



RURAL FIRE BRIGADES ASSOCIATION QUEENSLAND INC.

ABN. 37 417 474 709

MC MEETING

(MANAGEMENT COMMITTEE)

28TH MARCH 2025

MINUTES & REPORTS

RFBAQ OFFICE – ARALUEN

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

MINUTES



Minutes: For the meeting held on Friday, 28th March 2025 – RFBAQ Office - Araluen

Attendance:

Ian Pike (President) (IP)

Ian Swadling (IS)

Gary Patzwald (GP)

Justin Choveaux (JC)

Ben Heilbronn (BH) – Dialled in

Ashleigh Rowcliffe (AR)

Secretariat: Jessica Stark (JS)

Apologies: Jim Besgrove (JB)

1. OPENING OF MEETING

Welcome & Opening of Meeting

9.32 AM President declared meeting open.

1.1. Leave of Absence

- a. Jim Besgrove

1.2. Proxies

- a. Jim Besgrove gives his proxy to Ben Heilbronn

2. ADMINISTRATION

2.1. Minutes and Business Arising

a. Minutes of Previous Meeting

Motion: The minutes of the previous meeting dated Friday, 7th February 2025 are adopted as a true and correct record of proceedings.

Moved: GP

Seconded: IS

Carried: 28/03/2025

b. Business Arising from the Minutes

- a. JC – Summits down as agenda item
- b. JC – Smoke signals hard copy was posted out and digital copy was sent out.
- c. JC – Inquiry into volunteering in Queensland - I made a presentation to them on Tuesday, and you all got a copy of what I intended to say and then when the transcript comes out, I'll send you out a copy of what I did say
- d. JC – Nominations for 6 open areas close 21st April 2025

2.2. Correspondence

a. Correspondence Register

b. Acceptance of Correspondence



Motion: That the January & February 2025 Management Committee Meeting Correspondence Report be accepted.

Moved: GP

Seconded: IS

Carried: 28/03/2025

c. Business Arising from Correspondence

- a. GP – We had 1 hardship grant. Was there another? IP – Didn't hear back from David Black. JC – I got a call from David Black saying they had sent the application in, but we haven't received anything, so not sure who they sent it to. David is following it up.
- b. JC – Page 6 - Radios for Weipa. I got onto Tony Hazell, and he said it wasn't his area. I got onto Les Green who got on to Clint Tunney who said it wasn't his area either. I then got onto Tony Johnston for him to sort it out so the brigade could get some radios.
- c. JC – We may have a rep for Cape York and possible nomination in Charters Towers as well.
- d. IS – Page 12 – Opportunity for custom back on Ford Ranger? JC – That was me chasing up the Ministers office about the retrofitting of fire curtains. They sent it onto the Fire Service, but they haven't heard anything back. Due to the Fire Service not responding to us, we are now sending all requests to the Minister's office.
- e. IS - Insurance coverage, I guess they are not responding to that either? JC explained the situation. He is now being supported by the Fire Service.
- f. IS – Page 13, district court proceedings? JC – Explained it was a bequest left to a number of charities. The family has challenged it, so it has gone to court.

3. GENERAL BUSINESS – REPORTS

3.1. Presidents Report

a. Report

President provided an overview.

Acceptance of President Report

Motion: The President Report for the March 2025 Management Committee Meeting is accepted.

Moved: IP

Seconded: BH

Carried: 28/03/2025

b. Business Arising from Presidents Report

- a. IS – How are the advisory committees functioning? IP – Its hard to read them, they don't say much. BH – Fabian likes to say how great they are. What's the position on the group with sharing minutes? IP – There was something brief meant to be sent out, but it doesn't seem to be happening. A lot of the staff in there are all new and they don't really know what they are doing.

3.2. Operations Manager Report

a. Statements

AR tabled the Operations Manager Report for the March 2025 meeting and provided an overview.

Acceptance of Operations Manager Report



Motion: Operations Manager Report and Financials for January 2025 is accepted.

Moved: GP

Seconded: BH

Carried: 28/03/2025

b. Business Arising from Operations Manager Report

- a. AR – Server is the main thing and is on hold at the moment. There is testing being done on it currently. It is time sensitive though as our old server is past it.
- b. AR – Completely onboarded with the new accountant.
- c. AR – Completed the PCI compliance for Ezi-debit.
- d. AR – We wrote off the old BSD cheques and deposited the money into the QFD account to be distributed to the brigade's sub accounts. IS – Do they know it's in the QFD account? AR – We didn't send out letters. IS – Do we know if the money is going through? BH – We have received BSD's from RFBAQ into our QFD account. IS – Shouldn't we notify the brigades that they should receive money into their sub account. JC – With BSD's, we do write to the brigades saying we have received money for them and that we have deposited it to their QFD but these were all old cheques that were sent out and never banked. IS – We need to tell them so they can make sure they get the money. AR – We can do up a letter if that's what you want? IP – Brigades can check their accounts and see where the money has come from. JC – There is somethings we can't control; we can try to send a letter but there's only so much we can do. IS – We need to do everything to be sure. JC – We will send a letter then. IS – Are you confident in the fire service doing the right thing? JC – From the brigades I have spoken to, they have been receiving it into the QFD account.

3.3. General Manager Report

Report

JC Tabled the General Manager Report for March 2025 and provided an overview.

a. Acceptance of General Manager Report

Motion: The General Manager Report for the March 2025 Management Committee Meeting is accepted.

Moved: IS

Seconded: GP

Carried: 28/03/2025

b. Business Arising from General Manager Report

- a. JC – I have been sending out the emails that I have been sending to the Miniter's office, so you've seen them.
- b. JC – I wrote to the Attorney General's office and the Minister's office asking them to investigate as to what the fire service did to the unincorporated associations and their assets is supported in law. I didn't send it to the Fire Service as they would just say its none of our business.
- c. JC – Smoke Signals is out; did you get it? GP – Yeah, it's great. They go to the 1st officer or secretary but sometimes they don't pass it on. Digital copy is great, would be good to get it out to everyone. IS – I always raise smoke signals at group meetings and forward the digital copy to the contacts I have. IP – I get emails from area office, and I get email addresses from that.
- d. JC – We have a meeting with the Chief Officer and Commissioner on the 8th of April. Jess will be coming to take notes. They won't give us anything we want. I am a lot more hopeful now and think the Government is going to do something.



- e. JC – Pebble has been handed over to Whetstone RFB and they are very happy.
- f. JC – Levy in Rachael and Sandy's areas are on hold. The council used to collect a levy and distribute it to the brigades. Now the council has held the money as the fire service couldn't guarantee the money being collected for the brigades was 100% going to the intended purpose. The brigades got upset as they are not receiving the money. The Bundaberg council is going to write to the Ministers office and the QFD saying that they will not be distributing the money until there is a cast iron memorandum of understanding from the fire service, that the money's going to be used for the appropriate purpose. The council has said to Rachael that if there are any brigades who are short or run out of money, for them to contact council and council will put some money in their account to keep them going while this is all going on. Sandy called the other day, and the same thing is happening in the Fraser Coast area. BH – Ours is all still the same and the council is paying directly into our QFD account. IP – All the Gympie brigades has gone through. IS – It's the same around my area.

4. GRANT APPLICATION

4.1. GN25/663 – Northern Region Operational Support Group - \$11,270.50 – Industrial Oven

- a. JC – They have previously had a buy local grant and a small oven and 2 pizza ovens. There was also a bequest left to the Townsville area which went to NROSG. JC explained what the grant application is for and what the group does. GP – If we give them this and then the department tries to take it over then what? JC – It's the same with everything we buy. BH – I am fully supportive of the grant application as it stands. IS – I am only happy with \$5,000. JC – Can I get you to go up to half? IS – Yeah ok, happy with 50%. GP – Happy with half. IP – I am happy with half. BH – I am not happy with the 50% but you guys win the vote. **Approved for 50% (total of \$5,635.25)**

4.2. GN25/664 – North Millstream Rural Fire Brigade - \$4,498 – Ride on mower & brush cutter

- a. JC – Explained grant, 12 active members. Previously has had a buy local grant and FLIR grant. It has all the required support. IS – I support it, but I think they are buying something that will blow up in 12 months. GP – I think its cheap, they must have gotten it on a good deal. IS – It's the brigade's choice on what they want, I guess. **All happy to support it in full.**

4.3. GN25/665 – Gemfields Rural Fire Brigades - \$5,000 – Gravelled car parking area

- a. JC – Active brigade, they don't get a Levy. Previous grants \$5,000 towards completion of shed, \$1,400 for a laptop, have had a communication grant and buy local grant. JC explained what the grant application is for. All required support is there. **All in favour to support in full.**

5. General Business Continued

5.1. JC – Summits – Proposal of online General Meeting convened in Gympie on 10th May 2025

- a. JC – We have been chasing this in so many different avenues and they are not giving us an answer. Even if they say we can go now it's all going to be too expensive to coincide our General Meeting with the summit as we previously agreed to. Due to the timing and our obligation to hold a General Meeting in the first half of the year, I propose to hold an online General Meeting convened in Gympie. IS – I agree. GP – If we satisfy our requirements of a



General Meeting than that's fine. IS – I think we need to lock in the General Meeting, and I think online is the way to go. BH – I agree with an online General meeting to fulfill our requirements. IS – We still have a stall at the Summit, don't we? IP – Yes. JC – I haven't been told we are having a stall I am just winging it on that. BH – They don't want us there, it's that simple. IS – It's been their intention to not have us there this whole time. They won't have a charter signed if they keep going. JC – The Ministers Office wants to see a signed charter. For the first time in 18 months, I am feeling upbeat. IP – the LNP members are coming onside which is also pushing the Minister.

Motion: RFBAQ General Meeting to be an online meeting via Teams to be convened in Gympie on Saturday, 10th of May 2025

Moved: IS

Seconded: GP

Carried: 28/03/2025

Unanimous

JC – Pebble

- b. IP – The Pebble was passed onto Whetstone RFB. JC – Project cost us \$8,000 which was reimbursed to us from the Fire Service. They have put a nice little slip on on the back and the brigade is very happy.

5.2. JC – Parliamentary Inquiry

- a. JC – I have done my witness statement. The committee does not hand down their report until September. Someone mentioned the other day there may be an interim report earlier. IS – I missed out on a speaking spot.

5.3. JC – Election process

- a. JC – We have sent out the nominations for the 6 new areas. We used the secretary list from this time last year. I am hopeful that we will get a number of people who will apply. We will see them at the AGM in October.

