

Tasmanian Volunteer Fire
Brigades Association

ANNUAL REPORT

2021 - 2022



TVFBA Annual Report 2022
Representing volunteer firefighters throughout Tasmania
www.tvfba.org.au

INTRODUCTION

The Tasmanian Volunteer Fire Brigades Association (TVFBA), represent the interests and welfare of over 4,000 operational fire service volunteers within the Tasmania Fire Service.

The TVFBA provides support for Volunteer Fire Brigade members in all aspects of firefighting and volunteerism in the State of Tasmania. The association has representation on the State Fire Commission and most committees within the Tasmania Fire Service.

The governing body of the TVFBA is the State Council which is drawn from elected delegates from the three Regional Associations. Membership and general meetings of the Regional Associations is open to all members.

The objectives of the Association are:

- to promote and represent the body of members of the Association and to advance and support their interests, wellbeing and skills;
- to increase participation by the members in the core business of the Association;
- to support the passage of legislation that assists members and their brigades in aspects of operational or welfare related matters;
- to cooperate with other organisations having associated interests;
- to actively pursue the aims and goals of the Strategic Plan of the Association; and
- to provide representation on the State Fire Commission as provided for in the Fire Service Act and on other committees as appropriate.

The State Council meets five times a year with the meetings being conducted throughout the State. Additionally the branches meet as required. Some branches hold branch meetings on a regular basis whilst others meet as required by the membership of that branch.



STATE COUNCIL DELEGATES 2021 - 2022

TVFBA State Executive

Robert Atkins	State President
Brad Menzie	State Vice President
Ian Wheeler	State Secretary
Ian Gabites	State Treasurer
Brad Menzie	TVFBA State Fire Commission Representative
Colin Cunningham	Southern Branch President
Peter Moore	North West Branch President
Raoul Stow	Northern Branch President



Branch Delegates

North West	South	North
Peter Moore	Stefan Frazik	Raoul Stow
Robert Atkins	Trafford Harvey	Ian Wheeler
Fiona Tustian	Brad Menzie	Ian Gabites
Paulette Clarke	Simon Edwards	Elaine Burns
Daniel Bramich	Colin Cunningham	Mike Turner
Annette Jordan	Tony Kenner	Rob Franklin
Cheryl Matthews	Phil Pyke	Kim Brundle-Lawrence
		Ken Nolan



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STATE PRESIDENT'S REPORT

Robert Atkins AFSM

Again it gives me much pleasure to present my annual report of the TVFBA for 2021- 2022.

The fire season was not as bad as predicted, with any flare ups resourced and managed in a timely manner and mopped up.

Covid is still creating issues for Volunteers and Management. My thought is this will be ongoing for some time.

Working parties with-in TFS are having major concerns in timely out-comes or in some areas not working at all. These issues have been raised many times and I feel with ongoing pressure this will improve in time.

I would like to express my appreciation to members for your efforts in attending meetings, committees and providing the reports presented in this document.

Communication has been a stumbling point but over the past twelve months there has been an improvement. This has been achieved by regular meetings with the Chief, the Minster and various heads of departments. Special mention is made of Emma Fitzpatrick for the tireless effort she has put in to support Volunteer issues. The new Media and Communications unit will enable the Association to progress with our long awaited newsletter.

The second round of Grants money has now started, and it is pleasing to see Brigades put forward their requests for Brigade items. The initial allocation was completed with almost the budgeted money to brigades allocated. Issues have arisen with replacement costs of items purchased and I anticipate this will be resolved in the near future. Appreciation goes to Kylie and Alicia for the management of funding and thanks to the State Government for making this available to Volunteer Brigades.

A new Business unit, specifically to support Volunteers, has been established. This has provided each Region with a support person to help in Brigade retention and recruitment. A position the Association have pushed for a few years is for an Executive Officer to support both Associations in their administration and ongoing issues that will take some of the workload off the Executive members.

Funding has also been received from the Government to put AED's in every fire vehicle. As a majority of brigades already have these items, permission was received from Government to examine other items that would benefit members. For example wet weather gear and work station wear with costing of these items ongoing.

I would like to pass on my sincere thanks to the Chief Officer, Dermot Barry, and staff for their support during the year.



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Lastly, my thanks go to the Executive members for their support during the year and State members for their input.

I look forward to the next two years as we face the many challenges that will undoubtedly arise.

