



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

GENERAL MEETING

16TH & 17TH MARCH 2024

MINUTES & REPORTS

SHAMROCK HOTEL – MACKAY

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

MINUTES



Minutes: For the meeting held on Saturday & Sunday, 16th & 17th March 2024
Shamrock Hotel – Mackay

Attendance:

Ian Pike (President)	Ian Swadling (IS)	Gary Patzwald (GP)
David Morton (DM)	Cam Tindall (CM)	Jim Besgrove (JB)
Peter Simpson (PS)	Pat Noye (PN)	Les Green (LG)
Sandy Brown (SB)	Robert Lang (RL)	Ashleigh Rowcliffe (AR)
Cath Duddy (CD)	Angela Endres (AE)	David Black (DB)
Gaven Bunker (GB)	John Muscat (JM)	Nicholas Swadling (NS)
Justin Choveaux (JC)		

Secretariat:

Jessica Stark (JS)

Apologies:

Barry Child (BC) Ben Heilbronn (BH)

1. OPENING OF MEETING

Welcome & Opening of Meeting

President declared meeting open at 8.00am

RL – We sadly lost 2 great volunteers this week. Ray Murphy who was a long-time member and absolute great guy was involved in a machinery accident. Zahn Rothery from Belmont RFB was travelling to or from work when he was involved in an accident. JC – Zahn's family has asked for no flowers and instead to do BSD's through the RFBAQ.

1.1. Leave of Absence

Barry Child (BC)

Ben Heilbronn (BC)

1.2. Proxy

Barry Child has given his proxy to Sandy Brown

Ben Heilbronn has given his proxy to Jim Besgrove

2. ADMINISTRATION

2.1. Minutes and Business Arising

2.1.1. Minutes of Previous Meeting



Motion: The minutes of the General Meeting dated 14th October 2023 are adopted as a true and correct record of proceedings.

Moved: DM

Seconded: PN

Carried: 16/03/2024

2.1.2. Business Arising from the Minutes

- a. JC – GP & IS were appointed to the Firecom committee and they have been attending meetings.
- b. JC – Wrote to the RFS about the working strategic committees. Ben Millington wants to reform all of the committees and reengage them. Looking at making 6 committees.
- c. JC – Nominated people for Rural Fire trust which hasn't met.
- d. JC – Wrote to every political party in relation to our position on becoming a separate service. I sent you all an email in relation to this. Meeting with David Crisafulli, Jarrod Bleijie & Dale Last was very positive.
- e. JC – Vote for Memorandum of Understanding with Firecom. Wrote to them and haven't received anything back.
- f. JC – Supported Jim Besgrove and Rangewood RFB in facilitating a meeting with the Minister. JB – meeting did not go well.
- g. JC – RFBAQ accepts RL roadside burning report and supports in working with TMR to develop a matrix. RL - Had a meeting 30th of January, it was pretty good. They agreed there was issues needing to be addressed. Matt Inward said to revisit this in 12 months times. Lots of notes from the meeting was taken which I will shorten to reflect to the meeting and distribute. They are aware of the issues now, and we are working on it. JC – they were a number of action items that come from it. 5 First Officers that were there went away very happy seeing plans put in place. Example the road corridor permit name going forward will not be the First Officer anymore, it will be in the name of the Inspector. Paid staff to go discuss with neighbouring landholders about breaks & if they want support etc. There is a 5-year burn plan around Rockhampton area. Agreement for RFS and TMR to produce information to go out to brigades & First Officers. Chris Spencer said they are going to go to Gladstone and Emerald to bring in the 5-year plan in those areas as well. JM – we don't have the same issues in our area, it all works well here. RL – one of the problems they said was funding for the traffic control. JC – they are allocated money in their budget for it. PN – They have been to Gladstone already and are drawing up a plan to burn and getting permits ready. We don't have much of a problem in our area. JC – the agreement with TMR was to include rail as well. Once we get the notes, we can push it forward. RL – Risk assessments being done at inappropriate times. We want the authority to be given back to the brigades.
- h. JC – International Firefighter Medal – We wrote to AFAC and CAVFA. Sent emails on this.
- i. JC – wrote to RFS about Area Office's not entering information in a timely manner. No response was received.
- j. JC – Wrote to the Minister regarding getting Muckadilla a truck. NS - Muckadilla got the truck and are undergoing training. I need to write to Roma and thank them for their support in getting that and also getting a pump. JC – what did they get. NS – a twin cab Isuzu, they are very happy.

IP – welcomed Craig Lapsley to the meeting 8.21am



2.2. Correspondence

2.2.1. Acceptance of Correspondence Report

Motion: Correspondence Report is accepted.

Moved: IS

Seconded: DB

Carried: 16/03/2024

2.2.2. Business Arising from Correspondence Report

- a. IS – Defence vehicle based on Fusion Cruiser? JC – defence department for RAAF are building 2 vehicles based on the Fusion Cruiser build design specially for the safety aspect. Both being made by QuikCorp.
- b. DM – Anonymous complaint letter? JC – CC'd in a letter that was sent in about someone inside the machine. A lot of the information coming in, people from QFES looking for a safe place to come out.
- c. GP – Happy Valley, page 4? JC – explained they had 3 trucks, and then one got taken away and it has not been replaced. Winston Williams tried to fight it and documented it all.
- d. IS – Page 5, John Thomson reply to Fireline? JC – Yvonne responded about a buy local grant.
- e. IS – Page 6, unreasonable complaints policy? JC – QFES don't have one and that they should get one. Vexatious complaints that are constantly investigated over and over again. We have pointed it out to RFS, but they aren't doing anything about it.
- f. IS – Joel Gordan, Smoke Signals? JC – he just said thank you for sharing.

3. General Business

3.1. Presidents Report

IP tabled his President March 2024 General Meeting Report

3.1.1. Acceptance of President Report

Motion: President Report for March 2024 General Meeting is accepted.

Moved: IP

Seconded: GP

Carried: 16/03/2024

3.1.2. Business Arising from President Report

- a. Nil

3.2. Operations Manager Report

AR Tabled Operations Managers March 2024 General Meeting Report

3.2.1. Acceptance of Operations Manager Report

Motion: Operations Manager Report for March 2024 General Meeting is accepted.

Moved: RL

Seconded: CT

Carried: 16/03/2024

3.2.2. Business Arising from Operations Manager Report

- a. IS – Supplier EPIRB hire? AR – that's our DFIB in the office that we rent.
- b. DM – What did we get from Harvey Norman that's on the supplier payment history? AR – that's the consolation prizes for the Art Unions.



- c. RL – More permanent part time positions, will this have implications to us? AR – it sort of levels itself out. We have offered it to everyone and only 3 took it up. JC – we have been offering it for years anyway as its good for us to have permanent staff.
- d. IP – Thank you Ash for your great work with putting your report together. Great job.

3.3.General Manager's Report

JC tabled his General Manager's March 2024 General Meeting Report

3.3.1. Acceptance of General Manager's Report

Motion: General Managers Report for March 2024 General Meeting is accepted.

Moved: DM

Seconded: GP

Carried: 16/03/2024

3.3.2. Business Arising from General Manager's Report

- a. JC – We received a bequest for \$95,000 that is to be spent in the Cairns Peninsula area. We will be running a special grant scheme with a simple one-page grant application. Local rep and local Inspector agreed on 30 chainsaws, PPE, sharpening kit and box, 10 generators, 15 backpack blowers, 20 brush cutters with PPE.
- b. JC – Overweight truck – unsure how they will fix this. Brookfield RFB is code 7 and completely off the run. We are seeing a different level of activity from Ben Millington. Asked questions about the front axle weight and heard nothing back. Will be asking about the exemption.
- c. JC – Pebble is great. Next step is to go the QFleet to test it and see if there is an appetite to build one on a cruiser and see if it all works. This pump is half the weight of the current pump, and it pumps out the same amount of water. They were able to modify the flow on the pump. At the end of this the skid will go back to the owners and the vehicle will go down to Wetstone RFB. The Fire Service will give throw in a 1000 litre trailer. IS – Can they get a slip on from the RFS? JC – its up to them. JC – this has cost us nothing. PN – how long does it take to charge? JC – not that long, its tops up as you are driving. It has enough power to pump for 8 hours. IS – a pump is on demand so only draws power when you pull the trigger so potential to run longer.
- d. JC - Draft Legislation is out. It's bad. Our conversation last year was how to play for time. A lot of brigades have written in. We were never going to win in the committee stage. It will then go back to Parliament. My recommendation is we do the same as we did with the cancer coverage. Suggest we do an A3 poster saying I support my local fire brigade and get a photo with that member of Parliament and share it around. When it's debated in the house we sit in the gallery in our uniforms and when it comes closer to the vote, we get the trucks out on the streets. It's up to the local brigades, we will put the information out there. Then we go to the political parties asking for their support. They have 14 seats; we are not going to win the vote. The UFU submission is in and very detailed. We received a letter from Firecom, and they were promised to be employees of the QFD and that they would service Rural Fire and Fire and Rescue. They are now being told they will be Fire and Rescue employees reporting to Fire and Rescue. No where in the Legislation does it mention the phrase QFD. Firecom doesn't attach to anything legislatively. DM – we have a lot of people in our area saying they are going to resign because of this. Discussions with Justin on this and it really does just give into the department. Should we recommend people not to resign? IP – I think so, we need to stand our ground and be a united front, do what we always do, still attend callouts. DM – start turning it back on them. IP – we have a lot of brigades that will still follow the old system. DM – if I see smoke, is there anything



stopping me from going? JC – its covered under the brigade manual, you can self-respond. DM – maybe we recommend being more independent. JC – the system is just broken. GP – the problems come from Kedron, in our area we all just work together. IP – our staff are a big part of the problem. LG – in our area, if it's a wildfire the red trucks will just say it's yours. Rockhampton and Mackay areas have the same issue with being notified later than the urbans. JC – we created the incident control card and sent it out. It's still available. Problem was our own staff were telling people to not listen to it. If we become a Statutory Authority, they would have to recruit staff. We don't want the same people in these positions.

- e. GB – Bushfire heavy? JC – explained what's happened with this project. They wouldn't give me the spec's because its commercial in confidence. We weren't allowed to see anything. In September we had a meeting and provided the feedback on the truck. We have not heard anything about our truck. Someone on Facebook said its overweight, so we asked Ben Millington and turns out it is overweight on the front axle. The fire service has been changing things without telling us. I told them to drop 500 litres water so we can get this out around the State as it has lots of great safety features. GB – why go 4000 litres when that platform can really only take 3500 litres? JC – explained why.

4. Grant Applications

4.1. GN24/653 – Maryvale Rural Fire Brigade – Water tank - \$2,605

- a. RL - gave brief on grant application. \$2,605 for water tank. The original tank has collapsed. Very active brigade within the community. **All members happy to support.**

4.2. GN24/654 – Biddaddaba Rural Fire Brigade – Chainsaw & equipment - \$5,000

- a. JC explained grant application. 17 active members never had a grant before, about to build a fire station. Has all the paperwork required. **All members happy to support.**

JC – Cynthia Jones grant was approved for half the amount requested 18 months ago for a shipping container. We went back to the fire service and said we will go halves and they agreed. We sent the brigade a reminder email and they said the fire service reneged on the offer to pay half. I tried to contact the Local Inspector who has not returned my call. Today I will be bringing this up with Ben Millington.