5.4. JC – Annual General Meeting

- a. JC – Our Annual General Meeting will be held at Brisbane International Virginia on the 10th, 11th & 12th October 2025. There will be a lot of new reps, and this is the easiest place to get everybody together. We have also invited the Minister to attend

5.5. JC – Deluge sprays for retrofits

- a. JC – We wrote to the Ministers Office regarding the deluge sprays as we have been trying to get this done for years. The Fire Service got back to the Ministers Office and has said the contract would be awarded at the end of this month so I will follow up next week.

5.6. JC – Fire curtains for light attacks

- a. JC – I have asked the Ministers Office to follow this up as it is still not happening, and we are still waiting to hear back regarding this.

5.7. JC – The stats



- a. JC – They have told the Ministers Office that they can't hand it over because of legal reasons. I will be bringing this up with the current Commissioner at our meeting on the 8th.

5.8. JC – Brigade response activation in Gold Coast area

- a. JC – It appears brigades in Gold Coast area have been told they can only be activated by the state through Firecom. This decision had given them some quite poor outcomes. IS – why are they listening to them, tell them to get lost. BH – The Gold Coast brigades were self-activating in the cyclone to go help out with chainsaws and clear tree's etc but they have been in trouble for it. The ICC brought them to account for why they were self-activating when they were told not to. IP – It was discussed in the debrief the other night, brigades were just trying to do the right thing by their communities but got in trouble with the Assistant Commissioner. IS – It's in the act, the First Officer has the right to respond if there's a fire. BH – And that's the key word that's the problem. In the act it says fire but for this instance it was all for storm cleanup. IP – They also had to self-activate as they didn't have phone / radio coverage as it was all down. They were doing the right thing for the communities trying to help with removing trees etc. JC – The current Commissioner did get in trouble over this from the Premier. Will be on the agenda with the current Commissioner on the 8th of April. IP – What's been said is the Assistant Commissioner overrode the Commissioner and Premier. JC – The current Commissioner has blamed his staff for not following his direction.

5.9. IS – Cash donations to Brigades

- a. IS – Because brigades can't accept cash donations, people are buying them items that brigades possibly don't need or giving them gift cards that may not suit the brigade. BH – We raised this with Ben that brigades are all hanging onto their cash because of how bad the matrix is. IP – There is now a white gadget people can donate to, and it goes direct to the QFD account. BH – it would be the square; we have used it in the past for car parking because people don't have gold coins on them these days. After the consultation I haven't seen anything from Matt's finance team. IP – Matt's not on it anymore. I will know a bit more on Monday, we have a senior's managers meeting. IS - That's not going to solve anything though. Someone needs to get the organisation to do something sensible. IP – You can go to the post office and deposit the money into the account. JC – It's all just a mess and nothing works. IP – You can do it in the commonwealth bank as well. IS – Can you use the credit card to do that? IP – You can use the credit card and deposit it to your QFD bank account. IS – This is coming from a group meeting regarding donors gifting cash / gift cards. The regional manager was there at the meeting and didn't say anything about this method. IP – It's on the gateway in the brigade rules section. IS – I will follow it up.

5.10. IP - Consultative meetings

- a. IP – We had 1 advisory meeting on the summit where I pushed for us to go but nothing come of it. The last meeting was a quick meeting on Wednesday night, and we spoke about volunteer awards and medals, and it was a meet and greet with the new Chief Officer. BH – one year pin? IP explained the pin. JC – do you think there will be another EVAF meeting? IP – I don't think so. JC – I think EVAF will be no more. IP – I'm sceptical on the new Chief Officer

6. DATE & TIME OF NEXT MEETING

6.1. Proposed date and time of next Management Committee meeting: Friday, 27th June 2025

- a. All happy with that

Meeting closed at 11.29AM.



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QUEENSLAND INC. ABN. 37 417 474 709

CORRESPONDENCE REPORT

JANUARY & FEBRUARY 2025



C#	Date	I/O	Organisation	Individual	Subject	Description
103099	17/1/25	Out	AFAC	Rob Keen	Smoke signals article follow up	CC'd in Blake Edwards & Grizzel Fonseca
103100	17/1/25	Out	All Industry Services	Justin Hurcom	Smoke signals article follow up	
103155	30/1/25	Out	All Industry Services	Justin Hurcom	Smoke signals article follow up	
103159	31/1/25	In	All Industry Services	Justin Hurcom	Smoke signals article follow up	
103053	8/1/25	In	ANZ		Bank Statement	Public Fund - December - PF
103054	8/1/25	In	ANZ		Bank Statement	General account
103055	10/1/25	In	ANZ		Bank Statement	Townsville account
103070	15/1/25	In	ANZ		Bank Statement	Odd Account
103085	17/1/25	In	ANZ		Bank Statement	Even Account
103108	22/1/25	In	ANZ		Bank Statement	Public Fund - January - PF
103119	28/1/25	In	ANZ		Bank Statement	General account
103177	11/2/25	In	ANZ		Bank Statement	Townsville account
103214	19/2/25	In	ANZ		Bank Statement	Even Account
103215	19/2/25	In	ANZ		Bank Statement	Transaction Account
103216	19/2/25	In	ANZ		Bank Statement	Odd Account
103227	24/2/25	In	ANZ		Bank Statement	Public Fund - February - PF
103228	25/2/25	In	ANZ		Bank Statement	General account
103073	3/1/25	In	Austalian Fire Fighters Calendar	David Rogers	Donation Bucket	
103074	13/1/25	Out	Austalian Fire Fighters Calendar	David Rogers	Donation Bucket	
103075	13/1/25	Out	Austalian Fire Fighters Calendar	David Rogers	Donation handover photoshoot	



C#	Date	I/O	Organisation	Individual	Subject	Description
103076	13/1/25	In	Austalian Fire Fighters Calendar	David Rogers	Donation Bucket	
103050	8/1/25	In	Australia Post		Delivery confirmation	Gift card - [REDACTED]
103051	8/1/25	In	Australia Post		Delivery confirmation	Gift card - [REDACTED]
103164	10/2/25	In	Australia Post		Delivery confirmation	Early bird gift card - AU100
103176	11/2/25	In	Australia Post		Delivery Confirmation	AU100 Major prize winner - letter
103114	21/1/25	Out	Australian Fire Fighters Calendar	Ben Heilbronn	Donation handover photoshoot	reply locking in dates
103115	21/1/25	In	Australian Fire Fighters Calendar	Ben Heilbronn	Donation handover photoshoot	
103071	8/1/25	In	Barry Nilsson Law	Bianca Ponting	Request for information	[REDACTED]
103072	13/1/25	Out	Barry Nilsson Law	Bianca Ponting	Request for information	Reply
103107	21/1/25	In	Boonimba RFB	Heather Ross	Grant application	
103109	22/1/25	Out	Boonimba RFB	Heather Ross	Grant application	2025 01 21 - Boonimba RFB - GN25/662 - Grant Application Received
103166	10/2/25	Out	Boonimba RFB	Heather Ross	Grant Application	GN25/662 Application Approved
103194	18/2/25	Out	Boonimba RFB	Heather Ross	Grant Application	GN25/662 - Grant application closed & finalised
103061	15/1/25	In	BOQ		Bank Statement	Debit Cards Account
103062	15/1/25	In	BOQ		Bank Statement	Direct Debit Account
103063	15/1/25	In	BOQ		Bank Statement	Onlines Account
103064	15/1/25	In	BOQ		Bank Statement	Even Account
103065	15/1/25	In	BOQ		Bank Statement	Odd Account
103066	15/1/25	In	BOQ		Bank Statement	General Account
103067	15/1/25	In	BOQ		Bank Statement	Business Websavings Account
103068	15/1/25	In	BOQ		Bank Statement	Savings Account - ending in 387
103069	15/1/25	In	BOQ		Bank Statement	Public Fund - December - PF



C#	Date	I/O	Organisation	Individual	Subject	Description
103163	10/2/25	In	BOQ		Dishonoured Cheque	Odd Account - [REDACTED] - Refer to Drawer
103179	11/2/25	In	BOQ		Bank Statement	General Account
103180	11/2/25	In	BOQ		Bank Statement	Odd Account
103181	11/2/25	In	BOQ		Bank Statement	Even Account
103182	11/2/25	In	BOQ		Bank Statement	Onlines Account
103183	11/2/25	In	BOQ		Bank Statement	Direct Debit Account
103184	11/2/25	In	BOQ		Bank Statement	Debit Cards Account
103185	11/2/25	In	BOQ		Bank Statement	Public Fund Account - January - PF
103186	11/2/25	In	BOQ		Bank Statement	Savings Account - ending in 387
103187	11/2/25	In	BOQ		Bank Statement	Business Websavings Account
103192	17/2/25	In	BOQ		Dishonoured Cheque	Odd account [REDACTED] - Account closed
103226	24/2/25	In	BOQ		Cheque Book	General Account
103230	21/2/25	In	Boyne Valley RFB	Mark McLachlan	Question regarding QFD funding	
103231	24/2/25	Out	Boyne Valley RFB	Mark McLachlan	Question regarding QFD funding	
103120	20/1/25	In	Bushfire Resilience Inc	Linda Snell	Smoke signals article	
103121	22/1/25	Out	Bushfire Resilience Inc	Linda Snell	Smoke signals article	
103132	27/1/25	In	Bushfire Resilience Inc	Linda Snell	Smoke signals article	
103133	27/1/25	Out	Bushfire Resilience Inc	Linda Snell	Smoke signals article	
103080	13/1/25	Out	CAVFA	Bruce Corbett	Potential Australian Firefighter calendar donation	
103082	13/1/25	In	CAVFA	Bruce Corbett	Potential Australian Firefighter calendar donation	