Robert Atkins AFSM

State President



STATE FIRE COMMISSION REPRESENTATIVES REPORT

Brad Menzie

While 2021-22 saw a relatively quiet fire season across the majority of the state, Tasmania was well equipped and ready to go with the new multi-agency State Operations Centre which the State Fire Commission were privileged to receive a tour of in mid-December 2021.

The Commission has established three Regional Support Brigades, appointing the existing Regional Chiefs as Brigades Chiefs and appointed a list of non-response staff as firefighters of each Brigade.

A preliminary determination was also made to establish a volunteer brigade at the Sorell Emergency Services Hub.

Throughout the year the Commission has continued to receive various reports including:

- updates on the PFAS blood testing program;
- updates on progress of the Fire Service Act review;
- the new TFS Bushfire Campaign for the 2021-22 Fire Season;
- the review of the State Wide Operations;
- the progression of the National Emergency Service Medals for TFS staff and volunteers who had served in the 2019-2020 NSW fires;
- the Winter Report, which is the independent review of the effectiveness of DPFEM's Health and Wellbeing and Workers Compensation Frameworks for Employees Suffering from Mental Health Related Illness;
- a review and updated reporting on PCBU matters; and
- the fire permit period and the ongoing effort of the TFS's liaison with the wine industry.

The Commission has continued to conduct its tours with the most recent tour of North West Brigades including a field trip to the site of the Sisters Beach fire.

Senior leadership change has continued through 2021 and into 2022 with the Commission noting:

- Andrew Lea's retirement and his contribution to the SES;
- the announcement of Deputy Secretary, Mandy Clarke, moving to DPFEM; and
- Kathy Baker's appointment to the role of Director of Business Services DPFEM.

The Commission also congratulated the three volunteer firefighters who received their AFSM.

Regular monthly updates from the State Fire Commission can be found on Conexus.

Brad Menzie



C.A.V.F.A
(Council of Australian Volunteer Firefighters Association)
Delegates: Robert Atkins AFSM & Brad Menzie

Due to COVID 19 the Council of Australian Volunteer Fire Associations have had limited meetings over the last twelve months however the TVFBA have continued to provide input into CAVFA via Zoom meetings.

Face to Face meeting will be commencing in August 2022.

CLOTHING AND PPE COMMITTEE
Delegates: Brad Menzie & Kim Brundle-Lawrence

There is still plenty happening in the PPE space with the firefighting boot trials having been completed. There were a great range of boots submitted to tender and I am sure that the outcome will be hopefully just as good as the faithful old Taipans were. With the cessation of Taipan there has been limited options for replacement over the last few years however it would seem the market has finally caught up with a wider range of Type Two firefighting boots.

Please remember that the currently issued Oliver boot which is suitable for vegetation fires is not suitable for structure firefighting.

Hopefully 2022 will see the completion of the new structural ensemble to all volunteer brigades. There are a handful of brigades who have been waiting for the final orders which were delayed due to covid. Once these brigades receive their structural gear it will mark the completion of a seven year rollout. The next big ticket item on the list will be vegetation PPC.

A few things that the TVFBA are continuing to advocate for on your behalf are:

- Clear guidance on member PPE entitlements: The TVFBA have been continuing to push for an endorsed list of what volunteer members are entitled to at what stage of their volunteer careers. For instance, a set list what a member receives when they join and then what they receive when they reach a subsequent level such as BA qualified. The aim is to ensure a consistent approach across the state and to ensure volunteer equality.
- Retrofit of helmet stowage: With the rollout of the Rosenbauer helmet which don't have a metal loop like the Bullard helmet, members don't have a safe place to store their helmets within the cab of an appliance to stop them becoming projectiles. The TVFBA are advocating for a pocket type holder to store helmets within the cab similar to that being fitted across the CFA fleet in Victoria.

As always, if you have any queries or suggestions in relation to PPE, get in touch with your local State Council representative.



TVFFAF

State Coordinator: Robert Atkins AFSM.

Delegates:

TRVFA Bruce Corbett AFSM (Secretary), TVFBA Dennyse Groves AFSM (Treasurer).