5. GENERAL BUSINESS - CONTINUED

5.1. JB – Lack of reporting of RFS support for severe weather responses & better welfare support for RFS crews at protracted incidents

- a. JB – All the good work from the RFS crews went down as completed jobs by the SES because we went up as a support agency, but they wouldn't have been able to do the jobs without our trucks. No one in FNQ wanted to do anything about it. Previously at major events we have created jobs in Firecom so we can see it recorded. Every time there's a deployment to FNQ volunteers are treated like shit. Staff get rooms to themselves when multiple volunteers are shoved in a room and not fed properly. We just go and make our own arrangements now. IS – why can't you just write a fire report with what you done and who was on it? JB – its reported through Firecom. LG – we only report through to Firecom. JB – we need to make it apart of the system. A part of the problem was the ROC in cairns only operated until new year's day and then they closed it down and there was no such thing as ICC or anything operational. FNQ didn't even know we were coming. IP – sounds



like a local area problem. JC – we have written to the Fire Service on a number of occasions and the problem is none of it is recorded. JB – go back and reenforce it. JC - Craig could include it in his report and recommendations. IS - can you ask Firecom to raise an incident? JB – they told us they couldn't. This is just getting worse. We had the same problem in Gympie but then they started creating jobs. IS – I think both these issues are one for Ben Millington today, we should also write to him about the issues and explain the lack of reporting and to come up with a system to be able to do it and also raise the mistreatment of volunteers. Proposed to write to ben Millington about these issue.

Motion: RFBAQ to write to Ben Millington on the lack of reporting of RFS support for severe weather responses and the need for better welfare support to RFS crews

Moved: IS

Seconded: DM

Carried: 16/03/2024

Unanimous

9.55am Break for morning tea

10.24am Meeting resumed

5.2. JB – Higher base stock levels for supplies kept at RFB state stores

- a. JB - Another constant issue we hear from volunteers is they can't get their PPE or uniforms in a reasonable timeframe. Last year we went down to RFS in NSW, and they have it down to a T with the way they look after their volunteers. Every item they supply to volunteers or in trucks, they now have 6 month's supply of every item to ensure the volunteers are looked after. When there is a major incident, they have a shipping container full of supplies that is taken to the incident so volunteers can get what they need straight away. RFS in QLD need to find the money in the budget to have a system to look after our volunteers in an effective manner. PN – I ordered a shirt the other day and it's a 6 week wait. 3 months is far too long to wait. IP – PPE is still held in stock. PN – then why is it taking so long to get it out. RL – Gracemere blew an engine and was off the road for months. Why are the spares not on the shelves. JC – CFA has a fleet a lot larger than ours. CL – Contract to have adequate spares. We have workshops owned and operated by CFA. There are mobile trucks to go out and fix the problem otherwise they come into the workshop. We usually have a spare for a spare. GP – what is CFAs budget for the year? JC - \$300 million and ours is \$70 million. GP – that's the problem. CL – brigade owned vehicles are also looked after now. IP – we use to have to pay for it but now it's all looked after. RL – we have 5 x 51's off the road and they couldn't tell us when they would be going again. JB – we need to be better prepared. Use the models CFA RFS does. JC - vehicle spares as well? JB – Yes. DM – we need to ask to have items filled immediately, efficient supplies. JC – They're not going to do anything about it as there's nothing in it for them. IS – it's money that the issue. Suggest we tell them to budget item be allocated to fund stock and spare parts. CT – you can't do that with truck parts but uniforms you can. GB – I don't think you can include vehicle spares, it's not realistic. JC – we could say major items such as pumps. GB – pumps fair enough but having a motor sitting in stock is not realistic. IS – include provision in vehicle contracts for commonly required spares. IP – hatz will no longer be providing engines. Look at retro fitting hatz. RL – These dealers should have these items in stock. JC – we can only say what we want, we can't make them do it.



Motion: RFBAQ to write to the Commissioner and the Chief Officer that budget items be identified to fund the immediate supply of PPE / PPC and uniforms (polo's & cargo pants)

Moved: JB

Seconded: RL

Carried: 16/03/2024

Unanimous

6. Craig Lapsley – Innovation Pro Pty Ltd

- a. CL - Thanks for the invitation and apologies for not being able to attend in person earlier. Gave a brief run down on his background. This project has been very slow because of the legislation and the change of leadership. CL displayed and explained his presentation. Resourcing to risk – finalised a plan and how it will look. Concept of ops is straight forward. Service delivery – Operational functions – Supporting capabilities – RFSQ deliverables. Trying to get CONOPS down to a document that is easy to read and friendly for First Officers. Without the Legislation you can't write delegations. If you think there needs to be more, please tell me. I have seen some very clunky documents within the organisation. Queensland Fire Department draft strategic plan has 8 strategic objectives. I am also looking into what the strategic plan would look like if RFS was to stand alone. Strategic intent is what gets the money from Government. JC – all the way through these documents when you refer to Rural Fire and Rural Fire capabilities, you are always referring to bushfire. While that's the majority of what we do, it's not all of our business. So, if we are known as the people who fight bushfires, why aren't the urbans known as the people who go to car accidents? Can we take the words bushfire out as that's not all we do and have something like rural community needs etc. CL – give me some wording. The main wording I am driving is volunteers, communities, emergency and natural disasters. JC – they will use that one word against us. CL – Brigade / regional resource to risk. This is a test about how well they report. Working out what brigades have now and what they need in the future. Discussions with brigades and consult with them so we can price up what is needed and then develop a regional plan. My opinion on trucks is it should not even be an issue; they should just keep pumping them out. JC – you say you want staff to consult with the brigades, but they already hide from the brigades. CL – the new Deputy Chiefs are going to have the pressure put on them and they have to have the attitude right. I am asking for evidence based, proper discussion and a plan. JC – when you provide your reports you were hired by the Commissioner but who is your report going to? CL – Chief Officer & Commissioner. JC – what if they pick and choose from your report? CL – I hope that's not the case. I take it on face value that they want to do something positive. The 4 new Deputy Chiefs need to be able to deliver in their roles. Next one is brigade management: Prevention – preparedness – response – recovery. This exercise will show the depth of what your brigade does and what groups do. IP – I think your lacking on the understanding on the word groups. JC – half the truck brigades are not in groups. IS – mitigation should have another category for primary production. CL – permanent burns? IS – a lot of graziers get brigades to burn off their paddocks to get fresh grass to grow, which is not a hazard reduction burn. CL – I can add that in there. CL – last thing is accountability model for line of command – First Officer to Region to State. To support brigades there's groups and to support the regions they have districts; 8 districts & 25 areas. Pushing for the 25 areas to have a better connection with the First Officers in a formal way. IP – they won't even turn up to meetings. CL - We are trying to write it in that they will have to turn up to meetings and then need to lead discussions. It needs to be the Inspector. There is a total disconnect between what the area does with accountability and the First Officers. DM – accountability is totally lacking, there is none at the moment. CL – currently working on a piece on who is responsible and who is accountable. We can't invest 114 new positions and not have proper accountability.

11.52am Break for lunch

12.30pm Meeting recommenced



7. Ben Millington – Acting Chief Officer

- a. CL gave BM a brief of what was discussed earlier. IP – welcomed Ben Millington to the meeting 12.34pm. BM – Thanks for the invitation. Gave background on himself. Even though I am from NSW I am not here to replicate that. There are good things down there but also some not so good things. Been out for the last 5 weekends visiting the brigades and trying to get out as much as I can. Have been notified about Firecom not getting jobs out. The reform is an emotive issue at the moment. We ask respect and open up the communication and talk about the issues. I acknowledge the failure of RFS not showing up to meetings etc. I have made it clear with my staff that this needs to change. We both want better support for volunteers, we might not also agree but we can try work together. Boundary issues need to be looked at and have a conversation about. The organisation structure should be released this week. There have been changes as it was very top heavy. I am confident that it will service well to provide better support to volunteers. We need to go back to the basics. We have issues we need to address like over-weight trucks. Ben displayed a presentation. I acknowledge the failure on the behalf of medals not going out. we need to get the recognition right for our volunteers and staff. We need to focus on getting the staff out seeing the volunteers. GP – so we are going to get more staff down the bottom? BM – yes, more staff at local but also have regions and districts picking up additional work as well. GP – 10 more Chief Fire Officers to manage all the money? BM – 5 x DCO & 8 x ACO. In terms of money, we do get our own budget on the 1st of July, but we need to look at how it will be disbursed. I don't have any concerns, it's on record that we are getting our own budget and funding. I don't believe there has been an opportunity for our staff to develop their skills. Things like 4WD driver training courses. JC – we have been writing about this for years and getting nowhere. BM - These are definitely things I want to focus on moving forward. JC – inability to get PPC. JB – we went to NSW and they carry 6 months' supply with dedicated system with a shipping container shop that can be moved around. JC – Brigades use to have their own stores, but it was all taken away. BM – I'm happy to take some of this on and have some conversation around this. If they are going to centralise it, they need to make sure it works. SB – we had a meeting, and the staff would come up with gear and we could just grab what we needed. JC – there was no visibility, and the secretary didn't know what was being ordered. We said to bring it back to the First Officer for visibility. BM – I think this is an easy thing to look at. IP – helmets are another issue, it's a complicated system. BM – I have read the Brigade manual and there is room to work on that. It is on my list. JM – Staff recruitment is a great concern. The local people should have more of a say. My brigade hasn't seen a staff member for ages. BM – I have asked my staff to report back to me fortnightly. RL – There is a lot of mistrust becoming between volunteers and staff. BM – Why? RL – they aren't getting out. Dealing with vexatious complaints. Brigades will say why bother ringing area office when they don't get back to you. BM – my goal is to be increasing the interaction between brigades and staff. RL – a regional manager should not be dealing with complaints when they should be out seeing brigades. RL – the staff need to be better resourced and better trained. IS – I know you don't want to bag the staff but there are staff out there that are roadblocks and need to be questioned. BM – we need to do it better. Some areas do a great job. I am aware of it. GP – some area officers are not user friendly, trying to talk to someone is very hard. Area offices that are easily accessible. BM – there are things that are happening that will address some of these concerns. If we can bring in a program where we can support and encourage volunteers to apply for position, I'd be very happy. IS – the internship proposal? BM – It is something I want to discuss with you. IS – explained the internship he put forward. JC – meeting with staff, how did they take it? BM – The staff were snowed under, so this will help them. This is an issue we need to work through. The staff have done a great job given the resources they have. Feedback so far has been very positive. Overweight appliances are progressing. I am not guaranteeing any of this, but these are things I am working on. DM – the roadblocks are causing things not to happen or making things very poor. BM – I think the new structure will push through some of these roadblocks. PS – will there be a process, so you know what's happening at the bottom like KPI's. BM – yes, there will be an accountability piece in place. RL – we have to focus on keeping our volunteers. BM - I caught up with surf life saving and they are also having a decline in



numbers. We need to be flexible with the training for our volunteers. JC – 2 years ago there was going to be a 2-tier system, we voted for it, the Minister liked it, they were going to do it. We followed it up and it didn't happen. CL – CONOPS need the Commissioner and DCO to agree. JC – will supply copy notes from the meeting. IS – the introduction of BlueCard's was an absolute debacle. This was the worst thing the department could have done to volunteers. JC – The volunteers would just love an acknowledgement of failure and apology. SB – qualifications from state to state not being recognised. BM – the unit of competency should have fixed this. So, this is something I find wrong. JC – how will you affect change? BM – asking the question and putting them on notice. We will have our own structure soon. No one can show me where it says that someone from down south moves here must redo it. I am on the same page as you on this. CD – Volunteer joined 6 years ago, has done lots of training but someone has not entered his training so is not recognised. BM – if there are individual cases on this, send it to me and I will follow it up. IS – Members done a 4WD trainer course and they took the certificates into area office and the ATSO said not good enough. GP – start looking at the legal department. BM - I don't think it is them. IP – RFS members has to have 16 hour AIMS but SES does not. BM – I will follow up on this. I am an open book. Thanks for having me.

