	In	Rocksberg RFB		Hardship Grant	Paid 3/10
101049	9/10/23	Out	Samsonvale RFB		Buy Local Brigade Grant	Received letter
101074	18/10/23	In	Schuh Group		Tax Invoice	Audited Financials 2023
101060	10/10/23	Out	Seymour RFB		Buy Local Brigade Grant	Closed and finalised
101031	5/10/23	In	Suncorp Insurance		Changes to CTP & DPC	
101044	4/10/23	Out	Tarramba		Buy Local Brigade Grant	Received letter
101144	13/10/23	In	Telstra	Matt Thornton	Parliamentary Friends of RFBs	Attendees
101145	13/10/23	Out	Telstra	Matt Thornton	Parliamentary Friends of RFBs	Attendees
101115	24/10/23	In	Telstra		Telstra SIP Contract renewal and price reduction	
101116	24/10/23	Out	Telstra		Telstra SIP Contract renewal and price reduction	



C#	Date	I/O	Organisation	Individual	Subject	Description
101063	13/10/23	Out	Waterfall Creek RFB		Buy Local Brigade Grant	Received letter
101224	23/10/23	In	WIN News	Monica Adair	Interview request	
101225	23/10/23	Out	WIN News	Monica Adair	Interview request	
101080	4/10/23	In	Withcott Rural Fire Brigade	Lee Hayter	Grant application	
101081	5/10/23	Out	Withcott Rural Fire Brigade	Lee Hayter	Grant application	
101053	9/10/23	Out	Wonga Beach RFB		Buy Local Brigade Grant	Closed and finalised
101045	4/10/23	Out	Woodbury		Buy Local Brigade Grant	Received letter
101026	2/10/23	In	Woodbury RFB		Buy Local Brigade Grant	Application
101051	9/10/23	Out	Woodlea RFB		Buy Local Brigade Grant	Received letter



**RURAL FIRE BRIGADES ASSOCIATION**  
**QUEENSLAND INC.** ABN. 37 417 474 709

# **PRESIDENT REPORT**

**FOR NOVEMBER 2023 MCM**



## President's Report

I would like to welcome Ben and Jim to the management committee.

As the AGM has been done and dusted I thank all those reps, who have put themselves forward for the many positions on Rural Fire committees and working groups.

Fire season has arrived with a force never seen in Queensland and with many homes and buildings lost and the sad loss of five lives, our volunteers have never wavered and turned out regardless even after being pushed to the limit.