C#	Date	I/O	Organisation	Individual	Subject	Description
103128	24/1/25	In	CAVFA	Bruce Corbett	Executive Meeting	
103083	15/1/25	In	Cungulla RFB	Tracy Harney	Grant Application	
103086	20/1/25	Out	Cungulla RFB	Tracy Harney	Grant Application Received	2025 01 20 - Cungulla RFB - GN25-661 - Grant Application Received
103165	10/2/25	Out	Cungulla RFB	Tracy Harney	Grant Application	GN25/661 Application Approved
103225	24/2/25	Out	Cungulla RFB	Tracy Harney	Grant Application	GN25/661 - Grant closed & finalised
103238	27/2/25	In	FCFA (Firefighters Cancer Foundation Australia)	Steve Bunney	The Great Trek	
103146	29/1/25	Out	Ford	Cameron Brown	Smoke signals article	CC'd in Jeremy Welch
103199	15/2/25	In	Forest Pines	Shiree Jones	P3 Training	
103203	17/2/25	Out	Forest Pines	Shiree Jones	P3 Training	Story request
103171	7/2/25	In	Gympie Today	Donna Jones	30 second video on importance of being bushfire prepared	
103172	10/2/25	Out	Gympie Today	Donna Jones	30 second video on importance of being bushfire prepared	
103111	21/1/25	In	Hannover Fairs Australia	Grizzel Fonseca	Smole signals article	
103131	24/1/25	In	Hannover Fairs Australia	Grizzel Fonseca	Smole signals article	Story attached
103134	28/1/25	Out	Hannover Fairs Australia	Grizzel Fonseca	Smole signals article	Story attached
103058	13/1/25	Out	Hope Island RFB	[REDACTED]	Request for help - [REDACTED] Insurance Issue	Reply from minister
103213	19/2/25	Out	Kennedy Valley RFB	[REDACTED]	Hardship Grant	HS25-88 closed & finalised
103200	6/2/25	In	Lockhart River	Douglas Williams	Radios for Lockhart	



C#	Date	I/O	Organisation	Individual	Subject	Description
103095	16/1/25	Out	Makita	Rob Pooles	Competition follow up	
103096	16/1/25	In	Makita	Rob Pooles	Competition follow up	
103097	16/1/25	Out	Makita	Rob Pooles	Competition follow up	
103102	17/1/25	In	Makita	Rob Pooles	Competition follow up	Further questions
103103	20/1/25	Out	Makita	Rob Pooles	Competition follow up	
103122	22/1/25	In	Makita	Rob Pooles	Competition follow up	
103123	22/1/25	Out	Makita	Rob Pooles	Competition follow up	
103060	15/1/25	In	Member for Aspley	Bart Mellish MP	Thank you letter	
103059	15/1/25	In	Member for Maryborough	John Barounis MP	Thank you letter	
103104	20/1/25	In	Milwaukee	Reece Bond	Contact update & meeting request	
103105	20/1/25	Out	Milwaukee	Reece Bond	Contact update & meeting request	
103106	20/1/25	In	Milwaukee	Reece Bond	Contact update & meeting request	
103152	30/1/25	Out	Milwaukee	Reece Bond	Smoke signals article	
103156	30/1/25	In	Milwaukee	Reece Bond	Smoke signals article	
103113	21/1/25	In	Minister for Youth Justice & Victim Crime	Hon Laura Gerber	Thank you letter	
103078	12/1/25	In	Misc	Jack Claringbold	Online contact form - overseas firefighting	
103077	13/1/25	Out	Misc	Tracey Harrison	Contact form - distribution of funds	
103079	13/1/25	Out	Misc	Jack Claringbold	Online contact form -	



C#	Date	I/O	Organisation	Individual	Subject	Description
					overseas firefighting	
103149	30/1/25	Out	Misc		AU100 Early bird winner gift card	
103173	11/2/25	In	Misc	David White	Little Dessert Victoria Pictures	
103174	11/2/25	Out	Misc	David White	Little Dessert Victoria Pictures	
103175	11/2/25	In	Misc	Tom Dawson	RFBAQ Submission to Volunteering in Qld Inquiry	
103178	11/2/25	In	Misc	James Mackland	RFBAQ Submission to Volunteering in Qld Inquiry	
103196	13/2/25	In	Misc	Warren Kelly	The evolving landscape of Queensland's Disaster Response	
103234	25/2/25	In	Misc	Murray Vine	Online contact form - Brigade Membership Roles	
103235	25/2/25	Out	Misc	Murray Vine	Online contact form - Brigade Membership Roles	
103167	10/2/25	Out	Neerdie RFB	Paula Teau	Grant Application	GN25/660 Application Approved
103193	18/2/25	Out	Neerdie RFB	Paula Teau	Grant Application	GN24/660 - Grant application closed & finalised
103158	31/1/25	In	NSW RFSA	Sharon Ellicott	Donation breakdown amounts	
103088	15/1/25	Out	Office of Industrial Relations	Bradley Bick	Updated factsheet on deemed diseases for smoke signals	
103089	15/1/25	In	Office of Industrial Relations	Bradley Bick	Updated factsheet on deemed	



C#	Date	I/O	Organisation	Individual	Subject	Description
					diseases for smoke signals	
103116	21/1/25	In	Office of Industrial Relations	Cameron Jang	Updated factsheet on deemed diseases for smoke signals	CC'd in Bradley Bick
103124	22/1/25	Out	Office of Industrial Relations	Cameron Jang	Updated factsheet on deemed diseases for smoke signals	CC'd in Bradley Bick
103125	24/1/25	Out	Office of Industrial Relations	Bradley Bick	Updated factsheet on deemed diseases for smoke signals	
103220	20/2/25	In	Office of Industrial Relations	Bradley Bick	Deemed diseases support letter and suggested improvements	
103142	29/1/25	In	Orange Hill RFB	Kelly Richards	Smoke signals article	
103143	29/1/25	Out	Orange Hill RFB	Kelly Richards	Smoke signals article	
103153	30/1/25	In	Purono RFB	Zac Holland	Smoke signals article	
103154	30/1/25	Out	Purono RFB	Zac Holland	Smoke signals article	
103098	17/1/25	Out	Qbank	Kristelle Fernandez	Smoke signals article follow up	
103101	17/1/25	In	Qbank	Kristelle Fernandez	Smoke signals article follow up	
103056	9/1/24	Out	QFD (Qld Fire Department)		Kelli Laing	BSD Transfer
103057	9/1/24	In	QFD (Qld Fire Department)		Andrea Kirsten	Smoke Signals Magazine
103081	13/1/25	Out	QFD (Qld Fire Department)	Maddie Parker	RFSQ Summit dates 2025	Follow up
103084	15/1/25	Out	QFD (Qld Fire Department)	Ben Millington	Request for RFSQ stats for magazine	



C#	Date	I/O	Organisation	Individual	Subject	Description
103092	16/1/25	In	QFD (Qld Fire Department)	Maddie Parker	RFSQ Summit dates 2025	Reply
103093	16/1/25	Out	QFD (Qld Fire Department)	Ben Millington	Request for contact details to post smoke signals	
103094	16/1/25	Out	QFD (Qld Fire Department)	Kelli Laing	BSD Transfer	
103110	20/1/25	In	QFD (Qld Fire Department)	Ben Millington	Request for RFSQ stats for magazine & contact details	Request denied
103112	21/1/25	In	QFD (Qld Fire Department)	Maddie Parker	Summit dates	Dates supplied
103129	24/1/25	In	QFD (Qld Fire Department)	Gina Barrett	Feed back forms	Bushfire Heavy
103130	24/1/25	Out	QFD (Qld Fire Department)	Kelli Laing	BSD Transfer	
103135	28/1/25	Out	QFD (Qld Fire Department)	Gina Barrett	Feed back forms	Bushfire Heavy
103137	28/1/25	Out	QFD (Qld Fire Department)	Jillian Butler	Whetstone handover date	
103147	29/1/25	In	QFD (Qld Fire Department)	Jillian Butler	Whetstone handover date	
103157	30/1/25	Out	QFD (Qld Fire Department)	Kelli Laing	BSD Transfer	
103161	5/2/25	Out	QFD (Qld Fire Department)	Kelli Laing	BSD Transfer	
103188	12/2/25	Out	QFD (Qld Fire Department)	Jillian Butler	RFBAQ Warwick Area Representative	
103189	12/2/25	In	QFD (Qld Fire Department)	Jillian Butler	RFBAQ Warwick Area Representative	
103195	13/2/25	Out	QFD (Qld Fire Department)	Kelli Laing	BSD Transfer	
103198	14/2/25	In	QFD (Qld Fire Department)	Jillian Butler	Whetstone handover date	details supplied
103204	14/2/25	Out	QFD (Qld Fire Department)	Jillian Butler	Whetstone handover date	details supplied
103201	17/2/25	Out	QFD (Qld Fire Department)	Tony Johnstone	Radios for Lockhart	
103202	17/2/25	In	QFD (Qld Fire Department)	Tony Johnstone	Radios for Lockhart	



C#	Date	I/O	Organisation	Individual	Subject	Description
103206	17/2/25	In	QFD (Qld Fire Department)	Savannah Terrar	Assistance for brigade member	
103210	18/2/25	In	QFD (Qld Fire Department)	Mick Thomson	Hardship Grant	
103211	18/2/25	In	QFD (Qld Fire Department)	Savannah Terrar	Assistance for brigade member	Hardship Grant for Kennedy Valley RFB
103212	19/2/25	Out	QFD (Qld Fire Department)	Savannah Terrar	Assistance for brigade member	Hardship Grant for Kennedy Valley RFB
103219	19/2/25	In	QFD (Qld Fire Department)	Matthew Thompson	2025 Summit Requirements	
103223	19/2/25	In	QFD (Qld Fire Department)	Karen Wilkinson	Whetstone handover invitation	
103221	20/2/25	Out	QFD (Qld Fire Department)	Matthew Thompson	2025 Summit Requirements	
103222	20/2/25	Out	QFD (Qld Fire Department)	Kelli Laing	BSD Transfer	
103224	21/2/25	Out	QFD (Qld Fire Department)	Karen Wilkinson	Whetstone handover invitation	
103232	24/2/25	In	QFD (Qld Fire Department)	Bianca Moss	Upated email address for BSD transfers	
103237	27/2/25	Out	QFD (Qld Fire Department)		BSD Transfer	
103144	29/1/24	Out	Qld Ministerial	Ian Andrew	Smoke signals article	
103145	29/1/24	In	Qld Ministerial	Ian Andrew	Smoke signals article	
103126	24/1/25	In	Qld Ministerial	Ian Andrew	Smoke signals article	
103127	24/1/25	Out	Qld Ministerial	Ian Andrew	Smoke signals article	
103136	28/1/25	Out	Qld Ministerial	Ian Andrew	Forwarded emails regarding call for fully independent RFS	CC'd in Angus McCaffrey
103138	28/1/25	Out	Qld Ministerial	Ian Andrew	Return of the Rural Fires Board	CC'd in Angus McCaffrey