8. Carly Osbourne / Jane Houston – Legislation

- a. IP – Welcomed Carly and Jane to the meeting. JH – here to discuss what's in the bill and your concerns. In terms of where we are at; the bill has been referred to the committee for Parliamentary consideration and the committee has called for public submissions which was due back yesterday. The committee will hold a public hearing scheduled for the 26th of March followed by a briefing. Committee will provide a report recommendation on the bill and whether it should be passed or amended. JH opened discussion to the floor. JC – I received a query from a brigade asking if brigades become a part of the fire service, will brigade owned vehicles and vehicles that have been given to them by the RFBAQ still belong to them or will it become property of the RFS? Also, other queries asking will their money become fire service money, and will they have to report on it the same way as RFS does for expenditure? Then for purchasing would they have to go through the Government purchasing/disposal guidelines? CO – Brigade owned vehicles, aren't they already on the asset register? JC – You insure them, but the vehicle is owned by the brigade and the brigade would get to choose how they would like to dispose of it at the end of life and they would get to keep the money. So, will this change for those vehicles? CO – I need to look more into this, can you give the details to Ben. The second bit I'm talking to, it's in the brigade manual on what money can be spent on. There are obligations on what state entities can spend on. Need specific details that we can work through. JC – example some council's raise a levy. Depending on the council depends on what you can spend that money on. The brigade is accountable to the council for how they spent that money. Then for brigade money where they have received a donation from a local the brigade is responsible for how they spend that money, not the RFS. Will that change now the brigade is a part of the RFS and will they need to reconcile that with RFS how they got that money and what it was spent on? CO – that's pretty high level. Wouldn't it go through the donation fund and a tax receipt get issued? JC – no, lots of donations are giving directly to the brigade. IP – when we do mitigation burns, we could be given large donations etc. CO – so goes into the bank account which is subject to the rules. IP – No. JC – Crown law broke brigade funds down into state money & local government money and brigade money. At the moment if a brigades want to get a new fridge, they just vote for it and go to the local supplier and get one and dispose of the old one however they want. So not following the government procurement to purchase or disposal process. Is that going to change? CO – I would need to look more into this. It would depend on the rules. JC – with the legislation will we be moving from an unincorporated association, where we are able to do what the clubs want to a high level of reporting. IS – read a letter of advice from senior legal advisor. CO – I need to understand it better as to how it's going to look. Have the conversation with Ben. It's a different level to what state does in terms of procurement. JC – example of fire & rescue wanting to buy a new fridge, they have a procurement process on buying a new fridge. Does the brigade have



to reconcile it to the service and then do they own it or does the brigade. CO – I can't answer that right now, I need to sit down with the Chief Financial Officer and Treasury on this. JB – example, we have \$100,000 in our account. \$70,000 set aside for capital works and \$30,000 for operational funds. So, come 1st of July does that mean QFES are going to start managing that bank account? CO – but that's money you have from being an unincorporated association. JB – But we will become a part of the service though and the unincorporated association status will go away. CO – it's not retrospective. Anything prior to the date is separate. JC – will our unincorporated status change at all with this legislation? CO – yes it would. JC – in what way? CO - you become a part of RFSQ. JC – so 1st of July brigades stop being unincorporated associations, correct? CO – Yes. JC – will there be some form of incorporation? CO – No. JC – SES wasn't allowed to have their own bank accounts, they had SES support groups. Are we going to experience the same amount of trouble from QFES as the SES support groups did from SES staff changing accounts, signatories etc without them knowing. CO – I can't answer that question. JC - Will we be legally in that same support group spot the SES found themselves in. CO – I understand that they found themselves in that predicament as there were people who were not SES members raising money for them and managing it. JC – when SES raised funds to purchase something it become the property of the local government. Example of Jim buying a car, who then owns it? CO – so your concerned about the disposal process? JC – that's the final query but the main concern is brigades purchase a vehicle with the brigade money but then that vehicle now belongs to state, they can potentially take it away and put it somewhere else, where right now they can't do that because its brigade property but after 1st of July its state property and they could take it away. Not saying they will but they could. CO – it's for the purpose of the brigade not the state. JC – but with the unincorporated association going it will become property of the state? CO – it would belong to the brigade which is part of the state. JC – that's the same thing. JH – pop it in an email for us to look at. JC – it's a bit late. GP – you haven't considered any of our requirements in this legislation. CO – the issue raised in the KPMG reviews was legal status of brigades. CO – the donated money goes through a trust. JC – almost none of the money the brigades get goes through the trust. Never has, never will. CO – if people are giving you money there are rules in place on how it can be spent. JC – but will that change as it will now be state? CO – they will still have a management committee and they will still be making decisions on what that money should be spent on. JC – they will but they will not be responsible to their community anymore. CO - I'd rather you put it writing and give me examples of those things that sit outside of the donations fund & local Government. IS – Question regarding brigades becoming a part of QFD, will the committee or any decisions the committee makes need to be ratified by the Regional Manager from the RFS? Is the authority to operate being taken out of their hands. CO – I don't believe there was any suggestion of that. BM – I don't understand what you mean on overruling your decision. IS – because we are no longer autonomous. BM – from KMPG you wanted legal protections. CO – legal status is ability to enter contracts, being responsible, to sue and be sued. These were the main concerns. JC – we pushed for legal status of brigades, we consulted with the brigades. Not one brigade wanted to be a part of the fire service. We wanted to mitigate the risk, not be signed up to the fire service. I don't really care about the Government; I care about the brigades and their world is going to drastically change through no desire of their own. CO – Minimal impacts to brigades is what our focus has been. JC – implementation cannot be inconsistent with Legislation. CO – it was always something identified. JC – that's why our position is we are not in favour of any of the amendments. The timeframe was such a small amount of time to respond, the brigades didn't even have a chance to get their say in. BM – I hear your frustration, but these ladies are not decision makers, they are here to provide the clarification. NS - Volunteers at the moment are represented by RFBAQ. When we become a part of QFES we will be unable to use RFBAQ with the Fairwork Commission on our behalf or advocate because they are not a registered union. How are we going to progress any complaints through? At the moment I am on strike because this is an absolute mess. I am happy to become a part of the RFS I guess but there needs to be some improvements from what's going on now. I don't see my statue as an unincorporated volunteer should change and why they should absorb my assets. CO – The Association is not an industrial body. The process for complaints would be the same as they are now which would be through the



RFSQ. NS – we are losing significant rights, the RFBAQ can't represent us, there is no union for us. NS – there is no industrial agreement that covers the volunteers is there? CO – you are covered under the work health and safety act and the workers compensation act. I understand the Association won't be able to support you because they are not recognised. JH – Government commitment to pass to treaty – relationship plan was sent out in an inclusive matter to both industrial organisations and associations. I understand there was a question. JC – I sent you the feedback from the reps on this and the concerns. JH – apart of the reform is around including first nations people and communities in decisions that impact their communities. The local relationships already exist. JC – Replacing the signage, this could cause friction if there is already sentimental meaning behind the brigade's name. JH – I understand this could cause friction. There would need to be engagement to take place. JC – another question was, is this focusing on paid staff, or will it be rolled out to volunteers as well? JH – it will be both. JC – another question was why are they asking us these questions? JH – it's about being respectful and including the RFBAQ. IP – anything else you would like to touch on Carly? CO – I appreciate the feedback; I am not trying to be defensive. The feedback is vital. JC – I will send you an email next week with a couple of scenarios and also a copy of the information they made available to bridges in relation to Legal Status and the money notes as well. CO – yes please, so we can work through this. We appreciate you guys giving up your time and appreciate everything you do.

3.08pm Break for afternoon tea

3.28pm Suspend General Meeting until Sunday, 17th March 2024

8.00am General Meeting recommenced Sunday, 17th March 2024

9. Craig Stolte – Information and Technology Directorate

- a. IP – welcomed Craig and team. CS – explained background and his role. We want to talk where communication is going and getting better communications. Craig explained presentation. Connectivity is a big problem. Solution to convert QFES appliances into in-vehicle communications hub. We want to keep it simple. Changing to fixed satellite. Will still be a device that looks like a radio. Hardening will be very important. Explained the proof of concept on the radios. Mesh nodes pass the data, but it is expensive and is something additional to carry. There are appropriate places for use of these. Star-link is amazing for data. There is a LEO & GEO satellite both with their own challenges. LEO is better for data, but GEO is better for voice. Weight is an issue as its sitting around 35kg. Black box in the appliance. AE – this is what the police use. CS – For service and repairs if your black box breaks, its modular so it just gets removed and replaced with a new black box. Radio goes to the in-vehicle communication hub and communication goes into the cloud. Hopefully there will be a map with red dots, so we know where people are. Running proof of concept at the moment and testing lots of different scenarios to ensure it all works. Current timeline – we are now in the proof-of-concept stage - we are going to ask the government for the funding. QCCM are talking for the whole of Government (QFES, QAS, QPS etc). We need a stable network by 2030. RL – is this doable on budget wise? CS – we are asking for lots of funding for this. It's a business case we have put to the Government. RL – brigades between here and Rocky are isolated that get call outs with hardly any coverage, so this would give them coverage? CL – nothing will give you 100%, anything can fail but this would help them a lot. Satellite will hopefully help. RL – cost? CL - \$50,000 plus. Public safety communications is very expensive. JC – we have a lot of non-truck brigades. CS – we are looking into that. CB is an option. JC – who would be responsible for funding that? CS – something we are looking into. JC – no one wants that bit. CS – it will definitely be considered. JC – have you been speaking with LGAQ? CS – not yet, we are not there yet. JC – what happens if this doesn't work out? CS – CB becomes an enhancement conversation. DM – are we going to have a technology gap? CS – no Simco are very robust. We have plenty of spares. We work very closely with NSW so this will all work together. IS – what stage is proof of concept at? CS



– waiting for equipment at the moment. We have been working with Parkies while we wait. GB – have you spoken to QFAS? CS – yes, we are working closely with them. GB – it works well for them. GP – what's better about this then what we have now? CS – a sat phone can only do 1 to 1. We are creating a solution to do much more than that. Sat phones work but they are very limited. GP – if you don't get the funding, then what? CS – don't know. JC - 2017 Minister's top priority was communications but everything else always comes first. CS – I am feeling really confident in this project though. GWN has to be renewed as well. Things are happening in the background. IS – Federal Government control it, will that effect this, is it hackable? CS – we will be doing lots of testing on this and working with the Government on this. Spectrum is an issue. we have radio spectrum just not mobile phone or satellite spectrum. PS – the concept is a great idea but is it a fireball putting it in all trucks, our work vehicles are all tracked and there is a button we can hit to call for help. CS – off the shelf items doesn't scale very well. If that's something you want, it is something we can look at. JC – we voted for AVL on the trucks in 2018 for safety. The UFU is against it. JC – so we will be able to see where the trucks are without tracking their speed etc. CS - There is a lot of data that will be tracked that is very useful to know.