Meetings== 24 October Craig Laplsy Gympie Office

1 November Teams QFES.

15 November Minister Ryan.

21 November Commissioner.

1 December RFS RFBAQ.

6 December OSWG

Reference Group cancelled once again



**RURAL FIRE BRIGADES ASSOCIATION**  
**QUEENSLAND INC.** ABN. 37 417 474 709

# **OPERATIONS MANAGER REPORT**

**NOVEMBER 2023**



**RURAL FIRE BRIGADES ASSOCIATION  
QUEENSLAND INC.** ABN. 37 417 474 709

## **RURAL FIRE BRIGADES ASSOCIATION QLD INC**

**28 FRASER ROAD, ARALUEN QLD 4570**

**[www.rfbaq.org](http://www.rfbaq.org) 07 5480 5130 om@rfbaq.org**

**ABN: 37 417 474 709**

### **Operations Manager Report – November Management Committee Meeting**

#### **Brisbane International Virginia Hotel – Brisbane**

- Had weekly meetings with Senior Supervisor.
- Always trying to reduce costs where possible and bringing overhead down (ongoing).
- Continuously submitting requests for additional Art Union tickets to the Office of Liquor and Gaming.
- We have had the same situation with new staff, a couple that have started are performing very well. But we have also had a couple that left after one day of training or didn't even turn up to the training. The job ad has closed however we are still taking resumes and cover letters and will interview and hire as we go if we get any decent candidates.
- The new cold lists are still performing quite well. We also ran the warm list this Art Union which made reasonable figures, we did however go through it quite quickly. It was only a small list though.
- ANZ have been extremely difficult to deal with in every aspect. Particularly the last 12 months, it is very hard to get a response back from them. Trying to get the signatory matter sorted out has been near impossible.
- We have been dealing with Telstra over the last month or so, I asked for an overview of our account to see if there are any areas where we could be saving money or receiving a better service / product. Telstra have come back with two areas that we are able to be saving money so far, so from the next billing cycle we should see a saving of around \$600 per month. There is one more item that is a work in progress and will hopefully in place by the end of the year which will result in an additional \$470 saving per month. We are also looking at moving to some newer technology and products such as our TIPT (landline) set up, but this will be most likely next year.
- The ACNC has been updated and the new Management Committee members are now the responsible persons for the RFBAQ.
- I completed the Annual Information Statement for the ACNC. This yearly report is a complete overview of all our activities and movements throughout the year, this report is how we keep our charity registration with the ACNC and it determines if our charity is doing what we intended to do.
- I requested an early Gaming Licence renewal application from the OLGR as I will be on Long Service Leave when the renewal would usually arrive. We were approved and I am currently working on our Gaming Licence renewal for next year. This will be submitted before I go on leave.
- Continuous training and backfill arrangements are being done to ensure we have everything covered for any leave and / or if things get really busy with fire season and workloads increase.
- Jess started her Long Service Leave.
- We have set up Sam Wykes for our next Remote Agent, Sam moved to Eagleby and was a Contact Centre Agent who was a steady performer.





- The online support is holding up very well so far this Art Union. Attributed to a combination of fire season, the email reminder we send out at the start of each Art Union to our online supporters (which was not sent out last Art Union due to website changeover) as well as the new website. The new website being mobile friendly is a huge help.
- The emailing and SMSing of links to customers while the agents are speaking with them has been going very well and the agents are enjoying it immensely. We received our first bill for SMS and it was just over \$100 for a month, I expect this will increase with the fire season and also once our agents are more comfortable with the process.
- QBuild have been in to quote replacing the blinds, the lights, the toilet roll holder and have also been following up about the disgraceful cleaning that is being done of the shared toilet / hallway area. They have submitted an overall quote to our Asset Manager at Dept Energy and Public Works and this has all been approved. Work are expected to start anytime over the next few weeks and hopefully all be completed before Christmas break.
- The financials, credit cards and supplier payment history are attached.

**Since this is the last meeting for 2023 I hope you all have a very Merry Christmas and Happy New Year, stay safe and enjoy the holiday season! The RFBAQ Office and Contact Centre last day of operating will be Friday 22<sup>nd</sup> December 2023 and we will be back on board from Monday January 8<sup>th</sup>, 2024 (however I won't be back until Monday 15<sup>th</sup> January 😊).**