- During this year there has been no changes to the TVFFAF line up.
There were no face to face meetings of the TVFFAF held since last year, phone contact was used to clarify topics and items.
- Its nice to see some Brigades are ordering honour boards. Brigades may order honour boards by contacting the TVFFAF. How many Brigades are aware of this?
- Review committee held meetings via WebEx and phone. The committee approved all nominations for this year.
- At the present time annual contributions from the TVFBA and the TRVFA to the TVFFAF is \$500.00. This contribution is reviewed every year.
- It must be noted that NO Volunteer Award nominations were put forward this year. Maybe it's time for another reminder to Brigades?
- Nominations this year;

Volunteer Award nominations	0
Vol Medal nominations	24
Vol clasps	4
Junior/cadet nominations	5
Total Nominations	<u>33</u>

Finances:

At present, there is **\$13,195.35** in the investment account, for the purchase of a new medal supply in approximately 3 years time.

The normal trading account has a balance of **\$9,825.02** as at 10th July 2022, as per the latest bank statement.

Another **\$1,000.00** will be transferred from the trading account to the investment account, when it comes time to reinvest in August 2022, as already mentioned, for purchase of a new run of medals.

Dennyse Groves AFSM



VOLUNTEER OPERATIONAL TRAINING COMMITTEE

Delegates: Colin Cunningham, Ian Gabites, Peter Moore and Raoul Stow

VOT has seen some activity over the last 12 months. PETRA has finally been launched and is undergoing development and populating to make its usefulness felt. Initial impressions are that the system will be more useful than the outdated system it replaces. Of note is that a volunteer does still require a v.fire email address and some access to the internet.

The Government Radio Network (GRN) training requirements have been a regular discussion point and the Chief's announcement seeks expressions of interest from suitably qualified and interested career and volunteer members to "champion" the roll out (read train users) of the GRN. The TFS hopes that radio subject matter experts will be able to train and support volunteer members and stations with the transition over the next few months. It should be noted that at this stage there is no word or intent to employ those people to deliver the training as VTI's. Rather, they will be volunteering their expertise.

Some of the concerns raised by TVFBA representatives include:

- Subject matter experts may not be experienced or qualified in the training space.
- May not feel compelled to fulfil the training requirements without remuneration.
- Training and support may be more onerous than the TFS appreciate, or, that it may not. It is an unknown quantity.

The number of volunteers receiving training has steadily increased around the State but, of concern, is the increasing number of short notice or no notice no-shows. We may need to gather some intelligence from volunteer Brigades on the reasons for this. The current assumption is that life and possibly Covid is getting in the way and that Brigade Managers are not following up with candidates. We need some facts to come up with solutions to address the problem.

First Aid and Advanced Resuscitation hit a hurdle throughout the year when the units of competency were updated within the Public Safety Training Package. This led to some volunteers unable to receive Advanced Resuscitation after previously completing the previous version of First Aid. Hopefully this has now been resolved.

Brigade Management and Brigade Leadership courses have been developed and delivered across the State now and are being well received. These courses have long been asked for and are finally a reality.

Best regards,

Ian Gabites



VOLUNTEER STATE CONSULTATIVE COMMITTEE

Delegates: Robert Atkins, Colin Cunningham, Peter Moore and Raoul Stow

Volunteer State Consultative Committee meets 4 times per year and is an opportunity for the TVFBA State and Branch Presidents, along with those of the TRVFA, to meet with Executives of the DPFEM/TFS, including the Chief Officer, to provide updates, discuss, debate and, hopefully, resolve issues affecting the function and well being of Volunteer Firefighters.

The minutes of these meetings are distributed to TVFBA Committee members once they have been endorsed as correct.

Updates and discussion/issues have included but are not limited to;

Volunteer Sustainability and Strategy Unit

Remote Area Team (RATs)

Resource to Risk (R2R)

PPC rollout and purchase, Including Regional budget and supply issues

TASGRN Rollout

TFS Grants Program.

Volunteer Operational Training (VOT) including the development and introduction of Conexus/PETRA.

*E Fitzpatrick advised that the next VoT meeting will be a Strategic Workshop scheduled for 15 September 2022. The purpose will be to focus on how Training and Education can better deliver services to Volunteers, issues, barriers and ideas for the future.

**VSCC request that the process for Office 365 credentials be reviewed as this prohibits probationary member's access to both Conexus and PETRA.*

Mandatory Vaccination Process

Appliance Fabrication and operational safety concerns.

Development of Fire Fighting Operations and Pregnancy guidelines.