- b. CL - This is an update – Motorola had to change their chip and now it's throwing a low battery sign. The work we have to do is to physically come and fix this. There is a team coming out over the next 3 - 4 months to fix this. We may have to ask brigades come in. We do apologise for this. There will be a mail in / mail out system for brigades on Islands etc. The radios still work, you just can't stop the beeping.

9.14am Break to look at radios & morning tea

10.12am Meeting resumed

10. GENERAL BUSINESS - CONTINUED

10.1. IS – Kokoda challenge by Stanmore Rural Fire Brigade Team

- a. IS – Explained the Kokoda Challenge. There is a local brigade doing it and wondering if they could raise money for the RFBAQ using our socials etc. They got a grant from us previously and want to give something back. AR – how are they planning on doing? IS – I don't really know. I think it's a Facebook page with a link. IS – we won't be supporting them, but they will want official recognition. JC – we can send them a letter with link and all the details in it for this purpose. SB – will you be able to see how much they raise. JC – we could do it as a BSD online and you Kokoda as the name. We have done this before. All in favour. RL – would be good to get them to a video. IS – they need information. JC – yeah, we have a little blurb we can supply.

10.2. JB – Brigade Finances.

- a. JB – I rang someone this morning with who has experience in the Government changes. MOG rules – Eg for finances once you become an entity inside the service, you must follow the same rules. For assets like buying a car, you have to establish a depreciation structure for that car. It would become a part of the Governments assets. If you want to sell the car, a treaty will need to be in place. Once an organisation is inside the Government it's very hard to get back out. NS – how does a treaty get set up? JB – case by case basis. JC – all of the stuff we have ever given to brigades that will now belong to the Government. JM – I wonder if that's why they are doing valuations. JB – that's for insurance. JC – when I get to the office, I will do a website update saying everything we learnt this weekend, which will come as a massive shock to the brigades. Spoke to Craig and he said he raised this with Carly on



Thursday and asked Ben Millington as well and they hadn't thought about it. RL – money in council? JC – 5 to 6 million a year. Carly thought the only money they get is through the public fund. RL – a lot of brigades in my area don't collect a levy. JC – we have a \$130,000 but that's because we have to build a shed. JC – we send it out tomorrow. The election had a swing to the LNP yesterday. I think the Government might change. JB – I don't think they have thought about it, RFS don't want to try manage that. They have not allocated the staff for it. DM – I think treasurers should resign; I won't be doing that. JC – Carly is not a bad person. IS – when they call you, you should be saying pull the legislation. JC – that was the motion. DM – we do not accept this. AE – we are certainly going to lose volunteers over this. We go back to doing our core business. JC – I don't know if brigades will want to give it up. IS – they won't be able to pay for the things they usually do. JB – they will still have control over their accounts. IS – we will have to abide by their regulations. JB – it will be the same with reporting now, but you have to have 3 quotes if you are wanting to purchase something worth over \$5,000 etc. JC – I don't think you will see change straight away until something bad happens. NS – there will be purchasing limits. JC – hazards to us, we say we raise money for brigades. JC – we can still do tax deductible donations. GP – we need members to get into Parliaments ears to make an amendment. IS – no, we want it all gone. DM – the simple answer is no, it's not to go ahead. JC – Brigades are following us online and believe what we are saying. When you talk about money, the brigades know what you are talking about. LG – the RFBAQ name is getting out there with the volunteers. IS – brigade owned vehicles? JC – it won't consist as of the 1st of July; the entity of the brigade won't exist anymore.

10.3. RL – Overweight truck

- a. RL – Overweight trucks? JC – we spoke about it yesterday. IP – they are weighing them on the Sunshine Coast. JC – I asked Ben if the overweight 500kg exemption is real and what's the details around it? BM said it is true, but he hasn't seen the paperwork yet. LG – Neil parker said they are going to start weighing them on Monday. JB – brigades are stripping vehicles back before taking them in. IS – issue with the vehicles on how they rate them and how Isuzu rate them. JC – Isuzu said they can upgrade the GVM but has to be done before delivery.

10.4. IP – Baby gift

- a. IP – Ben and Lisa had their baby girl. I have spoken with the girls to arrange a baby gift and post it them from the RFBAQ reps and staff.

10.5. IS – Mention of thanks

- a. IS – I want to thank Ash & Jess for the enormous amount of work they do for these weekend. Airfares, setting up, food absolutely everything.

10.6. RL – Mention of thanks

- a. RL – Eton is a great facility and the work that went into last night was magnificent so want to acknowledge that. It demonstrates what can be done by the community. Also thank you to Ash and Jess, we just rock up and everything is done and organised. I am in a few different bits and pieces around the state and its never as good as RFBAQ. Thanks to Ian and Justin for your time and effort and for making this all happen.



11. Date and time of next Annual General Meeting – proposed 11th to 13th October 2024 in Brisbane:

- a. All happy with date.
- b. AE – boundary realignments? JC – under the constitution we need a rep for each area so we will have more reps.

11.20am Close of General Meeting.



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

CORRESPONDENCE REPORT

1ST FEBRUARY TO 29TH FEBRUARY 2024



C#	Date	I/O	Organisation	Individual	Subject	Description
101809	5/2/24	In	Air Services Australia	Ben Harvey	Smoke signals article	
101892	20/2/24	Out	Air Services Australia	Barry Harvey	Smoke Signals	Box of 60
101816	7/2/24	In	All Industry Services	Justin Hurcom	Pebble	Invoice
101832	9/2/24	In	Anonymous		Complaint letter	
101808	5/2/24	In	ANZ		Credit Card Statement	GM Visa Card
101831	9/2/24	In	ANZ		Bank Statement	Townsville Account
101851	13/2/24	In	ANZ		Dishonoured Cheque	Payment stopped - [REDACTED] - Even Account
101858	14/2/24	In	ANZ		Bank Statement	Odd Account
101869	15/2/24	In	ANZ		Bank Statement	Transaction Account
101875	19/2/24	In	ANZ		Bank Statement	Even Account
101876	19/2/24	In	ANZ		Bank Statement	Savings Account - ending in 667
101896	22/2/24	In	ANZ		Bank Statement	Public Fund Account - PF - February
101905	26/2/24	In	ANZ		Credit Card Statement	Office Visa Card - February
101913	26/2/24	In	ANZ		Bank Statement	General Account
101929	29/2/24	In	ANZ		Summary Slip Credit Book	Even Account
101823	8/2/24	In	Australia Post		Delivery Confirmation	Early Bird Prize Winner - AU95
101815	6/2/24	Out	Biboorah RFB	Wayne Weston	Grant closed and finalised	2024 02 02 - Biboorha RFB - GN24- 650 - Grant Closed & Finalised Letter
101921	28/2/24	Out	CAVFA	All members	Presumptive cancer coverage extension of illnesses	
101922	28/2/24	In	CAVFA	Bruce Corbett	Presumptive cancer coverage extension of illnesses	
101928	29/2/24	In	CAVFA	Bruce Corbett	Presumptive cancer coverage extension of illnesses	
101821	7/2/24	In	Clear Mountain RFB	[REDACTED]	Hardship grant	
101830	9/2/24	Out	Clear Mountain RFB	[REDACTED]	Hardship grant	Closed and finalised
101828	9/2/24	Out	Coolmunda RFB	Aaron Williams	Buy Local Grants	Closed and finalised
101838	12/2/24	In	Department of Defence	David Mouser	Defence vehicle based on FusionCruiser	



C#	Date	I/O	Organisation	Individual	Subject	Description
101886	20/2/24	Out	FRRR (Foundation for Rural & Regional Renewal)	Danielle Griffin	Connected Communities Grant Program	
101897	22/2/24	In	FRRR (Foundation for Rural & Regional Renewal)	Jane Crane	Connected Communities Grant Program	
101898	22/2/24	Out	FRRR (Foundation for Rural & Regional Renewal)	Jane Crane	Connected Communities Grant Program	
101917	26/2/24	In	Happy Valley RFB	Winston Williams	Concerns with removal of NC53 medium attack	CC to email to Craig Adams et al
101918	27/2/24	Out	Happy Valley RFB	Winston Williams	Concerns with removal of NC53 medium attack	CC to email to Craig Adams et al
101866	15/2/24	Out	Independent Member for Noosa	Sandra Bolton MP	Call for fully independent RFSQ	
101890	20/2/24	In	Independent Member for Noosa	Sandra Bolton MP	Call for fully independent RFSQ	
101842	12/2/24	Out	Innovation Pro	Craig Lapsley	General Meeting	Invitation
101844	12/2/24	In	Innovation Pro	Craig Lapsley	General Meeting	Invitation
101845	12/2/24	Out	Innovation Pro	Craig Lapsley	General Meeting	Invitation
101864	15/2/24	Out	Katter's Australia Party	Robert Katter MP	Call for fully independent RFSQ	
101887	20/2/24	In	Leslie RFB	Josh Williams	Assistance to second officer	
101888	20/2/24	Out	Leslie RFB	Josh Williams	Assistance to second officer	
101891	20/2/24	In	Leslie RFB	Josh Williams	Assistance to second officer	
101906	22/2/24	In	Leslie RFB	Josh Williams	Grant Application	Grant Application
101907	26/2/24	Out	Leslie RFB	Josh Williams	Grant Application	2024 02 26 - Leslie RFB - GN24-652 - Grant Approved
101908	26/2/24	In	Marino Lawyers	Mirella Rimmington	Estate of [REDACTED]	Finalised and Trust statement attached
101914	26/2/24	Out	Marino Lawyers	Mirella Rimmington	Estate of [REDACTED]	Donation receipt attached
101915	26/2/24	In	Maryvale RFB	Margaret Scott	Grant Application	2024 02 23 - Maryvale Grant Application
101916	27/2/24	In	Maryvale RFB	Margaret Scott	Grant Application	2024 02 27 - Maryvale RFB - GN24-653 - Grant Application Received
101822	8/2/24	Out	Member for Hill	Shane Knuth	Possible question on notice	
101852	13/2/24	In	Misc	Adrian Williams	Reply to Fireline	