**RURAL FIRE BRIGADES ASSOCIATION  
QUEENSLAND INC.** ABN. 37 417 474 709

## Finance Report

### **RURAL FIRE BRIGADES ASSOCIATION QLD INC**

28 FRASER ROAD, ARALUEN QLD INC

www.rfbaq.org 07 5480 5130 om@rfbaq.org

ABN: 37 417 474 709

## **FINANCIAL REPORT**

FOR THE PERIOD ENDED 30 SEPTEMBER 2023

### **Management Committee Meeting**

Friday 24th November

Brisbane International Virginia - Brisbane



**BALANCE SHEET - AS AT 31 AUGUST 2023**

	<b>2023</b>	<b>2022</b>
	<b>\$</b>	<b>\$</b>
<b>CURRENT ASSETS</b>		
<b>Cash at Hand</b>		
ANZ General Account	206,407.00	1,240.38
ANZ Art Union Odd Account	62,631.66	104,379.47
ANZ Art Union Even Account	49,010.64	44,538.48
ANZ Townsville Account	516,713.68	620,663.84
ANZ Transaction Account	95,717.23	309,082.45
PUBLIC FUND - Donations	1,879,405.69	1,625,384.94
Petty Cash Imprest	424.90	251.60
Fuel Card	(789.76)	(1,826.16)
	2,809,521.04	2,703,715.00
<b>Other Cash Equivalents</b>		
Outstanding GST Refunds	-	-
ATO Integrated Client Account	-	-
Prepayments	16,219.84	34,123.85
Other Current Assets	-	-
	16,219.84	34,123.85
<b>Investments</b>		
ANZ Online Saver Account	926,898.03	916,702.63
Savings Account	766,168.71	1,520,349.19
Truck Account	1,421.55	1,421.55
	1,694,488.29	2,438,473.37
<b>Trade Debtors</b>		
Sundry Debtors	-	-
<b>NON-CURRENT ASSETS</b>		
Plant and equipment	162,572.96	135,609.64
Motor Vehicles	79,813.15	103,650.14
Wage Overpayment	-	-
02RFB - Ranger - Pebble	25,932.97	-
03RFB - Fusion Crusier	-	133,459.06
Office Furniture & Equipment	203,866.37	194,669.38
Buildings	118,498.45	118,498.45
Call Centre Client Lists	132,619.02	103,619.02
Call Centre List (Less Written Off)	(70,557.27)	(37,402.51)
Accumulated Depreciation	(382,462.85)	(343,033.99)
	270,282.80	409,069.19
<b>TOTAL CURRENT ASSETS</b>	<b>4,790,511.97</b>	<b>5,585,381.41</b>



**BALANCE SHEET (continued)**

	2023	2022
<b>CURRENT LIABILITIES</b>		
<b>Accounts Payable</b>		
Sundry Creditors	14,625.67	56,537.84
Accrued Expenses	163,013.39	65,152.63
ANZ Visa Card - Office	-	5,965.54
ANZ Visa Card - GM	-	-
	177,639.06	127,656.01
<b>GST Liabilities</b>		
GST Collected	23,802.03	5,552.51
GST Paid	(15,988.53)	(2,880.45)
GST Rounding	(7,669.48)	(7,669.48)
	144.02	(4,997.42)
<b>Payroll Liabilities</b>		
PAYG Withholding Liability	22,078.00	18,214.00
Employee Deductions Liability	-	-
Superannuation Liability	13,383.34	39,987.79
Parental Leave	-	(13,879.79)
Provision for Annual Leave	45,510.44	44,606.33
Provision for Long Service Leave	85,593.57	72,885.65
Provision for Superannuation on Leave	13,765.92	11,749.20
	180,331.27	173,563.18
<b>TOTAL LIABILITIES</b>	<b>358,114.35</b>	<b>296,221.77</b>
<b>NET ASSETS</b>	<b>4,432,397.62</b>	<b>5,289,159.64</b>
<b>EQUITY</b>		
Retained Earnings	3,991,999.05	4,715,541.89
Current Earnings	(204,440.84)	(59,278.79)
<b>TOTAL EQUITY</b>	<b>4,432,397.62</b>	<b>5,289,159.64</b>



**RURAL FIRE BRIGADES ASSOCIATION QUEENSLAND INC**  
**P&L PROGRESS SNAPSHOT**

2023/2024 FY	Budgeted \$	Actual \$
July	(150,899)	(150,891.64)
August	(24,717)	(24,679.79)
September	(7,570)	(33,869.11)
October		
November		
December		
January		
February		
March		
April		
May		
June		
<b>YTD TOTAL</b>	<b>(183,186)</b>	<b>(209,440.54)</b>