C#	Date	I/O	Organisation	Individual	Subject	Description
103139	28/1/25	Out	Qld Ministerial	Ian Andrew	Forwarded emails regarding QFES review - Consultation Options	CC'd in Angus McCaffrey
103140	28/1/25	Out	Qld Ministerial	Ian Andrew	Forwarded email regarding 2018 Bushfire Review Submission to IGM	CC'd in Angus McCaffrey
103141	28/1/25	In	Qld Ministerial	Angus McCaffrey	Forwarded email regarding 2018 Bushfire Review Submission to IGM	
103151	30/1/25	Out	Qld Ministerial	Ian Andrew	Forwarded emails regarding some history on the formation of QFD	CC'd in Angus McCaffrey
103162	5/2/25	Out	Qld Ministerial	Ian Andrew	2025 Smoke Signals digital edition	CC'd in Angus McCaffrey
103169	7/2/25	Out	Qld Ministerial	Ian Andrew	RFBAQ Submission to Volunteering in Qld Inquiry	CC'd in Angus McCaffrey
103170	7/2/25	In	Qld Ministerial	Ian Andrew	RFBAQ Submission to Volunteering in Qld Inquiry	CC'd in Angus McCaffrey
103197	14/2/25	Out	Qld Ministerial	Ian Andrew	Deemed diseases support letter and suggested improvements	CC'd in Bradley Bick
103207	18/2/25	Out	Qld Ministerial	Ian Andrew	Draft notes from meeting	
103208	18/2/25	Out	Qld Ministerial	Ian Andrew	Opportunity for custom	Follow up



C#	Date	I/O	Organisation	Individual	Subject	Description
					built backs on Ford Rangers	
103209	18/2/25	Out	Qld Ministerial	Ian Andrew	Insurance coverage for privately owned vehicles	Follow up
103218	19/2/25	Out	Qld Ministerial	Ian Andrew	The things that directly affect brigades	CC'd in Angus McCaffrey
103233	24/2/25	Out	Qld Ministerial	Ian Andrew	RFSQ - QFD suggested improvements	CC'd in Angus McCaffrey
103168	7/2/25	Out	Qld Parliament Services		RFBAQ Submission to Volunteering in Qld Inquiry	
103190	12/2/25	Out	Queensland Country Life	Sally Gall	RFBAQ Submission to Volunteering in Qld Inquiry	
103205	18/2/25	In	Rural Fire Service	Peter Hollier	2025 RFSQ Volunteer Summits EOI now open	
103229	27/2/25	In	Services Australia		Child support notice	
103052	8/1/25	In	Suncorp		CTP Insurance Advice	RFB14 & RFB15
103117	24/1/25	In	The Public Trustee	Natasha Nelson	Estate of [REDACTED]	District court proceedings
103118	24/1/25	In	The Public Trustee	Natasha Nelson	Estate of [REDACTED]	District court proceedings
103150	29/1/25	In	The Public Trustee	Natasha Nelson	Estate of [REDACTED]	District court proceedings - update
103191	14/2/25	In	The Public Trustee	Natasha Nelson	Estate of [REDACTED]	Court proceedings update
103217	19/2/25	In	The Public Trustee	Kerry Campbell	Estate of [REDACTED]	Update of administration
103148	29/1/25	Out	The Royal Humane Society of Australasia	David Arden	Smoke signals article	



C#	Date	I/O	Organisation	Individual	Subject	Description
103160	3/2/25	In	The Royal Humane Society of Australasia	David Arden	Smoke signals article	
103087	15/1/25	In	Workers Compensation Scheme Review	Claire Leslie	Update on reasonable management action factsheet	
103236	26/2/25	In	Workers Compensation Scheme Update		Targeted Audit Campaign	



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

PRESIDENT REPORT

FOR MARCH 2025 MCM



Presidents Report

The clean up in the North, from the floods are now complete and the communities can begin to try and move on with their lives, also the chance for brigades to resume normal duties.

Cyclone Alfred has left a trail of destruction in areas of the Gold Coast, Brisbane and Bay Islands .

Action needs to be taken on the notifications for strike teams. (Lack of information on when and how long) As I write this report Harvey Bay is being smashed by large storms with widespread flooding.

Most areas have seen the easing of fires from good rainfalls thus leaving large fuel loads for the next fire season.

Political scene.== Justin and myself met with Ministers policy writer and await outcomes.

Appliance handover (Pebble) = Inglewood 19th March

Meetings RFSQ Advisory Group - Noosa & Maroochy South. Teams meetings (Summits)



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

OPERATIONS MANAGER REPORT

MONTH ENDING JANUARY 2025



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 – Management Committee Meeting February

RFBAQ Office - Araluen

- Meetings with Contact Centre Manager.
- 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.
- Closed more ANZ accounts.
- Held the Art Union 100 draw using the new secure electronic drawing method which worked perfectly.
- We have ordered the new server; we followed the recommendations of our IT company and also our Contact Centre Software company. The order is on hold though to work out some additional software requirements.
- The loan server ran into some update issues which caused us 2 days downtime.
- The new auditor has sent letters to Findex and also Crowe to let them know that we have moved to Brown Macaulay & Warren. The first time using them will be for the upcoming FBT. I have now onboarded with them completely and added them onto the ATO.
- I am currently working on the new plan for Workplace Sexual and Gender Harassment Prevention to ensure we are compliant and meet our obligations.
- Working with Ezidebit to ensure we meet all compliance requirements, but Ezidebit have been extremely difficult to deal with so it is taking far longer than it should.
- I reversed all outstanding cheques up until 2024 for BSD's, we have now paid that amount via EFT to QFD. The amount equalled around \$27,000.
- The changeover of bank account for our Superannuation went smoothly.
- The financials, credit cards and supplier payment history are attached.



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

Finance Report

RURAL FIRE BRIGADES ASSOCIATION QLD INC

28 FRASER ROAD, ARA LUEN QLD INC

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

ABN: 37 417 474 709

FINANCIAL REPORT

FOR THE PERIOD ENDED 31 JANUARY 2025

Management Committee Meeting

Friday 28th March 2025

RFBAQ Office Gympie



BALANCE SHEET - AS AT 31 JANUARY 2025

	2025	2024
	\$	\$
CURRENT ASSETS		
Cash at Hand		
ANZ General Account	18,522.10	37,714.86
ANZ Art Union Odd Account	29,460.33	83,071.51
ANZ Art Union Even Account	16,101.44	42,358.61
ANZ Townsville Account	344,382.30	665,312.66
ANZ Transaction Account	61,047.88	113,972.21
PUBLIC FUND - Donations	156,065.96	1,895,110.05
BOQ General Account	16,331.97	-
BOQ Art Union Odd Account	92,867.84	-
BOQ Art Union Even Account	10,000.00	-
BOQ Onlines Account	67,853.62	-
BOQ Direct Debit Payments Account	24,692.36	-
BOQ Debit Cards Account	98,714.45	-
BOQ Public Fund	1,633,406.28	-
Petty Cash Imprest	461.40	284.90
Fuel Card	(238.28)	(523.58)
	2,569,669.65	2,837,301.22
Other Cash Equivalents		
Outstanding GST Refunds	-	-
ATO Integrated Client Account	-	-
Prepayments	(4,450.00)	27,345.32
Other Current Assets	2,909.07	-
	(1,540.93)	27,345.32
Investments		
ANZ Online Saver Account	-	930,904.06
Savings Account	-	587,320.84
BOQ Savings Account	558,470.81	-
BOQ Term Deposit	1,000,000.00	-
Truck Account	-	1,421.55
	1,558,470.81	1,519,646.45
Trade Debtors		
Sundry Debtors	10,400.00	5,000.00
NON-CURRENT ASSETS		
Plant and equipment	184,560.51	169,820.61
Motor Vehicles	79,813.15	79,813.15
Wage Overpayment	-	-
02RFB - Ranger - Pebble	-	25,932.97
Office Furniture & Equipment	-	203,866.37
Buildings	118,498.45	118,498.45
Call Centre Client Lists	149,064.01	132,619.02
Call Centre List (Less Written Off)	(33,291.27)	(70,557.27)
Accumulated Depreciation	(203,036.54)	(382,462.85)
	295,608.31	277,530.45
TOTAL CURRENT ASSETS	4,432,607.84	4,666,823.44



BALANCE SHEET (continued)

	2025	2024
CURRENT LIABILITIES		
Accounts Payable		
Sundry Creditors	1,994.82	30,532.22
Accrued Expenses	165,719.00	(28,451.96)
ANZ Visa Card - Office	-	-
ANZ Visa Card - GM	-	-
	<u>167,713.82</u>	<u>2,080.26</u>
GST Liabilities		
GST Collected	600.05	4,697.01
GST Paid	(5,146.59)	17,859.26
GST Rounding	-	-
	<u>(4,546.54)</u>	<u>22,556.27</u>
Payroll Liabilities		
PAYG Withholding Liability	18,818.00	16,288.00
Employee Deductions Liability	-	-
Superannuation Liability	14,047.48	11,171.37
Parental Leave	-	-
Provision for Annual Leave	62,233.81	45,510.44
Provision for Long Service Leave	67,141.11	85,593.57
Provision for Superannuation on Leave	13,381.88	13,765.92
	<u>175,622.28</u>	<u>172,329.30</u>
TOTAL LIABILITIES	<u>338,789.56</u>	<u>196,965.83</u>
NET ASSETS	<u>4,093,818.28</u>	<u>4,469,857.61</u>
EQUITY		
Retained Earnings	3,684,092.75	3,996,864.05
Current Earnings	(240,515.84)	(164,176.37)
TOTAL EQUITY	<u>4,093,818.28</u>	<u>4,469,857.61</u>



RURAL FIRE BRIGADES ASSOCIATION QUEENSLAND INC
P&L PROGRESS SNAPSHOT

2024/2025 FY	Budgeted \$	Actual \$
July	0	(155,834.94)
August	0	83,881.05
September	(29,129)	(71,321.24)
October	23,696	(24,746.76)
November	(27,344)	(11,149.00)
December	11,346	(24,795.10)
January	(34,969)	(50,549.82)
February		
March		
April		
May		
June		

PROFIT & LOSS STATEMENT - PERIOD ENDED 31 JANUARY 2025

	CURRENT PERIOD			YEAR TO DATE		
	2025	Budgeted	2024	2025	Budgeted	2024
	\$	\$	\$	\$	\$	\$
INCOME						
Raffle Proceeds	125,252.50	125,000.00	97,013.11	972,916.47	1,123,401.00	944,986.32
Donations Received	48,227.00	60,000.00	145,500.90	671,845.52	732,741.00	795,307.60
Wage Subsidy	6,000.00	-	3,409.09	8,692.30	-	11,818.18
Grants Received	-	-	-	-	-	-
Other Income	-	-	-	-	-	187,834.91
TOTAL INCOME	179,479.50	185,000.00	245,923.10	1,653,454.29	1,856,142.00	1,939,947.01
COST OF SALES						
Cost of Prizes	27,279.07	5,000.00	8,724.87	250,028.26	225,904.00	140,191.85
TOTAL COST OF SALES	27,279.07	5,000.00	8,724.87	250,028.26	225,904.00	140,191.85
GROSS TRADING PROFIT	152,200.43	180,000.00	237,198.23	1,403,426.03	1,630,238.00	1,799,755.16



PROFIT & LOSS STATEMENT - Cont....