C#	Date	I/O	Organisation	Individual	Subject	Description
101853	13/2/24	In	Misc		Reply to Fireline	
101854	13/2/24	In	Misc	John and Yvonne Thomson	Reply to Fireline	
101899	23/2/24	In	Misc		QFES corruption	cc to email to Volunteering Qld and Volunteering Australia
101924	28/2/24	In	Misc	Eldo Bottcher	Overweight trucks and brigade concerns	Reply to Fireline
101927	28/2/24	In	Misc		Overweight trucks and brigade concerns	Reply to Fireline
101877	19/2/24	In	Moore Linville RFB	Murray Broomhall	New shed	
101881	20/2/24	Out	Moore Linville RFB	Murray Broomhall	New shed	
101806	5/2/24	In	NROSG	Jim Besgrove	Exercise Luxton postponed	
101865	15/2/24	Out	Pauline Hanson's One Nation	Stephen Andrew MP	Call for fully independent RFSQ	
101867	15/2/24	In	Pauline Hanson's One Nation	Jannean Dean	Call for fully independent RFSQ	
101810	6/2/24	In	Pumicestone RFB	Robert Smith	RFS deployment payments	
101803	2/2/24	In	QFES (Qld Fire and Emergency Services)	Andrea Kirsten	Modern Field Communications Project update	
101804	2/2/24	Out	QFES (Qld Fire and Emergency Services)	Andrea Kirsten	Modern Field Communications Project update	
101807	5/2/24	Out	QFES (Qld Fire and Emergency Services)	Peter Hollier	Pebble	Request for use of standpipe
101811	6/2/24	Out	QFES (Qld Fire and Emergency Services)	Peter Hollier	RFS deployment payments	
101812	6/2/24	In	QFES (Qld Fire and Emergency Services)	Andrea Kirsten	Modern Field Communications Project update	
101813	6/2/24	Out	QFES (Qld Fire and Emergency Services)	Andrea Kirsten	Modern Field Communications Project update	
101814	6/2/24	In	QFES (Qld Fire and Emergency Services)	Sarah Ashby	RFS deployment payments	
101817	7/2/24	In	QFES (Qld Fire and Emergency Services)	Olivia Grant	Meeting with Chief Officer	



C#	Date	I/O	Organisation	Individual	Subject	Description
101818	7/2/24	Out	QFES (Qld Fire and Emergency Services)	Olivia Grant	Meeting with Chief Officer	
101819	7/2/24	In	QFES (Qld Fire and Emergency Services)	Olivia Grant	Meeting with Chief Officer	
101820	7/2/24	Out	QFES (Qld Fire and Emergency Services)	Olivia Grant	Meeting with Chief Officer	
101824	8/2/24	Out	QFES (Qld Fire and Emergency Services)	Peter Hollier	Unreasonable complaints policy	
101825	8/2/24	In	QFES (Qld Fire and Emergency Services)	Joel Gordon	Smoke Signals	
101833	9/2/24	In	QFES (Qld Fire and Emergency Services)	Peter Hollier	QFD headquarters	
101836	9/2/24	In	QFES (Qld Fire and Emergency Services)	Kaye Healing	Pebble	Request for use of standpipe
101837	9/2/24	Out	QFES (Qld Fire and Emergency Services)	Kaye Healing	Pebble	Request for use of standpipe
101839	12/2/24	Out	QFES (Qld Fire and Emergency Services)	Carly Osborne	General Meeting	Invitation
101840	12/2/24	Out	QFES (Qld Fire and Emergency Services)	Jane Houston	General Meeting	Invitation
101843	12/2/24	Out	QFES (Qld Fire and Emergency Services)	Ben Millington	General Meeting	Invitation
101859	14/2/24	In	QFES (Qld Fire and Emergency Services)	Brooke Gowland	Townhall presentation	
101860	14/2/24	In	QFES (Qld Fire and Emergency Services)	Lisa Kesteven	CADSA newsletter	
101870	15/2/24	In	QFES (Qld Fire and Emergency Services)	Ben Millington	RFS Reform Implementation Plan	Feedback sought
101882	19/2/24	In	QFES (Qld Fire and Emergency Services)	Ben Millington	Thank you for meeting	
101893	20/2/24	Out	QFES (Qld Fire and Emergency Services)	Ben Millington	Meeting notes	



C#	Date	I/O	Organisation	Individual	Subject	Description
101894	20/2/24	Out	QFES (Qld Fire and Emergency Services)	Peter Hollier	Meeting notes	
101895	20/2/24	Out	QFES (Qld Fire and Emergency Services)	Peter Hollier	Overweight truck communication	
101900	22/2/24	In	QFES (Qld Fire and Emergency Services)	Andrea Kirsten	Modern Field Communications Project update	
101901	23/2/24	Out	QFES (Qld Fire and Emergency Services)	Andrea Kirsten	Modern Field Communications Project update	
101902	23/2/24	Out	QFES (Qld Fire and Emergency Services)	Ben Millington	RFSQ reference group composition	
101904	23/2/24	In	QFES (Qld Fire and Emergency Services)	Ben Millington	RFSQ reference group composition	
101909	26/2/24	Out	QFES (Qld Fire and Emergency Services)	Ben Millington	RFSQ reference group composition	
101910	26/2/24	In	QFES (Qld Fire and Emergency Services)	Kaylene Trevorow	RFSQ print material	
101911	26/2/24	Out	QFES (Qld Fire and Emergency Services)	Kaylene Trevorow	RFSQ print material	
101912	26/2/24	In	QFES (Qld Fire and Emergency Services)	Ben Millington	RFSQ reference group composition	
101919	27/2/24	Out	QFES (Qld Fire and Emergency Services)	Ben Millington	000 video and info pack	
101925	28/2/24	Out	QFES (Qld Fire and Emergency Services)	Peter Hollier	RFBAQ heavy attack	Facebook comment
101926	28/2/24	In	QFES (Qld Fire and Emergency Services)	Peter Hollier	RFBAQ heavy attack	Facebook comment
101863	15/2/24	Out	Qld Greens	Michael Berkman MP	Call for fully independent RFSQ	
101861	15/2/24	Out	Qld Labour Party	Steven Miles MP	Call for fully independent RFSQ	
101862	15/2/24	Out	Qld Liberal National Party	David Crisafulli MP	Call for fully independent RFSQ	
101868	15/2/24	In	Qld Liberal National Party	Ian Kaye	Call for fully independent RFSQ	



C#	Date	I/O	Organisation	Individual	Subject	Description
101834	9/2/24	Out	Qld Ministerial	Steven Miles MP	Renewed call for independent investigation	
101846	12/2/24	Out	Qld Ministerial	Kerryn Manifold	Meeting notes	
101847	12/2/24	In	Qld Ministerial	Kerryn Manifold	Meeting notes	
101856	13/2/24	Out	Qld Ministerial	Ian Kaye	Topics of discussion for meeting	
101841	12/2/24	Out	QRA (Qld Reconstruction Authority)	Mike Wassing	General Meeting	Invitation
101878	19/2/24	In	RFBAQ Rep	Dave Morton	National Emergency Medal	
101880	20/2/24	Out	RFBAQ Rep	Dave Morton	National Emergency Medal	
101883	20/2/24	In	RFBAQ Rep	Dave Morton	National Emergency Medal	
101889	20/2/24	In	RFBAQ Rep	Dave Morton	National Emergency Medal	
101903	23/2/24	In	RFBAQ Rep	Gary Patzwald	Rep Reimbursement	
101920	28/2/24	In	RFBAQ Rep		Formal complaint	CC to email to Ben Millington
101923	28/2/24	In	RFBAQ Rep	Barry Child	Rep Reimbursement	
101930	28/2/24	In	Rosevale RFB	Stuart Lummis	Shared appliance request	
101931	29/2/24	Out	Rosevale RFB	Stuart Lummis	Shared appliance request	
101829	9/2/24	Out	Samsonvale RFB	Skye Neil	Buy Local Grants	Closed and finalised
101835	12/2/24	Out	Sandy Straits RFB	Marilyn King	Grant closed and finalised	2024 02 12 - Sandy Straits RFB - GN24-651 - Grant Closed & Finalised
101857	14/2/24	In	Sandy Straits RFB	Marilyn King	Parliamentary bushfire inquiry	cc to email to Craig Adams @ QFES
101871	12/2/24	In	Suddenly	Jane Scott	Bushfire education project	Partnership proposal
101872	15/2/24	Out	Suddenly	Jane Scott	Bushfire education project	Partnership proposal
101874	16/2/24	In	Suddenly	Jane Scott	Bushfire education project	
101848	12/2/24	In	Telstra	May Boisen	Connected Communities Grant Program	
101849	13/2/24	Out	Telstra	May Boisen	Connected Communities Grant Program	
101850	13/2/24	In	Telstra	May Boisen	Connected Communities Grant Program	



C#	Date	I/O	Organisation	Individual	Subject	Description
101884	20/2/24	Out	Telstra	May Boisen	Connected Communities Grant Program	
101885	20/2/24	In	Telstra	May Boisen	Connected Communities Grant Program	
101855	13/2/24	In	The Palms RFB	Darryl Venz	Reply to Fireline	
101805	2/2/24	In	The Public Trustee		Estate of [REDACTED]	Progress update
101873	16/2/24	In	The Public Trustee	Offical Solicitor - Kisagothami Rajapakse	Estate of [REDACTED]	Beneficiary letter after notice of intention FPA
101826	9/2/24	Out	Tolmah RFB	Janice Pittaway	Buy Local Grants	Closed and finalised
101879	19/2/24	In	Valentine Plains RFB	David Corr	Bushfire inquiry	
101827	9/2/24	Out	Western Cape RFB	Tony Lankester	Buy Local Grants	Closed and finalised

PRESIDENT REPORT

FOR MARCH 2024 GENERAL MEETING

President's Report

Over the last six months since our AGM many large scale disasters have occurred across Queensland both Political (QFES & State Gov) and natural with major damage to communities.

Great to see all the rural volunteers at the forefront clearing damage and washing out flooded homes plus all the hours on bushfire duty.

By the time we meet changes to legislation may be before parliament and will be a deterrent to Brigades and volunteers and today we must discuss these changes at length.

Changes to the new Rural Fire Service Qld have seen little consultation with the uplift going nowhere.

Sadly we have seen many good staff resign or move to a different department and i wonder how many more will follow.

On behalf of the RFBAQ i would like to say thank you to Joane and Mike for there past support and ask that a letter of thanks be sent.