**PROFIT & LOSS STATEMENT - PERIOD ENDED 30 SEPTEMBER 2023**

	CURRENT PERIOD			YEAR TO DATE		
	2023 \$	Budgeted \$	2022 \$	2023 \$	Budgeted \$	2022 \$
<b>INCOME</b>						
	116,871.0	150,000.0	155,169.0	335,454.2	368,570.0	420,007.0
Raffle Proceeds	0	0	0	1	0	0
Donations Received	62,685.70	60,000.00	58,140.99	354,568.1	351,881.0	302,371.7
Wage Subsidy	-	-	-	9	0	7
Grants Received	-	-	-	-	-	4,545.45
Other Income	-	-	-	-	-	-
	187,834.9	187,830.0		1	0	-
<b>TOTAL INCOME</b>	<b>179,556.7</b>	<b>210,000.0</b>	<b>213,309.9</b>	<b>877,857.3</b>	<b>908,281.0</b>	<b>726,924.2</b>
	0	0	9	1	0	2
<b>COST OF SALES</b>						
Cost of Prizes	9,377.06	9,400.00	53,169.86	168,343.6	168,372.0	131,879.3
	1	0	3	1	0	3
<b>TOTAL COST OF SALES</b>	<b>9,377.06</b>	<b>9,400.00</b>	<b>53,169.86</b>	<b>168,343.6</b>	<b>168,372.0</b>	<b>131,879.3</b>
	1	0	3	1	0	3
<b>GROSS TRADING PROFIT</b>	<b>170,179.6</b>	<b>200,600.0</b>	<b>160,140.1</b>	<b>709,513.7</b>	<b>739,909.0</b>	<b>595,044.8</b>
	4	0	3	0	0	9



**PROFIT & LOSS STATEMENT - Cont....**

	CURRENT PERIOD			YEAR TO DATE		
	2023	Budgeted	2022	2023	Budgeted	2022
	\$	\$	\$	\$	\$	\$
<b>OPERATING EXPENSES</b>						
Parental Leave	-	-	-	-	-	-
Advertising	367.20	370.00	304.92	431.60	435.00	642.04
Meeting Expenses	1,603.82	1,010.00	8,567.89	9,766.37	9,177.00	21,967.26
Insurance	1,129.05	1,130.00	959.51	12,001.07	12,003.00	13,941.86
Lease Expenses	3,459.27	3,460.00	3,459.27	10,377.81	10,380.00	10,377.81
Motor Vehicle Expenses	981.35	980.00	166.98	2,142.02	2,141.00	1,840.84
Landcruisers Donated	-	-	-	133,459.06	133,459.00	-
Audit & Accountancy Fees	-	-	9,835.00	-	-	9,835.00
FBT	-	-	-	1,122.00	1,122.00	889.00
Bank, Merchant & CC Fees	2,306.06	1,900.00	2,518.24	6,551.84	6,146.00	5,576.39
Cleaning	-	-	-	-	-	-
Donations	14,852.00	15,000.00	8,998.69	27,902.00	28,050.00	19,748.69
Buy Local Grant Project	23,542.23	23,000.00	-	181,674.50	181,132.00	-
Grants Paid	5,180.91	10,000.00	18,060.82	18,602.91	23,422.00	81,618.49
Brigade Resources	-	-	-	7,280.70	7,281.00	-
Sundry Expense	-	50.00	-	110.62	160.00	50.00
Telephone	5,353.78	5,360.00	5,426.33	15,851.78	15,858.00	16,287.02
Website Expenses	640.00	640.00	-	1,920.00	1,920.00	615.00
Legal Costs	-	-	-	-	-	-
Kitchen Supplies & Amenities	170.67	400.00	614.76	1,031.22	1,262.00	1,637.50
Electricity	849.50	850.00	849.50	2,548.50	2,550.00	2,548.50
Licences & Permits	-	-	-	-	-	-
Postage	3,713.32	4,500.00	3,487.78	12,531.61	13,319.00	9,850.12
Printing	2,336.68	1,500.00	2,417.85	5,769.22	4,933.00	6,978.47
Magazine Production	-	-	-	-	-	-
Office Supplies	31.45	100.00	187.45	907.66	977.00	1,322.26
Promotional Material	-	-	-	2,375.00	2,375.00	-
Recycling Paper & Cardboard	-	-	-	96.36	97.00	40.91
Repairs & Maintenance	2,522.00	2,600.00	3,042.00	17,915.69	17,995.00	18,051.64
Subscriptions/Memberships	22.00	-	-	432.63	411.00	-
Klms, Tolls & Parking	170.22	170.00	56.32	214.49	214.00	188.75
Fuel Reimbursed	638.05	750.00	1,538.45	(507.81)	(395.00)	4,148.12
Depreciation Expense	-	-	-	-	-	-
Amortisation - CC Lists	-	-	-	-	-	-
Representatives Expenses	484.71	500.00	133.87	837.71	854.00	569.58

Cont...