	CURRENT PERIOD			YEAR TO DATE		
	2025	Budgeted	2024	2025	Budgeted	2024
	\$	\$	\$	\$	\$	\$
OPERATING EXPENSES						
Parental Leave	-	-	-	-	-	-
Advertising	32.20	35.00	32.20	316.27	556.00	560.40
Meeting Expenses	-	100.00	4,029.83	26,820.12	35,883.00	37,308.76
Insurance	1,151.21	1,155.00	1,189.54	17,908.39	17,929.00	16,577.76
Lease Expenses	3,545.75	3,550.00	3,459.27	24,820.25	24,842.00	24,214.89
Motor Vehicle Expenses	287.52	1,935.00	423.03	5,475.22	8,156.00	7,206.18
Vehicles Donated to Brigades	35,157.07	-	-	35,157.07	-	133,459.06
Audit & Accountancy Fees	-	-	-	12,000.00	10,500.00	10,350.00
FBT	-	-	1,122.00	-	-	3,366.00
Bank, Merchant & CC Fees	2,435.48	2,500.00	1,336.39	21,998.45	17,980.00	18,744.34
Cleaning	-	-	-	-	-	-
Donations	2,805.00	10,000.00	3,820.00	172,105.39	188,000.00	125,707.40
Buy Local Grant Project	-	-	10,721.34	8,129.39	29,130.00	351,784.83
Grants Paid	-	10,000.00	12,196.75	8,078.22	44,080.00	45,150.57
Brigade Resources	-	-	-	-	100.00	8,525.65
Sundry Expense	-	50.00	-	80.00	250.00	110.62
Telephone	4,249.48	5,300.00	3,618.54	28,838.21	32,318.00	35,810.66
Website Expenses	434.98	450.00	435.00	3,044.86	3,080.00	3,660.00
Legal Costs	-	-	-	-	500.00	1,363.64
Kitchen Supplies & Amenities	209.08	500.00	134.93	2,940.71	3,565.00	2,532.26
Electricity	849.50	850.00	849.50	5,946.50	5,950.00	5,946.50
Licences & Permits	319.44	4,320.00	-	6,149.60	5,890.00	3,974.00
Postage	3,057.57	2,800.00	2,317.33	23,769.60	25,281.00	25,804.01
Printing	1,791.64	1,700.00	867.35	11,731.34	12,898.00	11,451.47
Magazine Production	-	-	-	-	-	-
Office Supplies	75.29	100.00	29.00	1,738.02	1,427.00	1,447.27
Promotional Material	-	1,000.00	-	22,256.95	24,757.00	3,743.50
Recycling Paper & Cardboard	-	-	96.36	289.08	40.00	289.08
Repairs & Maintenance	14,049.08	16,600.00	11,843.50	64,613.92	71,511.00	47,541.69
Subscriptions/Memberships	24.00	24.00	22.00	516.90	507.00	520.63
Klms, Tolls & Parking	-	-	27.50	292.99	279.00	352.99
Fuel Reimbursed	213.93	300.00	375.81	3,030.05	3,064.00	1,253.83
Depreciation Expense	-	-	-	-	-	-
Amortisation - CC Lists	-	-	-	-	-	-
Representatives Expenses	2.69	100.00	100.17	2,745.40	3,244.00	1,918.81



PROFIT & LOSS STATEMENT - Cont....

	CURRENT PERIOD			YEAR TO DATE		
	2025	Budgeted	2024	2025	Budgeted	2024
	\$	\$	\$	\$	\$	\$
Wages & Salaries	120,157.46	135,000.00	100,162.50	1,022,331.97	1,015,655.00	933,718.98
Superannuation	13,703.79	15,500.00	10,911.37	117,131.12	115,923.00	102,484.85
Other Employee Expenses	100.00	500.00	540.81	15,365.95	19,017.00	9,703.64
Provision for Long Service	-	-	-	-	-	-
Provision for Annual Leave	-	-	-	-	-	-
Provision for Super	-	-	-	-	-	-
Provision for Leave & Dep	2,000.00	2,000.00	2,000.00	14,000.00	14,000.00	13,000.00
TOTAL OPERATING EXPENSES	206,652.16	216,369.00	172,662.02	1,679,621.94	1,736,312.00	1,989,584.27
GROSS OPERATING PROFIT	(54,451.73)	(36,369.00)	64,536.21	(276,195.91)	(106,074.00)	(189,829.11)
OTHER EXPENSES						
Parental Leave	-	-	-	-	-	-
Interest Paid	-	-	-	-	-	-
Interest Received	(3,901.91)	(1,400.00)	(1,725.86)	(21,680.07)	(10,823.00)	(12,652.74)
TOTAL OTHER EXPENSES	(3,901.91)	(1,400.00)	(1,725.86)	(21,680.07)	(10,823.00)	(12,652.74)
NET PROFIT / LOSS	(50,549.82)	(34,969.00)	66,262.07	(254,515.84)	(95,251.00)	(177,176.37)



Debit Cards

RFBAQ DEBIT CARD EXPENSES						
MONTH: JANUARY			TRANSACTIONS: 01/01/2025 - 31/01/2025			
MEETING EXPENSES						
FUEL	TOLLS/PARK	O/M	MCM	G/M	AGM	MEMO
	\$0.00	\$0.00	\$0.00		\$0.00	
GENERAL EXPENSES						
	KITCHEN	INCENTIVES	ADVERT	GRANTS	OTHER	MEMO
					\$26.40	Online Services - Microsoft
					\$478.48	Hubspot
	\$97.85					Kitchen Supplies
		\$100.00				AU100 Gift Card
					\$82.82	Office Supplies
					\$500.00	AU100 Early Bird Gift Card
	\$97.85	\$100.00	\$0.00	\$0.00	\$1,087.70	

SPREADSHEET	\$ 1,285.55
STATEMENT	\$ 100,000.00
DIFFERENCE	\$ 98,714.45
TO BE PAID	\$ 1,285.55



Supplier Payment History

Created: 21/03/2025 11:03 AM

Rural Fire Brigades Association

28 Fraser Road
Araluen Qld 4570

ABN: 37 417 474 709

Email: om@rfaq.org

Supplier Payment History

January 2025

Cheque No.	Chq Date	PO No.	Date	Supplier's Inv. No.	Purchase Total Amt	Amount Applied
AgentMail						
23340	10/01/2025	00020208	2/01/2025	INV - 11716	\$842.32	\$842.32
Total for Payment 23340:						\$842.32
Australia Post						
23341	10/01/2025	00020209	3/01/2025	INV - 1013704364	\$3,198.33	\$3,198.33
Total for Payment 23341:						\$3,198.33
Department of Housing and Public Works						
23338	10/01/2025	00020206	1/01/2025	INV - 181024	\$4,834.78	\$4,834.78
Total for Payment 23338:						\$4,834.78
Eckersley Print Group						
23420	30/01/2025	00020211	20/01/2025	INV - 118180	\$621.50	\$621.50
Total for Payment 23420:						\$621.50
EFEX						
23339	10/01/2025	00020207	30/12/2024	INV - II02407596	\$5,182.58	\$5,182.58
Total for Payment 23339:						\$5,182.58
Flick Anticimex Pty Ltd						
23337	10/01/2025	00020204	1/01/2025	INV - 410214946C	\$32.02	\$32.02
Total for Payment 23337:						\$32.02
Harvey Norman Commercial						
23421	30/01/2025	00020213	28/01/2025	INV - 5470219	\$22,370.94	\$11,185.47
Total for Payment 23421:						\$11,185.47
PowerConnex Pty Ltd						
23336	10/01/2025	00020203	1/01/2025	INV - 119694	\$13.06	\$13.06
Total for Payment 23336:						\$13.06
Sensis Pty Ltd						
BP030125	10/01/2025	00020205	20/12/2024	INV - 34041650	\$35.42	\$35.42
Total for Payment BP030125:						\$35.42
BP040225	30/01/2025	00020212	20/01/2025	INV - 34344947	\$35.42	\$35.42
Total for Payment BP040225:						\$35.42
Telstra Limited						
BP030225	30/01/2025	00020210	17/01/2025	K286966251-1	\$4,661.37	\$4,661.37
Total for Payment BP030225:						\$4,661.37



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

GENERAL MANAGER REPORT

FOR MARCH 2025 MCM



Written Report

The week following our last Management Committee meeting in February, the Minister's Policy Advisor visited Gympie and the RFBAQ Office.

Notes of that meeting were distributed to all reps and we have been providing information since then seeking information on –

- Since 2005 the RFBAQ / RFSQ Volunteer Charter has been in force. (attached 2005, 2008, 2012, 2016 & 2021)

The signing of these Charters by the Minister, RFBAQ President and Commissioner coincide with every second set of Rural Fire Summits.

With this being the 20th Anniversary it could be quite a celebration of engagement between the RFBAQ/ RFSQ and Government.

I have raised this matter with RFSQ and have received no information or discussions relating to a draft document for comment.

- Summits
- The Stats
- 1st Officer and secretary contact details and
- The bushfire heavy

RFSQ/QFD have been unable or unwilling to make a decision or tell the RFBAQ anything. This is now coming to a head and the scheduled meeting with the new Chief Officer RFSQ and QFD Commissioner is one where I will be making our case very clear.