The new acting Chief Officer RFSQ Ben Millington will be addressing us on Saturday at the meeting and will also be attending the BBQ Saturday night, please make him welcome.

The sad news== Appliance builds Mediums and heavy missing in action plus being overweight and many current brigade mediums are also over and one wonders next fire season will be back to the old wet bag era.

RFSQ Senior Staff need to smarten up and resolve this issue as my brigade can now enter our 52 in the vintage car shows.

Once again great to catch with all Reps and i would like to congratulate and wish South Coast Rep Ben and his good wife Lisa all the best on the arrival of there new bub.



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

OPERATIONS MANAGER REPORT

MONTH ENDING JANUARY 2024



RURAL FIRE BRIGADES ASSOCIATION QLD INC

28 FRASER ROAD, ARALUEN QLD 4570

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

ABN: 37 417 474 709

Operations Manager Report – March General Meeting

Shamrock Hotel - Mackay

- 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.
- Created new position description for the Contact Centre Manger role. The job ad went up on seek at the beginning of March and will run for one month. We are advertising in the Fraser Coast area as that is where our postcode falls and the Sunshine Coast area to widen our search.
- All our relief supervisors have received additional training to ensure they are all able to do opens and closes.
- There have been a few changes to our insurances. QBE no longer offer all their original insurances, so our broker is shopping around for us.
- We ran some additional training for the agents to better equip them with how to utilise the SMS links and email links. Dave did a talk and did up a printout for clarity which agents responded well to.
- Locked in AU97 prizes.
- We received an email from CAF America, which is a Charities Aid Foundation in the states, which invited us to apply for their grant program. There is no guarantee of any funding from them, however they did say to submit the application in the hopes they are able to give us a grant. We will now wait and see if anything comes of it.
- There has been some additional training with Jess in Super since we have changed how it is processed.
- The Sonus Box (which is what our Contact Centre phone lines run through) went down which meant that we lost a few days dialling. We engaged our IT company, Telstra and the company who sold us the box to fix the issue. The same issue should not arise again but if it does, we are now aware of how to quickly fix it.
- We are currently updating our WHS manual to ensure everything is current.
- We have had another Contact Centre employee request to be put on permanent part time.
- The financials, credit cards and supplier payment history are attached. As well as some performance graphs for you to look at.



Finance Report

Some notes for the financials

- Meeting costs are up around \$15,000 over budget – just generally due to the cost increases across the board for flights, meals, and accommodation.
- Donations (BSD's) are up around \$85,000 over budget – this is a great thing to be over budget on as it is funds that go directly to brigades.
- Buy Locals are up around \$80,000 over budget.

- Income is up overall by around \$150,000; tickets are slightly lower than budgeted but donations are up.
- This month's figures are a lot better than budgeted due to a bequest which was received through the month.
- Cost of prizes are a lot under budget, around \$130,000 – this is mainly due to having to change the way we budget prize cost as we no longer accrue so it will most likely balance out by the end of the financial year, but there have also been some savings as well.

Overall, we are performing at around \$95,000 better than budgeted for the year so far.



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

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 31 JANUARY 2024

General Meeting

16th & 17th March 2024

Shamrock Hotel - Mackay



BALANCE SHEET - AS AT 31 JANUARY 2024

	2024	2023
	\$	\$
CURRENT ASSETS		
Cash at Hand		
ANZ General Account	37,714.86	18,079.22
ANZ Art Union Odd Account	83,071.51	24,738.10
ANZ Art Union Even Account	42,358.61	98,055.26
ANZ Townsville Account	665,312.66	680,324.48
ANZ Transaction Account	113,972.21	316,701.89
PUBLIC FUND - Donations	1,889,945.05	1,784,434.46
Petty Cash Imprest	284.90	362.65
Fuel Card	(523.58)	(566.01)
	<u>2,832,136.22</u>	<u>2,922,130.05</u>
Other Cash Equivalents		
Outstanding GST Refunds	-	-
ATO Integrated Client Account	-	-
Prepayments	27,345.32	24,418.03
Other Current Assets	-	-
	<u>27,345.32</u>	<u>24,418.03</u>
Investments		
ANZ Online Saver Account	930,904.06	919,306.05
Savings Account	587,320.84	1,316,958.11
Truck Account	1,421.55	1,421.55
	<u>1,519,646.45</u>	<u>2,237,685.71</u>
Trade Debtors		
Sundry Debtors	<u>5,000.00</u>	<u>(1,021.53)</u>
NON-CURRENT ASSETS		
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	20,000.00
03RFB - Fusion Crusier	-	133,459.06
Office Furniture & Equipment	211,654.02	199,958.19
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)
	<u>278,070.45</u>	<u>434,358.00</u>
TOTAL CURRENT ASSETS	<u>4,662,198.44</u>	<u>5,617,570.26</u>



BALANCE SHEET (continued)

	2024	2023
CURRENT LIABILITIES		
Accounts Payable		
Sundry Creditors	30,532.22	27,300.64
Accrued Expenses	(28,451.96)	117,729.05
ANZ Visa Card - Office	-	3,971.20
ANZ Visa Card - GM	-	-
	<u>2,080.26</u>	<u>149,000.89</u>
GST Liabilities		
GST Collected	4,697.01	4,602.59
GST Paid	17,859.26	3,836.59
GST Rounding	-	(7,669.48)
	<u>22,556.27</u>	<u>769.70</u>
Payroll Liabilities		
PAYG Withholding Liability	16,288.00	13,398.00
Employee Deductions Liability	-	-
Superannuation Liability	11,171.37	9,238.30
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
	<u>172,329.30</u>	<u>137,997.69</u>
TOTAL LIABILITIES	<u>196,965.83</u>	<u>287,768.28</u>
NET ASSETS	<u>4,465,232.61</u>	<u>5,329,801.98</u>
EQUITY		
Retained Earnings	3,991,999.05	4,715,541.89
Current Earnings	(163,936.37)	(38,636.45)
TOTAL EQUITY	<u>4,465,232.61</u>	<u>5,329,801.98</u>



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	26,538	15,323.14
November	(59,150)	16,870.65
December	(8,997)	(65,751.39)
January	(48,700)	66,062.07
February		
March		
April		
May		
June		

PROFIT & LOSS STATEMENT - PERIOD ENDED 31 JANUARY 2024

	CURRENT PERIOD			YEAR TO DATE		
	2024	Budgeted	2023	2024	Budgeted	2023
	\$	\$	\$	\$	\$	\$
INCOME						
Raffle Proceeds	97,013.11	110,000.00	91,023.29	944,986.32	1,000,570.00	991,105.29
Donations Received	145,500.90	50,000.00	27,634.21	795,307.60	591,881.00	785,048.11
Wage Subsidy	3,409.09	-	-	11,818.18	-	4,545.45
Grants Received	-	-	-	-	-	-
Other Income	-	-	-	187,834.91	187,830.00	-
TOTAL INCOME	245,923.10	160,000.00	118,657.50	1,939,947.01	1,780,281.00	1,780,698.85
COST OF SALES						
Cost of Prizes	8,724.87	8,000.00	27,728.33	140,191.85	274,872.00	274,768.28
TOTAL COST OF SALES	8,724.87	8,000.00	27,728.33	140,191.85	274,872.00	274,768.28
GROSS TRADING PROFIT	237,198.23	152,000.00	90,929.17	1,799,755.16	1,505,409.00	1,505,930.57



PROFIT & LOSS STATEMENT - Cont....

	CURRENT PERIOD			YEAR TO DATE		
	2024	Budgeted	2023	2024	Budgeted	2023
	\$	\$	\$	\$	\$	\$
OPERATING EXPENSES						
Parental Leave	-	-	-	-	-	-
Advertising	32.20	355.00	32.20	560.40	1,215.00	1,065.84
Meeting Expenses	4,029.83	100.00	(860.41)	37,308.76	22,877.00	23,487.55
Insurance	1,189.54	1,130.00	959.51	16,577.76	16,523.00	17,779.90
Lease Expenses	3,459.27	3,460.00	3,459.27	24,214.89	24,220.00	24,214.89
Motor Vehicle Expenses	423.03	1,935.00	1,359.57	7,206.18	6,716.00	7,977.52
Landcruiser's Donated	-	-	-	133,459.06	133,459.00	-
Audit & Accountancy Fees	-	-	-	10,350.00	10,500.00	9,835.00
FBT	1,122.00	1,500.00	889.00	3,366.00	4,122.00	2,667.00
Bank, Merchant & CC Fees	1,336.39	2,500.00	1,170.75	18,744.34	16,146.00	14,180.10
Cleaning	-	-	-	-	-	-
Donations	4,020.00	2,000.00	6,436.81	126,007.40	41,050.00	33,878.00
Buy Local Grant Project	10,721.34	16,000.00	188,831.52	351,784.83	272,132.00	188,831.52
Grants Paid	12,196.75	10,000.00	4,537.09	45,150.57	63,422.00	90,711.58
Brigade Resources	-	-	-	8,525.65	7,381.00	-
Sundry Expense	-	50.00	6.37	110.62	361.00	256.37
Telephone	3,618.54	5,400.00	5,414.65	35,810.66	37,458.00	37,985.38
Website Expenses	435.00	480.00	205.00	3,660.00	3,840.00	1,512.27
Legal Costs	-	-	1,975.00	1,363.64	500.00	7,435.00
Kitchen Supplies & Amenities	134.93	450.00	157.89	2,532.26	3,062.00	2,947.31
Electricity	849.50	850.00	849.50	5,946.50	5,950.00	5,946.50
Licences & Permits	-	3,900.00	3,843.00	3,974.00	3,960.00	3,901.60
Postage	2,317.33	2,800.00	2,709.60	25,804.01	27,019.00	21,915.88
Printing	867.35	1,800.00	938.71	11,451.47	13,633.00	13,963.79
Magazine Production	-	-	-	-	-	-
Office Supplies	29.00	100.00	-	1,447.27	1,477.00	1,713.49
Promotional Material	-	1,500.00	-	3,743.50	6,375.00	9,580.00
Recycling Paper & Cardboard	96.36	-	-	289.08	137.00	134.55
Repairs & Maintenance	11,843.50	11,900.00	11,255.68	47,001.69	47,095.00	45,688.64
Subscriptions/Memberships	22.00	-	-	520.63	455.00	-
Klms, Tolls & Parking	27.50	-	55.00	352.99	314.00	344.31
Fuel Reimbursed	375.81	500.00	(1,007.42)	1,253.83	2,255.00	3,732.46
Depreciation Expense	-	-	-	-	-	-
Amortisation - CC Lists	-	-	-	-	-	-
Representatives Expenses	100.17	100.00	216.30	1,918.81	2,954.00	2,557.85



PROFIT & LOSS STATEMENT - Cont....