**PROFIT & LOSS STATEMENT - Cont....**

	CURRENT PERIOD			YEAR TO DATE		
	2023	Budgeted	2022	2023	Budgeted	2022
	\$	\$	\$	\$	\$	\$
Wages & Salaries	119,517.68	120,000.00	112,914.87	400,683.37	401,166.00	383,951.98
		12,600.00				
Superannuation	13,123.34	0	11,647.99	44,034.97	43,512.00	39,777.79
Other Employee Expenses	885.51	1,100.00	1,341.33	1,754.28	1,969.00	3,423.83
Provision for Long Service	-	-	-	-	-	-
Provision for Annual Leave	-	-	-	-	-	-
Provision for Super	-	-	-	-	-	-
Provision for Leave & Dep	2,000.00	2,000.00	1,000.00	5,000.00	5,000.00	2,000.00
<b>TOTAL OPERATING EXPENSES</b>	<b>205,880.80</b>	<b>209,970.00</b>	<b>197,529.82</b>	<b>924,819.18</b>	<b>928,925.00</b>	<b>657,878.85</b>
<b>GROSS OPERATING PROFIT</b>	<b>(35,701.16)</b>	<b>(9,370.00)</b>	<b>(37,389.69)</b>	<b>(215,305.48)</b>	<b>(189,016.00)</b>	<b>(62,833.96)</b>
<b>OTHER EXPENSES</b>						
Parental Leave	-	-	-	-	-	-
Interest Paid	-	-	-	-	-	-
	(1,832.05)	(1,800.00)				(1,555.17)
Interest Received			(700.87)	(5,864.64)	(5,831.00)	
	(1,832.05)	(1,800.00)				(1,555.17)
<b>TOTAL OTHER EXPENSES</b>	<b></b>	<b></b>	<b>(700.87)</b>	<b>(5,864.64)</b>	<b>(5,831.00)</b>	<b></b>
<b>NET PROFIT / LOSS</b>	<b>(33,869.11)</b>	<b>(7,570.00)</b>	<b>(36,688.82)</b>	<b>(209,440.84)</b>	<b>(183,185.00)</b>	<b>(61,278.79)</b>





**VISA Cards**

GENERAL MANAGER VISA CARD EXPENSES						
MONTH: SEPTEMBER			STATEMENT: 04/08/2023 - 03/09/2023			
MEETING EXPENSES						
FUEL	TOLLS/PARK	O/M	MCM	G/M	AGM	MEMO
		\$21.90				Coffee - AFAC
		\$16.20				Food - AFAC
	\$15.00					Parking - AFAC
	\$90.75					Tolls
		\$13.90				Trade Vest for AFAC
	\$105.75	\$52.00				
GENERAL EXPENSES						
	KITCHEN	INCENTIVES	ADVERT	GRANTS	OTHER	MEMO
				\$5,699.00		GN23/647
					\$347.06	Stickers/Reflective Pebble
				\$366.58		BL5-134
				\$58.89		BL5-172
				\$6,124.47	\$347.06	

<b>SPREADSHEET</b>	<b>\$ 6,629.28</b>
<b>STATEMENT</b>	<b>\$ 6,629.28</b>
<b>DIFFERENCE</b>	<b>\$ -</b>
<b>TO BE PAID</b>	<b>\$ 6,629.28</b>