On the 19th March we handed the Pebble over to Whetstone RFB and on the 25th March the parliamentary Committee into Volunteering visited Gympie and I made a presentation. (emailed that to all reps on the 23rd March)

Rachael in Bundaberg and Sandy in Maryborough both have instances of Council retaining brigade funds due to the QFD providing no guarantee that the money that is collected for the brigades will 100% go to brigades. We will keep you updated on what happens next.



Previous Charters

RURAL FIRE SERVICE VOLUNTEER BRIGADES' CHARTER

Preamble

Through over 1,400 Rural Fire Brigades, protecting communities of Queensland, approximately 31,000 Rural Fire Brigade volunteers provide a mitigation, response and recovery service which allows for diverse community needs to be met by the dedicated men and women who comprise the Rural Fire Service (RFS).

Rural Fire Brigade (RFB) volunteers are fundamental to effective fire management, mitigation, and emergency response in Queensland. This response and recovery covers the diverse range of community needs encompassing flood, cyclone, storm, structural fire, road accident rescue and support, search, and swift water awareness. RFBs and volunteers are recognised and valued for their expertise and knowledge in their local communities by the Queensland Fire and Emergency Services (QFES) and as equal partners in response and recovery activities alongside full time and auxiliary firefighters.

This volunteer charter is to be read in conjunction with the *Fire and Emergency Services Act 1990*, related legislation, relevant QFES policies and procedures, the Queensland Public Service Code of Conduct, the *Public Service Act 2008* and the Rural Fire Brigade Manual (RFBM). It is an agreement between QFES and RFB volunteer brigades and their representatives.

The volunteers of the RFS are fundamental to effective fire management and emergency response in Queensland. Their contribution and value in this role is acknowledged. The safety and well-being of volunteers is, and will always be, paramount to QFES.

The volunteers' commitment to working with the Queensland community remains the core strength of the RFS. Meeting the individual and collective interests and needs of volunteer brigades supports the safe and effective delivery of their services with the Queensland community. Consultation and engagement with them on issues that affect them as volunteers is an integral element of the relationship between QFES and volunteer brigades.

The RFS Volunteer Charter

The RFS Volunteer Brigades' Charter provides the framework for the relationship between the parties. The relationship is informed by the following principles:

- Decision making is to be in the best interest of the safety of Queensland communities

- Procedures are to be both practical and sustainable with a focus on reducing red tape
- Decision making is to be founded on a fair, just and equitable process and will include consultation and engagement from brigades and volunteers, and
- Decision making will not inappropriately discriminate against brigades and volunteers.

This is an enduring agreement to which all parties are committed. The Charter shall be reviewed by agreement of the parties or at the end of four years from its date of commencement.

RFS Volunteer Brigades

Volunteer brigades selflessly gift their time and considerable life skills to protect life and property and to prevent and suppress fire across Queensland. They also actively promote fire prevention strategies and provide fire management and emergency response. They are established in communities throughout Queensland and participate in a practical partnership based on mutual respect. The RFS and QFES provide support and resources to volunteer brigades in order to promote community safety to the best of their collective abilities. They are further supported by their families, their employers, and their communities. They are highly motivated to contribute, and by the results of their contribution, many members gain personal achievements and development. The camaraderie and esprit de corps within volunteer brigades is highly valued.

QFES' Commitment to its RFS Volunteer Brigades

QFES will recognise, respect, value, promote, and affirm RFS volunteer brigades as core partners in the delivery of effective fire management and emergency response to Queensland. QFES will ensure respect and consideration is paramount in its processes to the diversity of cultures and individuals that comprise its volunteer brigades and the divergent communities, characteristics and needs from which they come.

- QFES acknowledges and affirms its:
 - Commitment to a contemporary RFS that is fully engaged with the Rural Fire Brigades Association Queensland (RFBQ) and volunteer brigades, partner organisations, associations, and other stakeholders whilst providing services with community at its core
 - Commitment to provide administrative, operational, and

- infrastructure support to enable volunteers to perform their roles safely and effectively within available resources
- Commitment, in partnership with the community, to provide the necessary resources to enable brigades and volunteers in the RFS to deliver agreed services
- Commitment to nurture and encourage volunteers while developing their skills and competencies
- Commitment to securing optimal advantage from the valued line gifted to the RFS by its volunteer brigades.
- Commitment to the development of policy and implementation of change that supports and facilitates the volunteers' contribution, within the context of the character of the local brigade
- Commitment to work in a timely way and in a collaborative manner with volunteer brigades and representatives on matters which affect them
- Commitment to consider fairly the views of volunteers before adopting any new or changed policies, procedures or approaches which adversely impact on volunteer brigades, and
- Commitment, in partnership with the community, to provide the resources necessary to enable new or changed policies, procedures or approaches, which impact on volunteer brigades, to be implemented efficiently and effectively.

Support Services of RFS Volunteers

QFES recognises and respects the personal needs and health and safety of volunteer brigade members, which can be derived from their service. Support services include but are not limited to:

- Legal assistance including protection against the financial consequences of extended litigation and legal representation following the delivery of volunteer services in good faith on behalf of the department
- Procedures to address issues of discrimination in a fair, just, and timely manner
- Counselling and welfare support
- Training
- Support and assistance for volunteers who wish to pursue employment as RFS employees
- Compensation for incidents, injuries and illnesses, and
- Insurance coverage for damage or loss to private equipment used in registered response and recovery activities.

Queensland's Commitment to RFS Volunteers

- The Queensland Government will:
 - Recognise, respect, value, promote and affirm RFS brigades and volunteers, their families and their employers as core partners in the delivery of effective fire and emergency services to Queensland
 - Ensure that legislation recognises the needs and interests of brigades and volunteers in the delivery of services in good faith, and the dependants from consequential financial losses and other liabilities
 - Consult with representatives of the RFBQ on matters that may impact upon volunteers, including proposed legislation and the adequacy of resources and support, to enable volunteer brigades of the RFS to deliver the agreed services, and
 - Reduce red tape and unnecessary administration wherever possible whilst maintaining legislative requirements and without diminishing the health, wellbeing and safety of volunteer brigades.

RFS Volunteer Brigades' Commitment to its Partners

Volunteer brigades will provide their services while maintaining a respectful and active partnership with the community. They will endeavour to ensure safety and undertake appropriate training and planning to ensure their members personal safety and enhance the delivery of services in creating a safer community. They will exercise the powers vested in them by the *Fire and Emergency Services Act 1990* and associated regulations in the best interests of the community. They will commit to observing lawful QFES policies and procedures, the Queensland Public Service Code of Conduct and the RFBM.

They will support and participate in consultative mechanisms including those involving RFBQ. They are committed to working respectfully with their partners and will seek to resolve differences of opinion and grievances through internal departmental channels wherever reasonable and practicable to do so.

The Commitment:

The parties commit themselves to use and apply the Charter in a spirit of mutual respect and goodwill and to work together to resolve any disputes that may arise in accordance with those key principles set out herein.

J.P. Pether
President, Rural Fire Brigades Association Queensland

Commissioner Queensland Fire and Emergency Services
Commissioner Queensland Fire and Emergency Services

The Honourable Minister for Police and Corrective Services and Minister for Fire and Emergency Services
The Honourable Minister for Police and Corrective Services and Minister for Fire and Emergency Services



This Charter takes effect on and from the 12th day of June, 2021.



Rural Fire Service Volunteer Charter



Preamble

Through over 1,400 Rural Fire Brigades, protecting communities of Queensland, 36,000 Rural Fire Brigade volunteers provide a mitigation, response and recovery service which allows for diverse community needs to be met by the dedicated men and women who comprise the Rural Fire Service (RFS).

Rural Fire Brigade (RFB) volunteers are fundamental to effective fire management, mitigation and emergency response in Queensland. This response and recovery covers the diverse range of community needs encompassing flood, cyclone, storm, structural fire, road accident rescue and support, search and swift water awareness. RFBs and volunteers are recognised for their expertise and knowledge in their local communities by the Queensland Fire and Emergency Services (QFES) and as equal partners in response and recovery activities alongside full time and auxiliary firefighters.

This volunteer charter is to be read in conjunction with the Fire and Emergency Services Act 1990, related legislation, relevant QFES policies and procedures, the Queensland Public Service Code of Conduct and the Rural Fire Brigades Manual. It is an agreement between QFES and the RFBs, volunteers and their representatives. The volunteers of the RFBs are fundamental to effective fire management and emergency response in Queensland. The safety of volunteers is, and will always be, paramount to QFES. Their contribution and value in this role is acknowledged.

The volunteers' commitment to working with the Queensland community remains the core strength of the RFS. Meeting the individual and collective interests and needs of volunteers supports the safe and effective delivery of their services with the Queensland community. Consultation and engagement with them on issues that affect them as volunteers is an integral element of the relationship between QFES, the brigade and the volunteer.

The RFS Volunteer Charter

The Charter provides the framework for the relationship between the parties. The relationship is informed by the following principles:

- Decision making is to be in the best interest of the safety of

Queensland communities:

- Procedures are to be both practical and sustainable with a focus on reducing red tape;
- Decision making is to be founded on a fair, just and reasonable process and will include consultation and engagement from brigades and volunteers; and
- Decision making will not inappropriately discriminate against volunteers.

This is an enduring agreement to which all parties are committed. The Charter shall be reviewed by agreement of the parties or at the end of four years from its date of commencement.

The RFS Volunteers

The volunteers selflessly gift their time and life skills to protect life and property and to prevent and suppress fire across Queensland. They also actively promote fire prevention strategies and provide fire management and emergency response. They are drawn from communities throughout Queensland and participate in a practical partnership based on mutual respect for each other, the RFS and QFES and for the collective abilities. They are further supported by their families, their employers and their communities. They are motivated to serve by the results of their contribution, personal achievements and development, and the camaraderie of service.

The RFS Brigades and Volunteers' Commitment to its Partners

The brigades and volunteers will provide their services while maintaining a respectful and active partnership with RFS and QFES staff and the community. They will operate safely and undertake appropriate training and planning to ensure their personal safety and the safety of others. They will ensure the delivery of services in creating a safer community. They will exercise the powers vested in them by the Fire and Emergency Services Act 1990 and associated regulations in the best interests of the community.

They will engage with the RFS both individually and through their representatives who form the Rural Fire Brigades Association Queensland Inc. (RFBQA) as appropriate and will support the

consultative mechanisms as agreed between the RFBQA and QFES. They are committed to working respectfully with their partners and will seek to resolve differences of opinion through internal departmental channels wherever reasonable and practicable to do so.