	CURRENT PERIOD			YEAR TO DATE		
	2024	Budgeted	2023	2024	Budgeted	2023
	\$	\$	\$	\$	\$	\$
Wages & Salaries	100,162.50	118,000.00	87,132.39	933,718.98	897,166.00	876,700.54
Superannuation	10,911.37	12,390.00	8,978.30	102,484.85	95,592.00	90,278.39
Other Employee Expenses	540.81	500.00	175.78	9,703.64	7,669.00	11,741.00
Provision for Long Service	-	-	-	-	-	-
Provision for Annual Leave	-	-	-	-	-	-
Provision for Super	-	-	-	-	-	-
Provision for Leave & Dep	2,000.00	2,000.00	1,000.00	13,000.00	13,000.00	7,000.00
TOTAL OPERATING EXPENSES	172,862.02	201,700.00	330,721.06	1,989,344.27	1,790,035.00	1,559,964.23
GROSS OPERATING PROFIT	64,336.21	(49,700.00)	(239,791.89)	(189,589.11)	(284,626.00)	(54,033.66)
OTHER EXPENSES						
Parental Leave	-	-	-	-	-	-
Interest Paid	-	-	-	-	-	-
Interest Received	(1,725.86)	(1,000.00)	(1,949.69)	(12,652.74)	(11,131.00)	(8,397.21)
TOTAL OTHER EXPENSES	(1,725.86)	(1,000.00)	(1,949.69)	(12,652.74)	(11,131.00)	(8,397.21)
NET PROFIT / LOSS	66,062.07	(48,700.00)	(237,842.20)	(176,936.37)	(273,495.00)	(45,636.45)



VISA Cards

GENERAL MANAGER VISA CARD EXPENSES						
MONTH: JANUARY				STATEMENT: 04/12/2023 - 03/01/2024		
MEETING EXPENSES						
FUEL	TOLLS/PARK	O/M	MCM	G/M	AGM	MEMO
	\$30.25					Tolls
	\$30.25					
GENERAL EXPENSES						
	KITCHEN	INCENTIVES	ADVERT	GRANTS	OTHER	MEMO
					\$31.90	Office Supplies
					\$211.94	Staff Xmas Pizza Party
					\$130.00	Flowers
				\$2,819.95		HS23-77
				\$2,876.48		HS23-78
				\$2,000.00		HS23-80
					\$19.95	Secret Santa Gift
				\$7,696.43	\$393.79	
	SPREADSHEET	\$ 8,120.47				
	STATEMENT	\$ 8,120.47				
	DIFFERENCE	\$ -				
	TO BE PAID	\$ 8,120.47				

OFFICE VISA CARD EXPENSES						
MONTH: JANUARY			STATEMENT: 27/12/2023 to 24/01/2024			
MEETING EXPENSES						
FUEL	TOLLS/PARK	O/M	MCM	G/M	AGM	MEMO
			\$511.62			Flight & Insurance
				\$3,339.40		Flights & Insurances
				\$108.00		Car Parking
			\$17.50			Coffee's
			\$529.12	\$3,447.40		
GENERAL EXPENSES						
	KITCHEN	INCENTIVES	ADVERT	GRANTS	OTHER	MEMO
					\$24.20	Online Services - Microsoft
					\$478.50	Hubspot New Website
					\$502.70	
	SPREADSHEET	\$ 4,479.22				
	STATEMENT	\$ 4,479.22				
	DIFFERENCE	\$ -				
	TO BE PAID	\$ 4,479.22				