OFFICE VISA CARD EXPENSES						
MONTH: SEPTEMBER			STATEMENT: 25/08/2023 to 24/09/2023			
MEETING EXPENSES						
FUEL	TOLLS/PARK	O/M	MCM	G/M	AGM	MEMO
		\$557.50				Accom - Westech
		\$55.35				Coffee - AFAC
		\$112.31				Meals - AFAC
	\$80.00					Parking - AFAC
		\$47.19				Uber - AFAC
			\$87.50			Lunch
		\$19.50				Coffee - Parliamentary Friends
		\$83.10				Meals - Parliamentary Friends
		\$165.00				Riverside (incorrect charge)
					\$800.95	Flights/Ins - John Muscat
	\$80.00	\$1,039.95	\$87.50		\$800.95	
GENERAL EXPENSES						
	KITCHEN	INCENTIVES	ADVERT	GRANTS	OTHER	MEMO
					\$661.33	RFB15 Car Service
	\$26.60					Kitchen Supplies
					\$500.00	Early Bird giftcard - AU93
			\$368.50			Seek Ad - Contact Centre
					\$24.20	Online Services - Microsoft
					\$478.50	Hubspot New Website
	\$26.60		\$368.50		\$1,664.03	

<b>SPREADSHEET</b>	<b>\$ 4,067.53</b>
<b>STATEMENT</b>	<b>\$ 4,067.53</b>
<b>DIFFERENCE</b>	<b>\$ -</b>
<b>TO BE PAID</b>	<b>\$ 4,067.53</b>



## Supplier Payment History

Created: 10/11/2023 10:03 AM

Rural Fire Brigades Association

28 Fraser Road  
Araluen Qld 4570

## Supplier Payment History

September 2023

ABN: 37 417 474 709  
Email: om@rfbaq.org

Cheque No.	Chq Date	PO No.	Date	Supplier's Inv. No.	Purchase Total Amt	Amount Applied
<b>AgentMail</b>						
21625	15/09/2023	00019893	4/09/2023	INV - 10674	\$501.60	\$501.60
Total for Payment 21625:						\$501.60
<b>Australia Post</b>						
21624	15/09/2023	00019892	3/09/2023	1012645375	\$3,919.65	\$3,919.65
Total for Payment 21624:						\$3,919.65
<b>Cooloola Trophies &amp; Engraving</b>						
21578	1/09/2023	00019887	10/08/2023	INV-2729	\$120.00	\$120.00
Total for Payment 21578:						\$120.00
<b>Department of Housing and Public Works</b>						
21583	6/09/2023	00019888	1/09/2023	175378	\$4,739.65	\$4,739.65
Total for Payment 21583:						\$4,739.65
<b>EFEX</b>						
21579	1/09/2023	00019886	29/08/2023	II2074524	\$2,774.20	\$2,774.20
Total for Payment 21579:						\$2,774.20
21761	29/09/2023	00019899	28/09/2023	II02094730	\$2,774.20	\$2,774.20
Total for Payment 21761:						\$2,774.20
<b>EPIRB HIRE</b>						
21627	22/09/2023	00019896	18/09/2023	26787	\$110.00	\$110.00
Total for Payment 21627:						\$110.00
<b>First 5 Minutes</b>						
21623	15/09/2023	00019891	1/09/2023	RR286694	\$864.07	\$864.07
Total for Payment 21623:						\$864.07
<b>Flick Anticimex Pty Ltd</b>						
21584	6/09/2023	00019890	1/09/2023	410153631C	\$27.20	\$27.20
Total for Payment 21584:						\$27.20
<b>Green, Les</b>						
21622	15/09/2023	00019895	5/09/2023	3646542	\$277.50	\$277.50
Total for Payment 21622:						\$277.50
<b>Harvey Norman Commercial</b>						
21628	22/09/2023	00019852	30/06/2023	5176958	\$9,885.89	\$4,942.94
Total for Payment 21628:						\$4,942.94
<b>Impact Office Supplies</b>						
21626	15/09/2023	00019894	6/09/2023	425961	\$34.60	\$34.60