SFC Responsible use of Alcohol and drugs Policy. There is a request that Over the Counter (OTC) and Prescription Medications also be considered.

PFAS Blood testing.

Concerns re Police checks including the time taken and appropriateness of outcome in some cases.

Australian Fire Danger Rating System (AFDRS)



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DPFEM Internal Communication Strategy.

Association members highlighted ongoing issues with lack of access to volunteer contact details, which is impeding their ability to meaningfully communicate with their membership and requested this be considered as part of the communication strategy and potential communication platforms.

*** VSCC requested Brigade Connectivity to be a standing agenda item moving forward.**

Fire Service Act Review Update

The final submission of the Fire Service Act Review is currently being prepared ready for the Department to submit to Cabinet. The final submission date is yet to be confirmed. It is unlikely that the Associations will have further consultation.

Budget Update / Corporate Plan

The SFC Corporate Plan forecasts net operating deficits over the 2022-23 Budget and Forward Estimates period (four years).

While the financial position of the Commission may be manageable in the short-term, it is not a sustainable position moving forward, based on the forecasts in the current Corporate Plan. There is no desire on Government to allow an increase in the Fire Service contribution.

VSCC Strategy Day

It is the intention to hold a VSCC Strategy Day in place of the ordinary meeting scheduled for Monday, 19 September 2022. Given the new Executive Director for SES and Volunteers should be appointed by this time, the purpose will be to review the VSCC terms of reference.

Peter Moore

August 2022.



NORTHERN BRANCH PRESIDENTS REPORT

Raoul Stow

In 2019, I posed the question to myself and the branch :

“Where are we headed as a representative body, and where will we be in 5 years time?”

In measuring our successes and challenges against this question I find myself reflecting on how so much has changed, and how so much hasn't!

As a branch we have continued to broadly improve on the level of engagement with those that we represent, with increased levels of exposure through face to face opportunities, and the levels of accountability in turn inferred upon us to speak to the issues that most concern those members.

There is no doubt the global COVID19 pandemic has had a significant and lasting impact on volunteering in general, and TFS brigades are certainly not immune. Recruitment and Retainment are significant issue among many brigades, however the creation of the Volunteer Strategy and Sustainability unit, has given those brigades a pathway of support. The Northern Branch has forged a close relationship with the regional Strategy and Sustainability Officer and is committed to strive for improved services to brigades.

The shift to a digital landscape within TFS through CONEXUS, PETRA, FOLIO and the like, has perhaps provided an even greater impact and challenge to brigades, and brigade members.

The last update report of V.FIRE credentialing has only marginally improved since our last AGM in 2020, and it is fair to say that the TFS has lacked the capacity to support this uptake.

The TVFBA must take some responsibility, as this message has been increasingly thrust upon us by brigades seeking assistance in not only the issue of credentialing, but the actual data connections to stations as well, which in 2022, should be considered one of the most basic of essential facilities.

To that end, the Northern Branch has made the issue of connectivity, and by association, credentialing, a priority in our representation of volunteers, actively seeking comments from brigades, and bringing the issue to the table of the TVFBA State Council.

The Branch keenly awaits responses to letters sent to the significant executive stakeholders in the TFS, BES and DPFEM on this matter.



Through the support provided by the Northern Branch, the TVFBA was also very quick to act on the recent issues around Gross Vehicle Weights of the light tanker fleet, and the subsequent arising issues with the earlier models of the medium tanker fleet.

The branch also awaits the opportunity for the TVFBA to meet with the Manager of Engineering and Fleet Services to seek an open and constructive meeting with a focus on a solutions based outcome, and where these outcomes are communicated to the TVFBA membership.

I would like to acknowledge the support and encouragement afforded to me in my role as Branch President, by the Northern Region district staff, through their inclusion of TVFBA representation at group meetings, and other regional functions. These opportunities have given the Branch a significantly higher level of exposure, and interest in the work that the Association does. I am hopeful we are able to continue these positive relationships into the future.

I extend my sincere thanks and gratitude to all Northern Branch members for your continued support, input, and commitment towards volunteers, and I look forward to working with you all into the future.