Supplier Payment History

Created: 4/03/2024 11:33 AM

Rural Fire Brigades Association

28 Fraser Road
Araluen Qld 4570

Supplier Payment History

January 2024

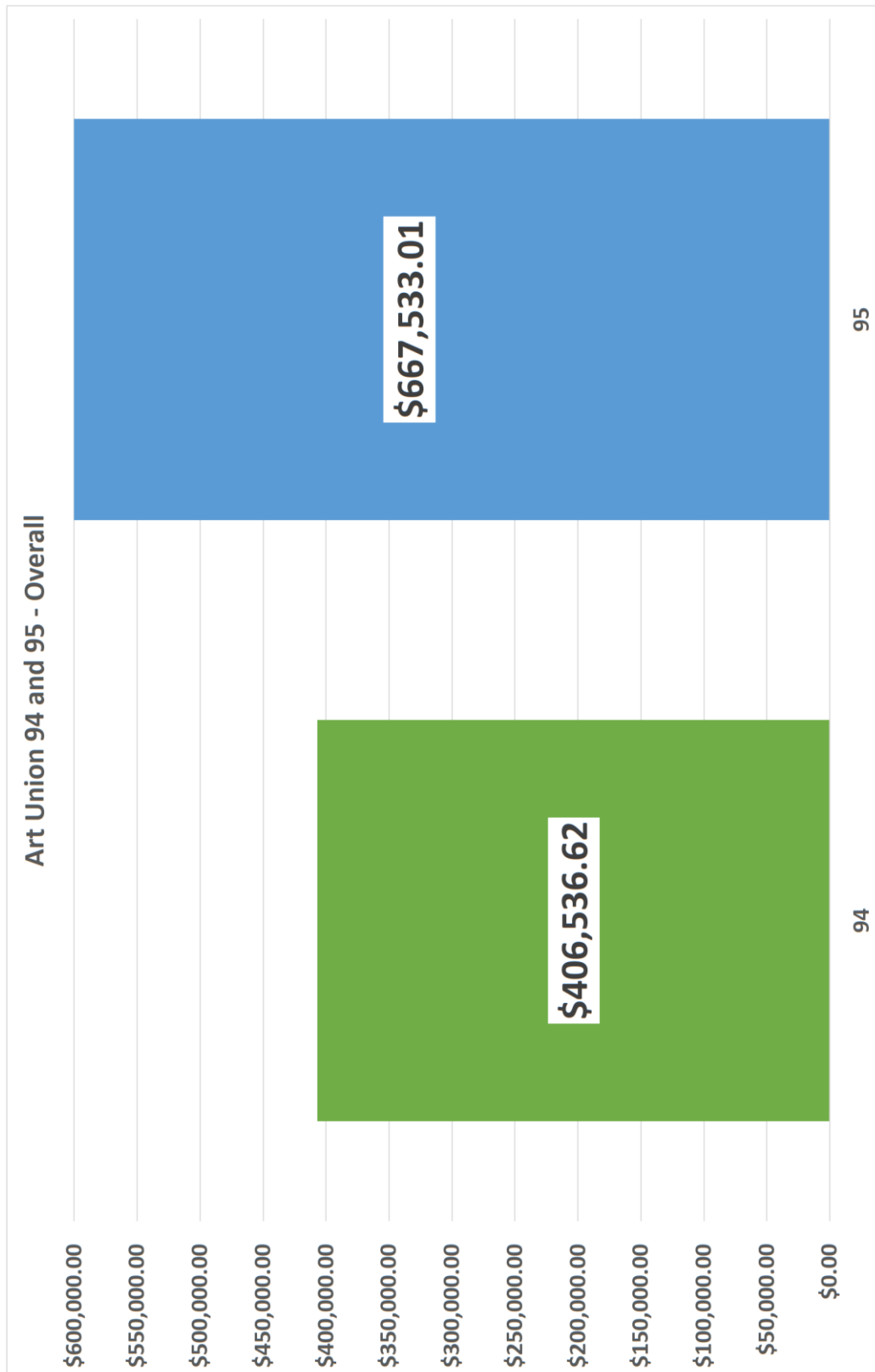
ABN: 37 417 474 709

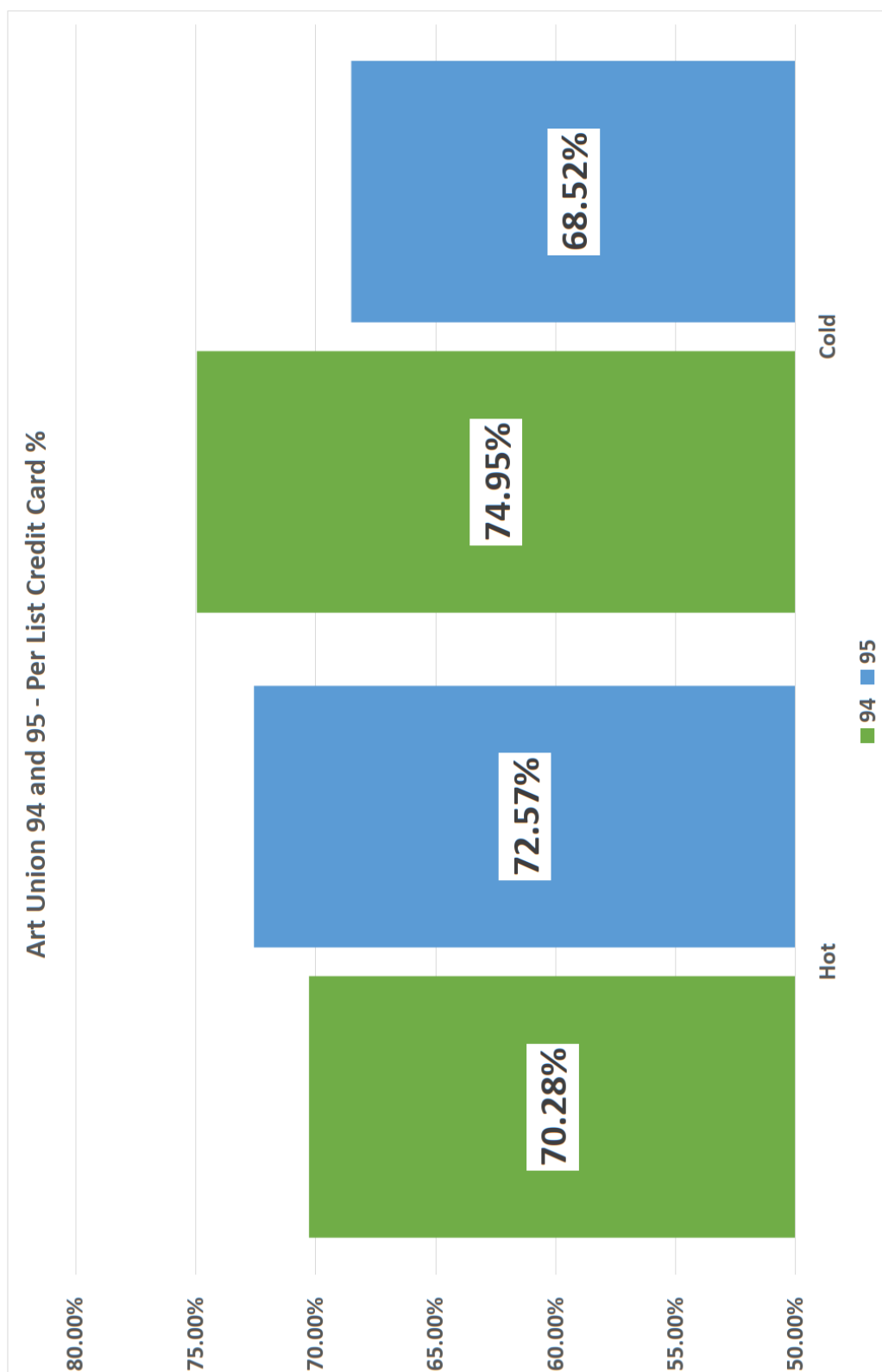
Email: om@rfbaq.org

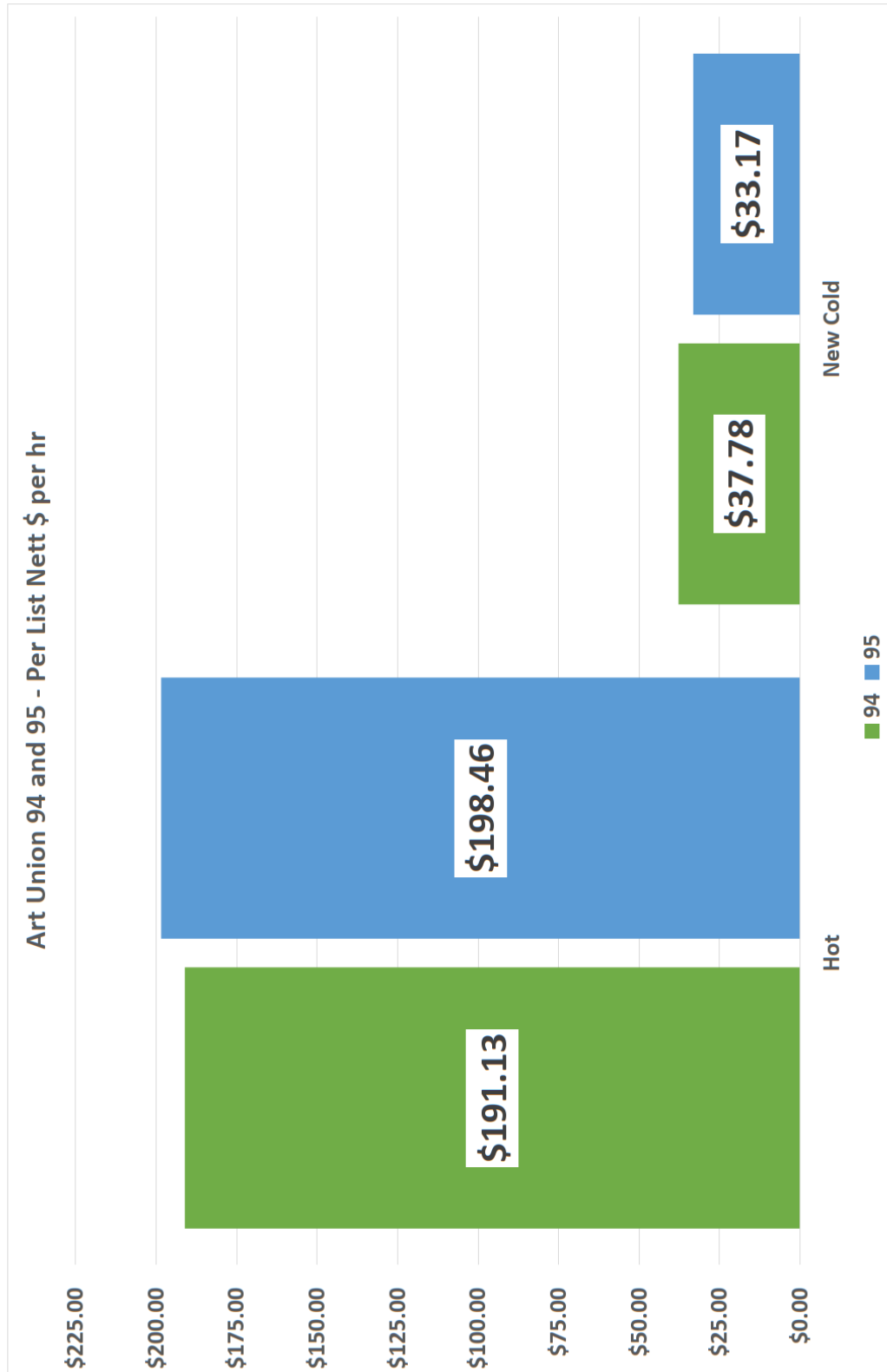
Cheque No.	Chq Date	PO No.	Date	Supplier's Inv. No.	Purchase Total Amt	Amount Applied
AgentMail						
22081	11/01/2024	00019958	5/01/2024	INV - 10943	\$474.49	\$474.49
Total for Payment 22081:						\$474.49
Australia Post						
22082	11/01/2024	00019957	3/01/2024	INV1012913585	\$2,384.06	\$2,384.06
Total for Payment 22082:						\$2,384.06
Department of Housing and Public Works						
22083	11/01/2024	00019959	1/01/2024	INV-176827	\$4,739.65	\$4,739.65
Total for Payment 22083:						\$4,739.65
Endeavour Foundation						
22123	18/01/2024	00019963	15/01/2024	EVI575400	\$106.00	\$106.00
Total for Payment 22123:						\$106.00
EPIRB HIRE						
22122	18/01/2024	00019964	18/01/2024	INV - 27308	\$110.00	\$110.00
Total for Payment 22122:						\$110.00
Flick Anticimex Pty Ltd						
22080	11/01/2024	00019960	1/01/2024	410167920C	\$29.65	\$29.65
Total for Payment 22080:						\$29.65
Harvey Noman - Electrical						
22124	18/01/2024	00019939	23/11/2023	INV - 5245691	\$28,792.00	\$14,396.00
Total for Payment 22124:						\$14,396.00
PowerConnex Pty Ltd						
22078	11/01/2024	00019961	1/01/2024	INV - 119411	\$61.38	\$61.38
Total for Payment 22078:						\$61.38
22079	11/01/2024	00019962	1/01/2024	INV - 119243	\$10,253.65	\$10,253.65
Total for Payment 22079:						\$10,253.65
Sensis Pty Ltd						
BP030224	25/01/2024	00019965	20/01/2024	INV30702728	\$35.42	\$35.42
Total for Payment BP030224:						\$35.42
Telstra Limited						
BP010224	30/01/2024	00019967	17/01/2024	K820677421-6	\$3,919.01	\$3,919.01
Total for Payment BP010224:						\$3,919.01

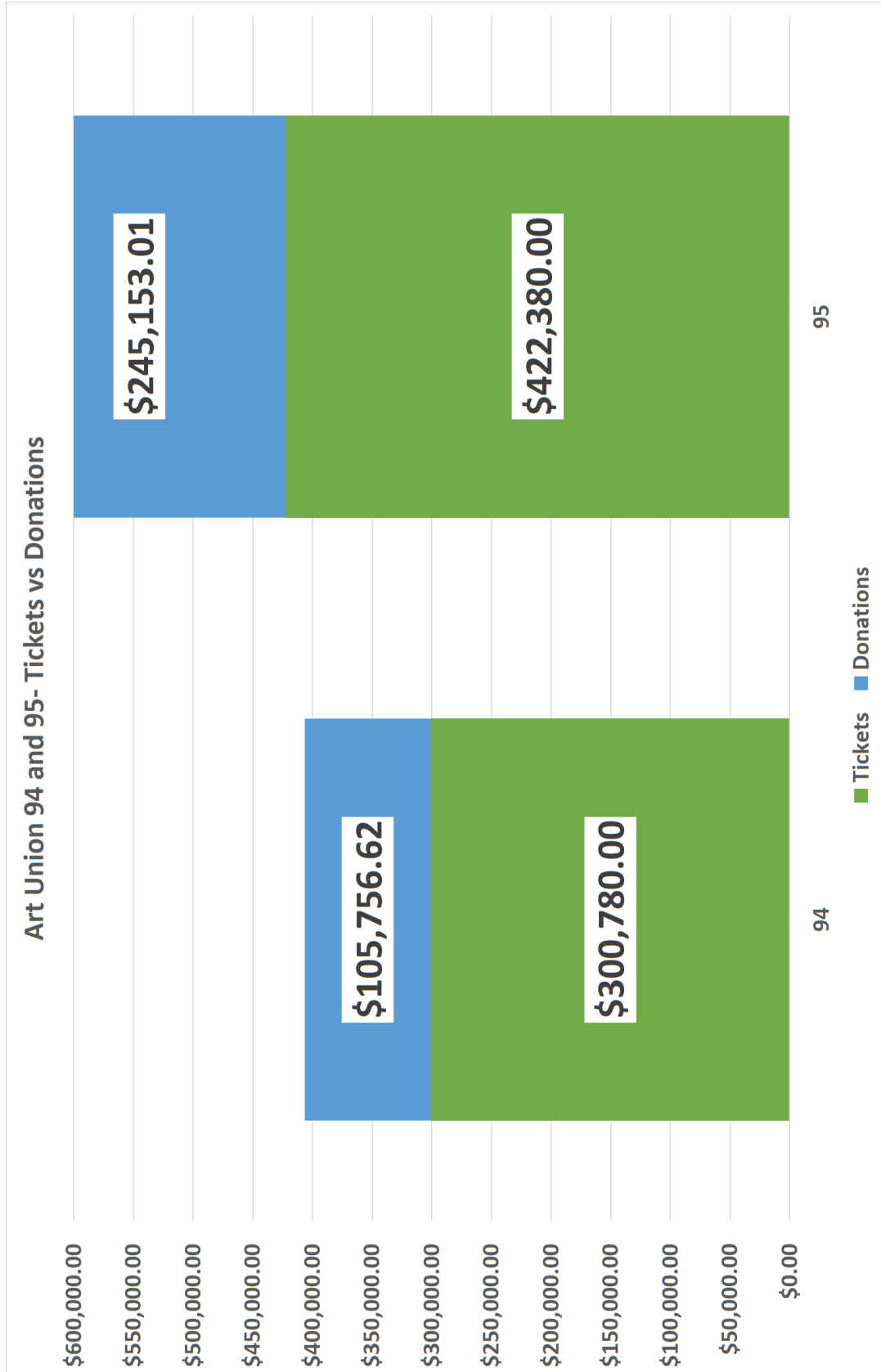


Art Union Comparison Graphs











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

GENERAL MANAGER REPORT

FOR MARCH 2024 GENERAL MEETING

Meetings

- 27/02/2024 – Bi-monthly Commissioner Meeting - Steve Smith, Ben Millington, Brooke Gowland, AC RFS, QFES, and Ian Pike, RFBAQ – Kedron.

News and Media updates

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

Date	Web / FB	Fireline	Title
28/02/2024	x	x	Overweight trucks and brigade concerns
01/03/2024	x		'The Pebble' - Project Electric Back (PEB)
07/03/2024	x		Full draft legislation as sent to the RFBAQ
08/03/2024	x		Rural Fire Service Communication - Overweight Appliances
08/03/2024	x	x	Disaster Management and Other Legislation Amendment Bill
11/03/2024	x	x	It's all about Money and Power

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

Projects

Restructure of Rural Fire.

Draft legislation.

Call for independent inquiry into toxic behaviours.

Bushfire Heavy Tanker.

Skid.

Pebble.