Created: 10/11/2023 10:03 AM

Rural Fire Brigades Association

28 Fraser Road  
Araluen Qld 4570

## Supplier Payment History

September 2023

ABN: 37 417 474 709

Email: om@rfbaq.org

Cheque No.	Chq Date	PO No.	Date	Supplier's Inv. No.	Purchase Total Amt	Amount Applied
Total for Payment 21626:						\$34.60
<b>JT Press</b>						
21582	6/09/2023	00019889	5/09/2023	155646	\$140.00	\$140.00
Total for Payment 21582:						\$140.00
21760	29/09/2023	00019900	29/09/2023	156036	\$1,597.01	\$1,597.01
Total for Payment 21760:						\$1,597.01
<b>Riverside Hotel</b>						
21581	1/09/2023	00019881	1/08/2023	359644	\$1,611.00	\$1,611.00
Total for Payment 21581:						\$1,611.00
<b>Sensis Pty Ltd</b>						
BP041023	22/09/2023	00019898	20/09/2023	INV29488002	\$35.42	\$35.42
Total for Payment BP041023:						\$35.42
<b>Telstra Limited</b>						
BP021023	22/09/2023	00019897	17/09/2023	K749254731-0	\$5,889.16	\$5,889.16
Total for Payment BP021023:						\$5,889.16
<b>Unique Graphic De'Signs</b>						
21580	1/09/2023	00019885	11/08/2023	00012970	\$209.00	\$209.00
Total for Payment 21580:						\$209.00



**RURAL FIRE BRIGADES ASSOCIATION**  
**QUEENSLAND INC.** ABN. 37 417 474 709

# **GENERAL MANAGER REPORT**

**FOR NOVEMBER 2023 MCM**



## Meetings

- 12/09/2023 – Yellow Ribbon Day and Qld Parliamentary Friends of Rural Fire Brigades, Brisbane.
- 27/09/2023 – Bimonthly Commissioner Meeting - Greg Leach, Mike Wassing, Joanne Greenfield (QFES), Ian Pike (RFBAQ) – Kedron.
- 29/09/2023 – Firecom Reference Group – Linda Gordon (QFES) – Teams.
- 24/10/2023 – Meeting – Craig Lapsley, Deb Jepsen, Tony Murphy (Innovation Pro Pty Ltd), David McMullen (RFBAQ) – RFBAQ office, Araluen.
- 01/11/2023 – QFD Structure meeting – Sarah Ryan, Selena Turner, Joanne Greenfield, Peter Hollier (QFES), Ian Pike, Gary Patzwald, Ian Swadling, Jim Besgrove, Ben Heilbronn, David McMullen (RFBAQ) – Teams.
- 15/11/2023 – Meeting – Minister Mark Ryan, Nick Barter, Ian Pike (RFBAQ) – Brisbane.
- 21/11/2023 – Bimonthly Commissioner Meeting – Steve Smith, Mike Wassing, Joanne Greenfield (QFES), Ian Pike (RFBAQ) – Kedron.

## News and Media updates

Wrote the following updates for the RFBAQ website, Fireline and Social Media:

Date	Website / Social Media	Fireline	Title
07/09/2023	x	x	12 solar systems donated to 12 Rural Fire Brigades in Central Qld
12/09/2023	x	x	Today is Yellow Ribbon Day!
13/09/2023	x		Ford Ranger EOI closing soon
18/09/2023	x		Rural Fire Brigade Donations
04/10/2023	x	x	RFBAQ 200 x \$5,000 Buy Local Grant Programme finishes
09/10/2023	x	x	Tuesday 10th October 2023 - Firefighters' Remembrance Day
13/10/2023	x		Avid Supporter Wins Car
16/10/2023	x		Home Rule for Rural Fire
16/10/2023	x		50 more RFBAQ Buy Local Grants approved
25/10/2023	x		New Employer / Employee information pamphlets available from RFBAQ to brigades
26/10/2023	x	x	Grants - What do brigades need?
01/11/2023	x		Australian Firefighters Calendar Donation
03/11/2023	x		Rural Fire Service Communication
04/11/2023	x		Cloncurry light aircraft crash
08/11/2023	x	x	Got a Rural Fire Brigade that you love?
13/11/2023	x	x	Thank you for letting your staff wear another hat

*Plus countless re-posts on internal articles and images, and shares of external articles.*

## Projects

Restructure of Rural Fire.  
Bushfire Heavy Tanker.  
New recruit talks.  
Guardian.

Skid.  
Pebble.  
Buy Local Grants.  
Fire curtains in light attacks.

Rear safety lights on light attacks.  
Election.  
Unfair dismissal case.