Raoul Stow

Northern Branch President



SOUTHERN BRANCH PRESIDENTS REPORT

Colin Cunningham AFSM

For the second consecutive year the Bush Fire Season was relatively quite in the Southern Region with 12 fires of note, the main being Bothwell (47 ha), Plenty (30 ha), Seven Mile Beach (25 ha), Hollow Tree (25 ha), Lewisham (8 ha) & Dynnyrne (1.5 ha). Once again air support proved its effectiveness in assisting ground crews to contain these fires.

Following TVFBA requests for state executive support the State Government provided funding for a Volunteer Strategy and Support Unit with Jason Williams appointed Coordinator Volunteer Support and Madilyn Walker as Volunteer Stakeholder Engagement Officer, I encourage Brigades to utilise the services offered by this unit with Madilyn as first point of contact.

Regional Branch Meetings were held at Sandfly and Jericho. Both meetings were well attended with RC Jeremy Smith and CO Dermot Barry attending the Jericho meeting

The PPC separation area has been completed at Gretna with Magra Brigade the next in line, then fit outs will be at Wattle Hill and Koonya, these upgrades are the result of TFS being donated pods not required by the Health Department. Future PPC separation will be reliant on available funding and may take some time unless an additional injection of funding is made available.

The Volunteer Grant Program has been extended for another four years with Brigades entitled to \$9500 overall, first round applications are now open and close on the 31st of July

The Southern Branch has funded the striking of the Lyndsay Suhr AFSM Memorial trophy, this will be for the annual Hobart District 4x4 competition winning Brigade, with the event being renamed in his honour.

Southern Branch Delegate and Secretary Brad Menzie will not be seeking re-election due to his being appointed to the position of the TVFBA's State Fire Commission representative. I'm sure Brad will continue to contribute to Regional and State Branches as an ex officio member, I extend my sincere thanks to Brad for his contribution to the volunteer cause.

Thanks also go to Southern delegates for representing volunteer interests at State and Regional meetings and on various committees and working groups.

Finally I would like to thank the Southern Region Cambridge staff and the Regional Chief or Acting Regional Chief who always make the time to provide assistance.

Colin Cunningham AFSM

President

TVFBA Southern Branch



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NORTH WEST BRANCH PRESIDENTS REPORT

Peter Moore

While the Association has been busy over the past 12 months particularly through its executive lead by the State President Rob Atkins, the North West Branch Committee has continued to dwindle in numbers up until our bi annual election AGM held on 1st August.

As mentioned previously our Vice President Daniel Bramich has moved on to join the NSW Ambulance Service to pursue his career as a Paramedic. Daniel has contributed to both the TFS as an active Firefighter with the Stowport/Natone Brigade & TVFBA over many years,

We wish Daniel all the best and look forward to his return at some time in the future.

Cheryl Matthews, a long term member of the Branch Committee, including as Branch President and representative on various State working Committees not to mention Brigade Chief and veteran of the Yolla Brigade, has decided to hang up her helmet and retire from the TFS and the Association.

We wish Cheryl all the best for her future endeavors and thank her for her dedication to both the TFS and the Association.

Annette Jordan withdrew from the Committee earlier this year and we thank her for her time with us.

Successful nominees for the new Branch Committee are:

President,	Peter Moore	Moorleah Brigade.
Vice President,	Dylan Chester	Sheffield Brigade.
Secretary,	Paulette Clarke	Ridgley Brigade.
Treasurer,	Mark Agius	Mawbanna
Delegate,	Rob Atkins	Wesley Vale.
Delegate,	Fiona Tustian	Stowport/Natone.
Delegate,	Cat Lello	Zeehan.
Delegate,	Brendon Flint	Boat Harbour.

I was involved, on behalf of our Branch, in the selection process for the NW Volunteer Stakeholder Engagement Officer position in November last year.

Applications were short listed to 5 worthy contenders from which Ben Dick was the successful applicant who commenced duties in early April of this year.



The Branch Committee met with Ben on May 16th where he provided an overview of his work and discussed how we can work together for TFS volunteers.

Ben outlined his role as the NW Volunteer Stakeholder Engagement Officer – he is part of the new Volunteer Strategy & Support Unit and will be responsible for providing support and assistance to brigades, units, and communities with a core focus on recruitment, retention, and capacity/capability-building. The team will also play a key role in supporting community discussions around opportunities or barriers to volunteering in the local setting.

As previously mentioned, my hope is that Committee members will act as a key contact for allocated volunteer Brigades sharing information both ways and raising unresolved issues as they arise. Hopefully each brigade will also nominate a key contact to facilitate this.

