

VFBV District 13

HR & Welfare Report

Sunday 9/10/2010

- Review of District 13 Welfare & Recovery Plan in relation to Black Saturday, meeting 19 July with volunteers and Mike Omara from CFA. Part of a State wide process to ascertain the effectiveness of welfare & recovery plans. Basically the group worked through what worked well & what we could do better, sample discussion:
 1. Peer support process received very positive feedback
 2. Volunteer compensation process very good
 3. Support by VFBV & Lawyers Maddocks at the Royal Commission good
 4. Good work from Fraser Gough CFA Chaplain but one person cant do it all
 5. Incident investigation went well

- D 13 HR & Welfare meeting 23rd August, meeting at D13 office Lilydale
 1. Human Resources Manager reported D 13 Conflict issues highest numbers in the State, this fact attributed to the awareness work that is being done in the District and was seen as a positive that people can speak up and have their issues resolved.
 2. Update given in relation to the recovery work in the form of "Help Out Projects", our commitment appears to be slowing down with 2 key projects left. We will continue to provide assistance as needed to our fellow firefighters and as always an appeal will go out via our email tree for personnel to assist
 3. Fire line leadership training, it was endorsed that our HRM managers attend these training sessions
 4. VFBV Rep Bill Watson to provide an interim uniform policy for D13 to act on until CFA provide a policy (executive draft for ratification at this meeting)
 5. Peer program update given by Pat Bigham, all ok, but still a considerable amount of work being done by peers helping people getting their lives back together
 6. Relationship & Diversity training & Peer support awareness training continuing to be picked up and used by brigades and Group recruit courses. Discussion re different length of times by volunteer & consulting company on delivery

- Local executive team visited North Warrandyte brigade to explain the role of the Association to brigade members. Local executive & VFBV Executive Officer Alan Monti also visited Ferntree Gully brigade for an association awareness session. Contact your local team for an association brigade awareness visit, we are only too willing to attend

- Memberlink increasing at about 200 new members each month (car rentals & accommodation the most sought after)
- VFBV endorse Fiskville is the most appropriate place for memorials
- Women in firefighting conference approx 130 attended from NSW, Qld, SA & Vic held at Wonga Park
- Field Training & Fiskville Upgrade, a bid has been submitted to Government for funding to increase accommodation & upgrade the pad area at Fiskville
- Capital replacement & asset maintenance costs are being assessed at other field training grounds
- Welfare plans are still operating in most affected regions
- CISM manual currently under review (2 VFBV reps for the review committee)
- No time frame for coronial inquires given yet, similar welfare arrangements as per the Royal Commission will be made when they start
- Recruitment & Retention information DVD & guide to be rolled out to Districts
- Learning & Development impacts from Royal Commission, the biggest appear to be ICC & IMT training requirements

Bill Watson VFBV rep HR & Welfare D 13 Work Group & State HR & Welfare Committee