QFES Commitment to its Volunteers

QFES will recognise, respect, value, promote and affirm RFS brigades and volunteers as core partners in the delivery of effective fire management and emergency response to Queensland. QFES will take into consideration in its processes, the diverse people who comprise its volunteers and the widely divergent characteristics, needs and communities from which they come.

QFES acknowledges and affirms its:

- Commitment to provide administrative, operational and infrastructure support to enable volunteers to perform their roles safely and effectively within available resources;
- Commitment, in partnership with the community, to provide the necessary resources to enable brigades and volunteers in the RFS to deliver agreed services;
- Commitment to nurture and encourage volunteers while developing their skills and competencies;
- Commitment to securing optimal advantage from the valued time gifted to the RFS by its volunteers;
- Commitment to the development of policy and implementation of change that supports and facilitates the volunteers' contribution, within the context of the character of the local brigade;
- Commitment to work in a timely way and in a collaborative manner with the brigades and volunteers' representatives on matters which affect brigades and volunteers;
- Commitment to consider fairly the views of volunteers before adopting any new or changed policies procedures or approaches which adversely impact on its volunteers; and
- Commitment, in partnership with the community, to provide the resources necessary to enable new or changed policies, procedures or approaches which impact on brigades and volunteers to be implemented efficiently and effectively.

The Commitment:

The parties commit themselves to use and apply the Charter in a spirit of mutual respect and goodwill and to work together in that spirit to resolve any disputes that may arise in accordance with the key principles set down herein.

President, Rural Fire Brigades Association Queensland

Commissioner, Queensland Fire and Emergency Services

Minister for Police, Fire and Emergency Services and Minister for Corrective Services

Non Operational Support Services for RFS Volunteers

QFES recognises and respects the needs of brigades and volunteers which derive from their service. Support services include but are not limited to:

- Legal assistance including protection against the financial consequences of extended litigation and legal representation following the delivery of volunteer services in good faith on behalf of the department;
- Procedures to address issues of discrimination in a fair, just and timely manner;
- Counselling and welfare support;
- Training;
- Support and assistance for volunteers who wish to pursue employment as RFS employees;
- Compensation for accidents, injuries and losses; and
- Insurance coverage for damage or loss to private equipment used in registered response and recovery activities.

QFES Commitment to RFS Volunteers

The Queensland Government will:

- Recognise, respect, value, promote and affirm RFS brigades and volunteers as core partners in the delivery of effective fire and emergency services to Queensland;
- Ensure that legislation recognises the needs and interests of brigades and volunteers in the delivery of services and protects volunteers, who provide their services in good faith, and their dependants from consequential financial losses and other liabilities;
- Consult with representatives of the RFBQA on matters that may impact upon volunteers, including proposed legislation and the adequacy of resources and support, to enable brigades and volunteers in the RFS to deliver the agreed services; and
- Reduce red tape and unnecessary administration wherever possible whilst maintaining legislative requirements and without diminishing the health, wellbeing and safety of brigades and volunteers.

Rural Fire Service Volunteer Charter



Preamble

Through over 1,400 Rural Fire Brigades, protecting communities in over 93% of Queensland (Qld), 34,000 Rural Fire Brigade volunteers provide a response of Queensland (Qld), 34,000 Rural Fire Brigade volunteers provide a response and recovery service which allows for diverse community needs to be met by the dedicated men and women who comprise the Qld Rural Fire Service (RFS).

Rural Fire Brigade (RFB) volunteers are fundamental to effective fire management, mitigation and emergency response in Qld. This response and recovery covers the diverse range of community needs encompassing flood, cyclone, storm, structural fire, road accident rescue and support, search and swift water awareness. RFBs and volunteers are recognised for their expertise and knowledge in their local communities by the Queensland Fire and Rescue Service (QFRS) and as equal partners in response and recovery activities alongside full time and auxiliary firefighters.

This volunteer charter is to be read in conjunction with the Fire and Rescue Service Act 1990, related legislation, relevant Department of Community Safety (DCS) and QFRS policies and procedures, the Qld Public Service Code of Conduct and the Rural Fire Brigade Manual. It is an agreement between the QFRS and the RFS volunteers and their representatives. The volunteers of the RFS are fundamental to effective fire management and emergency response in Qld. The safety of volunteers is, and will always be, paramount to the QFRS. Their contribution and value in this role is acknowledged.

The volunteers' commitment to the protection of the Qld community remains the core strength of the RFS. Meeting the individual and collective interests and needs of volunteers supports the safe and effective delivery of their services to the Qld community. Consultation and engagement with them on issues that affect them as volunteers is an integral element of the relationship between the QFRS, the brigade and the volunteer.

The RFS Volunteer Charter

The Charter provides the framework for the relationship between the parties. The relationship is informed by the following principles.

- Decision making is to be in the best interests of the safety of Qld communities.

- Procedures are to be both practical and sustainable with a focus on reducing red tape;

- Decision making is to be founded on a fair, just and reasonable process and will include consultation and engagement from brigades and volunteers; and
- Decision making will not inappropriately discriminate against volunteers.

This is an enduring agreement to which all parties are committed. The Charter shall be reviewed by agreement of the parties at the end of four years from its date of commencement.

The RFS Volunteers

The volunteers selflessly gift their time and life skills and even their own equipment to protect life and property and to prevent and suppress fire across Qld. They also actively promote fire prevention strategies and provide fire management and emergency response. They are drawn from communities throughout Qld and participate in a practical partnership based on mutual respect for each other. QFRS Rural Operations and for the community in order to promote community safety to the best of their collective abilities. They are further supported by their families, their employers and the communities they serve. They are motivated to serve by the results of their contribution, personal achievements and development, and the camaraderie of service.

The RFS Brigades and Volunteers' Commitment to its Partners

The brigades and volunteers will provide their services while maintaining a respectful and active partnership with DCS and QFRS staff and the community. They will operate safely and undertake appropriate training and planning to ensure their personal safety and enhance the delivery of services in creating a safe community. They will exercise the powers vested in them by the Fire and Rescue Service Act 1990 and associated regulations in the best interests of the community.

They will engage with QFRS Rural Operations both individually and through their representatives who form the Rural Fire Brigades Association of Qld Inc. (RFBAG) as appropriate and will support the consultative mechanisms as agreed between the RFBAG and the QFRS. They are committed to working respectfully with their partners and will seek to resolve differences of opinion through internal departmental channels wherever reasonable and practicable to do so.

The QFRS Commitment to its Volunteers

The QFRS will recognise, respect, value, promote and affirm RFS brigades and volunteers as core partners in the delivery of effective fire management and emergency response to Qld. The QFRS will take into consideration in its processes the diverse people who comprise its volunteers and the widely divergent characteristics, needs and communities from which they come.

The QFRS acknowledges and affirms its:

- Commitment to provide administrative, operational and infrastructure support to enable volunteers to perform their roles safely and effectively within available resources;
- Commitment, in partnership with the community, to provide the necessary resources to enable brigades and volunteers in the RFS to deliver agreed services;
- Commitment to nurture and encourage volunteers while developing their skills and competencies;
- Commitment to securing optimal advantage from the valued time gifted to the RFS by its volunteers;
- Commitment to the development of policy and implementation of change that supports and facilitates the volunteers' contribution, within the context of the character of the local brigade;
- Commitment to work in a timely way and in a collaborative manner with the brigade and volunteers' representatives on matters which affect brigades and volunteers;
- Commitment to consider fairly the views of volunteers before adopting any new or changed policies, procedures or approaches which adversely impact on its volunteers; and
- Commitment, in partnership with the community, to provide the resources necessary to enable new or changed policies, procedures or approaches which impact on brigades and volunteers to be implemented efficiently and effectively.

Non Operational Support Services for RFS Volunteers

QFRS recognises and respects the needs of brigades and volunteers which derive from their service. Support services include but are not limited to:

- Legal assistance including protection against the financial consequences of extended litigation and legal representation following the delivery of volunteer services in good faith on behalf of the department;
- Procedures to address issues of discrimination in a fair, just and timely manner;
- Counselling and welfare support;
- Training;
- Support and assistance for volunteers who wish to pursue employment as QFRS Rural Operations employees;
- Compensation for accidents, injuries and losses; and
- Insurance coverage for damage or loss to private equipment used in registered response and recovery activities.

The Department of Community Safety Commitment to RFS Volunteers

The Qld Government will:

- Recognise, respect, value, promote and affirm RFS brigades and volunteers, their families and their employers as core partners in the delivery of effective fire and emergency services to Qld;
- Ensure that QFRS legislation recognises the needs and interests of brigades and volunteers in the delivery of services and protects volunteers, who provide their services in good faith, and their dependants from consequential financial losses and other liabilities; Consult with representatives of the RFBAG on matters that may impact upon volunteers, including proposed legislation and the adequacy of resources and support, to enable brigades and volunteers in the RFS to deliver the agreed services; and
- Reduce red tape and unnecessary administration wherever possible whilst maintaining legislative requirements and without diminishing the health, wellbeing and safety of brigades and volunteers.

The parties commit themselves to use and apply the Charter in a spirit of mutual respect and goodwill and to work together in that spirit to resolve any disputes that may arise in accordance with those key principles set down herein.

The Commitment:

The parties commit themselves to use and apply the Charter in a spirit of mutual respect and goodwill and to work together in that spirit to resolve any disputes that may arise in accordance with those key principles set down herein.

Mike Smith
President, Rural Fire Brigades Association of Queensland

Johnson
Commissioner, Queensland Fire and Rescue Service

Johnson
Minister, Department of Community Safety

Johnson
Honourable Minister for Police and Community Safety

This Charter takes effect on and from the sixth day of July, 2012.



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



Rural Fire Service Volunteer Charter



Queensland Government
Department of Emergency Services

Preamble

This volunteer charter is to be read in conjunction with the *Fire and Rescue Service Act 1990*, related legislation, relevant Queensland Fire and Rescue Service (QFRS) policies and procedures, the whole-of-department Code of Conduct and the Rural Fire Brigade Manual. It is an agreement between the QFRS and the Rural Fire Service (RFS) volunteers and their representatives. The volunteers of the RFS are fundamental to effective emergency management in Queensland. The safety of volunteers is, and will always be, paramount to the QFRS. Their contribution and value in this role is acknowledged.

The volunteers' commitment to the protection of the Queensland community remains the core strength of the RFS. Meeting the individual and collective interests and needs of volunteers supports the safe and effective delivery of their services to the Queensland community. Consultation with them on issues that affect them as volunteers is an integral element of the relationship between the QFRS and the volunteer.