It is also my hope that Committee members might help share the burden of representing the Branch on other committees, specific working parties and possible presentations.

Covid continues to be a topic of concern which is not likely to go away in the foreseeable future.

Consultations commenced in April regarding proposed amendments to the DPFEM Covid-19 Vaccination Policy and including proposed updates to the DPFEM Covid-19 Risk Assessment.

A Health and Safety Representative working group is yet to commence of which I have been nominated be a part of along with Ian Gabites from the Northern Branch.

On a positive note, Covid has in many ways forced us to embrace video conferencing technology reducing the barriers of distance and time constraints of which we should put to good use and reach out across our Region.

Conexus is now well established. Work continues on its user friendliness, particularly for Volunteers to access.

Petra has now been launched and while there is obviously much more work to be done in transferring training details and pathways ultimately it should prove an effective tool.

However currently new volunteer recruits cannot access Conexus which means they cannot access Petra until they have completed their probationary period. This has been raised at the last State Volunteer Consultative Committee and hopefully will be resolved soon.

The situation is actually ridiculous in that my Brigade had a new recruit who lost his SES access until he completed his probation and our Second Officer who is also a VTI has lost his access because he has resurrected another Brigade and has been deemed Probationary as Chief for that Brigade.

Another associated and ongoing issue that the Association is campaigning for is Brigade Connectivity. While we appreciate that some of the larger Brigades are progressively being connected, subject to budget



constraints, it is essential that all Brigades have the capacity to connect at no cost to volunteers, particularly as Conexus and Petra are now online.

Brigade Connectivity is now a Standard Agenda item for the VSCC.

Fire Appliance compliance issues are also of concern and validate previously expressed concern with regard to differences between Working Party recommendations and what is ultimately produced.

There are many other topics to reflect on, many of which are positive, and we will continue to provide Committee members with copies of various committee and working party minutes when they are available and validated for release.

To finish on a positive note I would like to acknowledge the hard work of our State President, Rob Atkins, and the marathon of meetings, consults and presentations that he does on behalf of our Association. I would also like to make note of the work that the TFS Regional Staff do in supporting the needs of Volunteer Brigades and their members and to say that we do recognize that they do this with very limited budgets.

Regards,

Peter Moore

NW President



Pregnancy COOG Report

Paulette Clarke

A draft TFS Pregnancy Policy Guideline was provided for consultation on 30/5/22 and feedback was forwarded as requested.

It is noted that the first draft is very much career firefighter focused and advised that the next draft will be more comprehensive to expand on the requirements of volunteer members.

Overall the document is significantly a much better document than the first draft issued a couple of years ago.

Generally it highlights that it is a special time in a person's life and the ultimate goal of TFS is to keep the pregnant firefighter and their unborn child as safe as practicable and the guide is to assist both the firefighter and TFS management in doing so.

In essence, as soon as a firefighter becomes aware that they are pregnant, or if they are on fertility treatment to fall pregnant, they are to advise their TFS supervisor and they will be managed on a case-by-case basis. Overall the pregnant firefighter is actively involved in any discussions relating to their working conditions and decisions are made in consultation between the pregnant firefighter, their medical practitioner (gynaecologist) & TFS.

A couple of items noted in this draft are:

- For a pregnant firefighter to remain operational they are required to have a medical clearance.
- Confidentiality has been addressed where the status of the firefighter's pregnancy is kept between TFS management & the firefighter until such time as the firefighter wishes to divulge their pregnancy to other team members or if a career firefighter is required to move to non-hazardous duties then their shift is advised to assist with supporting the firefighter in their alternative role.
- Pregnant firefighter is referred to as firefighter, and then worker and then employee throughout the document and I recommend this is standardised as it is confusing to the reader.
- I recommend that a checklist/flowchart is included to assist all parties.

I look forward to the next draft containing volunteer requirements and so far I am recommending the following are included:

- Requires a list of suitable non-hazardous duties for pregnant volunteers in a brigade support role.
- Query if there is available a uniform provision for pregnant volunteer firefighters – same as career?
- How does a pregnant volunteer take leave enabling continuity of service?

I welcome other regions input prior to submitting recommendations back to TFS via our TVFBA State President.

Paulette Clarke

Pregnancy COOG Working Party