The RFS Volunteer Charter

The Charter provides the framework for the relationship between the parties. The relationship is informed by the following principles:

- » Decision making is to be in the best interest of the safety of the Queensland community;
- » Procedures are to be both practical and sustainable;
- » Decision making is to be founded on a fair, just and reasonable process; and
- » Decision making will not inappropriately discriminate against volunteers.

This is an enduring agreement to which all parties are committed.

The Charter shall be reviewed by agreement of the parties or at the end of four years from its date of commencement.

The RFS Volunteers

The volunteers selflessly gift their time and life skills and even their own equipment to protect life and property and to prevent and suppress fire across Queensland. They also actively promote fire prevention works and provide fire, emergency and community services. They are drawn from communities throughout Queensland and participate in a practical partnership based on mutual respect for each other and for the community in order to promote community safety to the best of their collective abilities. They are further supported by their families, their employers and the communities they serve. They are motivated to serve by the results of their contribution, personal achievements and development, and the camaraderie of service.

The RFS Volunteers' Commitment to its partners

The volunteers will provide their services while maintaining a respectful and active partnership with departmental staff, people employed by QFRS and the community. They will operate safely and undertake appropriate training and planning to ensure their personal safety and enhance the delivery of services in creating a safer community. They will exercise the powers vested in them by the *Fire and Rescue Service Act 1990* and associated regulations in the best interests of the community.

They will engage with the RFS both individually and through their elected representatives who form the Rural Fire Brigades Association of Queensland (RFBQA) as appropriate and will support the consultative mechanisms as agreed between the RFBQA and the QFRS.

They are committed to working respectfully with their partners and will seek to resolve differences of opinion through internal departmental channels wherever reasonable and practicable to do so.

The QFRS commitment to its volunteers:

The QFRS will recognise, respect, value, promote and affirm RFS volunteers as core partners in the delivery of effective emergency management services to Queensland. The QFRS will take into consideration in its processes the diverse people who comprise its volunteers and the widely divergent characteristics, needs and communities from which they come.

The QFRS acknowledges and affirms its:

- » Commitment to provide administrative, operational and infrastructure support to enable volunteers to perform their roles safely and effectively within available resources.
- » Commitment to provide the necessary resources to enable volunteers in the RFS to deliver agreed services;
- » Commitment to nurture and encourage volunteers while developing their skills and competencies;
- » Commitment to securing optimal advantage from the valued time gifted to the RFS by its volunteers;
- » Commitment to the development of policy and implementation of change that supports and facilitates the volunteers' contribution, within the context of the character of the local brigade;
- » Commitment to work in a timely way and in a collaborative manner with the volunteers' elected representatives on matters that affect volunteers;
- » Commitment to consider fairly the views of volunteers before adopting any new or changed policies procedures or approaches which adversely impact on its volunteers;
- » Commitment to provide the resources necessary to enable new or changed policies, procedures or approaches which impact on volunteers to be implemented efficiently and effectively; and

Non Operational Support Services for RFS Volunteers: QFRS recognises and respects the needs of volunteers which derive from their volunteer service. Support services include but are not limited to:

- » Legal assistance including protection against the financial consequences of extended litigation and legal representation following the delivery of volunteer services in good faith on behalf of the department;
- » Procedures to address issues of discrimination in a fair, just and timely manner;
- » Counselling and welfare support;
- » Training;
- » Support and assistance for volunteers who wish to pursue employment as QFRS Rural Operations employees; and
- » Compensation for accidents, injuries and losses.

The Department of Emergency Services commitment to RFS volunteers

The Queensland Government will:

- » Recognise, respect, value, promote and affirm RFS volunteers, their families and their employers as core partners in the delivery of effective emergency management services to Queensland;
- » Ensure that QFRS legislation recognises the needs and interests of volunteers in the delivery of services in good faith, and their dependants from consequential financial losses and other liabilities; and
- » Consult with the elected representatives of volunteers on matters that may impact upon volunteers, including proposed legislation and the adequacy of resources, to enable volunteers in RFS to deliver the agreed services.

The Commitment:

The parties commit themselves to use and apply the Charter in a spirit of mutual respect and goodwill and to work together in that spirit to resolve any disputes that may arise in accordance with those key principles set down herein.

CEO, Rural Fire Brigades Association Queensland

Commissioner, Queensland Fire and Rescue Service

Deputy-General, Department of Emergency Services

The Honorable Minister for Emergency Services

Signed on behalf of the volunteers by the EO Rural Fire Brigades Association Queensland Inc.

This Charter takes effect on and from the 24 day of April, 2008.



Rural Fire Service Volunteer Charter



Preamble

Volunteer staff of the Rural Fire Service (RFS) are fundamental to Emergency Management in Queensland and their value and importance is recognised. Volunteers and the commitment they bring to the protection of the Queensland community remain the core strength of the RFS. The individual and collective interests and needs of Volunteers must be protected if they are to deliver their services safely and effectively. They must be consulted about issues that affect them as volunteers. This volunteer charter is to be read in conjunction with the Queensland Fire & Rescue Act 1990, related legislation, the Rural Fire Brigade Manual and the RFS Code of Conduct. It is an agreement between the State of Queensland, the Rural Fire Service and the Rural Fire Brigades Association on behalf of RFS Volunteers. It ensures the State of Queensland and the RFS will commit to consultation with Volunteers about matters that might reasonably be expected to affect Volunteers.

The RFS Volunteer Charter:

Will provide the framework for the three-way relationship between the parties, requiring the success of the relationship and the outcomes from the Charter to be judged against the following principles:

- ▶ Is it fair?
- ▶ Is it just?
- ▶ Is it reasonable?
- ▶ Does it discriminate against Volunteers?
- ▶ Is the outcome practicable and sustainable?
- ▶ Is it in the best interest of the safety of the Queensland community?

This is an enduring agreement to which all parties will be committed. The Charter shall be reviewed as required by agreement of the parties or at the end of four years from its date of commencement.

The RFS Volunteers:

Selflessly bring time and life skills to protect life and property, prevent and suppress fires and thus to create a safer community. They actively promote fire prevention works and provide fire, emergency and community services across Queensland. Many Volunteers provide their own equipment to do so. They are drawn from communities throughout Queensland in order to participate in an integrated fire service through a practical partnership based on mutual respect for the RFS, people employed by RFS, and personnel of other organizations, to ensure that community safety needs are met to the best of their collective abilities. They depend on the goodwill and practical support of their families, friends and employers to enable them to serve. The time available to them is limited by the needs and demands of their employment, families and other obligations. They do not contribute their time for financial reward but do expect to gain satisfaction from service, achievement, personal development and camaraderie.

The RFS Volunteers:

Will, to the best of their abilities, provide their services for the protection of life and property, prevention and suppression of fires and undertake other relevant duties to create a safer community in a mutual, respectful and active partnership with people employed by the RFS, other organisations and the community.

They will operate safely and undertake appropriate training and planning to ensure their personal safety and enhance the delivery of services in creating a safer community.

They will exercise the powers vested in them by the Queensland Fire & Rescue Act 1990 and associated Regulations in the best interests of the community.

They will recognise and support the elected Association representatives and consultative mechanisms as agreed with the RFS.

They are committed to working in harmony and consultation with the RFS and seek to resolve differences of opinion informally in the first instance.

RFS will:

In recognition of this Volunteer commitment recognise, value, respect and promote RFS Volunteers who come from widely divergent communities with differing needs and characteristics, as core partners with people employed by the RFS.

They recognise and acknowledge that a primary responsibility of the RFS and people employed by RFS is:

- ▶ To nurture and encourage Volunteers and to facilitate and develop their skills and competencies.
- ▶ To recognise and acknowledge the value of the time that Volunteers provide to RFS and ensure that Volunteer time is used to maximum advantage.
- ▶ To acknowledge that policy development and change should always be considered in terms of its potential to support and facilitate the volunteer contribution and the particular situation of local brigades.
- ▶ To recognise that the Association represents Volunteers in general and ensure there is meaningful consultation, allowing enough time for real involvement, with the elected representatives of Volunteers on all matters which may impact upon Volunteers before the adoption or implementation of any new or changed policies, procedures or approaches.
- ▶ To ensure that volunteer views, opinions and concerns are fully considered before adopting any new or changed policies procedures or approaches which impact on the as RFS Volunteers. To provide the resources necessary to enable new or changed policies, procedures or approaches which impact on them as RFS Volunteers to be implemented efficiently and effectively.
- ▶ To provide adequate resources to enable Volunteers in RFS to deliver agreed services.
- ▶ To provide administrative, operational and infrastructure support to enable Volunteers to perform their roles safely and effectively within available resources.

Support Services for RFS Volunteers:

To recognise and respect the needs of Volunteers which derive from their Volunteer service and provide effective and comprehensive support services within available resources including but not limited to:

- ▶ Legal assistance including protection against the financial consequences of extended litigation and legal representation with respect to all matters involving Volunteer support and protection.
- ▶ Procedures to address issues of discrimination in a fair, just and timely manner.
- ▶ Counselling and welfare support.
- ▶ Training.
- ▶ Support and assistance for Volunteers who wish to pursue employment as RFS employees.
- ▶ Compensation for accidents, injuries and losses.

Government of Queensland:

Will recognise and acknowledge the Volunteer commitment and shall recognise, value, respect and promote RFS Volunteers, their families and employers for their contributions to the well-being and safety of the people of Queensland.

Ensure that RFS legislation recognises the needs and interests of Volunteers in the delivery of services and protects Volunteers who provide their services in good faith and their dependants from consequential financial losses and other liabilities.

Consult with the elected representatives of Volunteers on matters that may impact upon Volunteers including proposed legislation and the adequacy of resources to enable volunteers in RFS to deliver the agreed services.

The Commitment:

The parties commit themselves to use and apply the Charter in the spirit of mutual respect and goodwill and to work together in that spirit to resolve any disputes that may arise in accordance with those key principles set down in this Volunteer Charter.

This Charter commences on the _____ day of _____, 2005.

Rob Holzberger, President, Rural Fire Brigades Association Queensland Inc.

Lee Johnston, Commissioner, Queensland Fire & Rescue Service

Michael Kinnane, Director General, Department of Emergency Services

The Hon. Chris Cummins, Minister for Emergency Services

The Hon. Peter Beattie, Premier, State of Queensland