



# Transition to FENZ

**Rural Fire Authorities Forum**

6 & 7 December 2016

David Strong, Transition Director

# What's happening today



When	What	Who
9:40 – 10:10	Welcome and Transition update	<b>David Strong</b> , Transition Director
10:10 – 11:30	Governance, Strategy & Performance update	<b>Fraser Fyfe</b> , Workstream Lead Mike Grant, Will Smith, & Joanna Collinge
11:30 – 12:15	Operational Policy & Process update and next steps	<b>Richard Stewart</b> , Workstream Lead
12:15 – 12:45	LUNCH	
12:45 – 1:30	Infrastructure & Technology update	<b>Wayne Ferrier</b> , Workstream Lead Bryan Cartelle, Ria van den Berg, & Mike Grant
1:30 – 2:45	Implementation and Pilots update	<b>Janine McLees</b> , Workstream Lead
2:45 – 3:00	BREAK	
3:00 – 4:00	People and Change update	<b>Yvonne Coventry</b> , Workstream Lead
4:00 – 4:45	Communication channels & Identity update	<b>Kimberley Brady</b> , Communications Lead Craig Pearce, & Xanthe Prentice
4:45 – 5:15	PRFO meeting	<b>Mike Grant</b> , PRFO Chair
6:00 -	DRINKS	

# Transition overview



## Objectives

- Establish new organisation by 1 July 2017 (Phase 1)
- Design future state for FENZ beyond 1 July 2017 (Phase 2)

## Principles

- Focus on the objective
- Collaboration
- Transparency
- Impartiality
- Momentum
- Leader-led
- Mutual respect
- Maintain health & safety



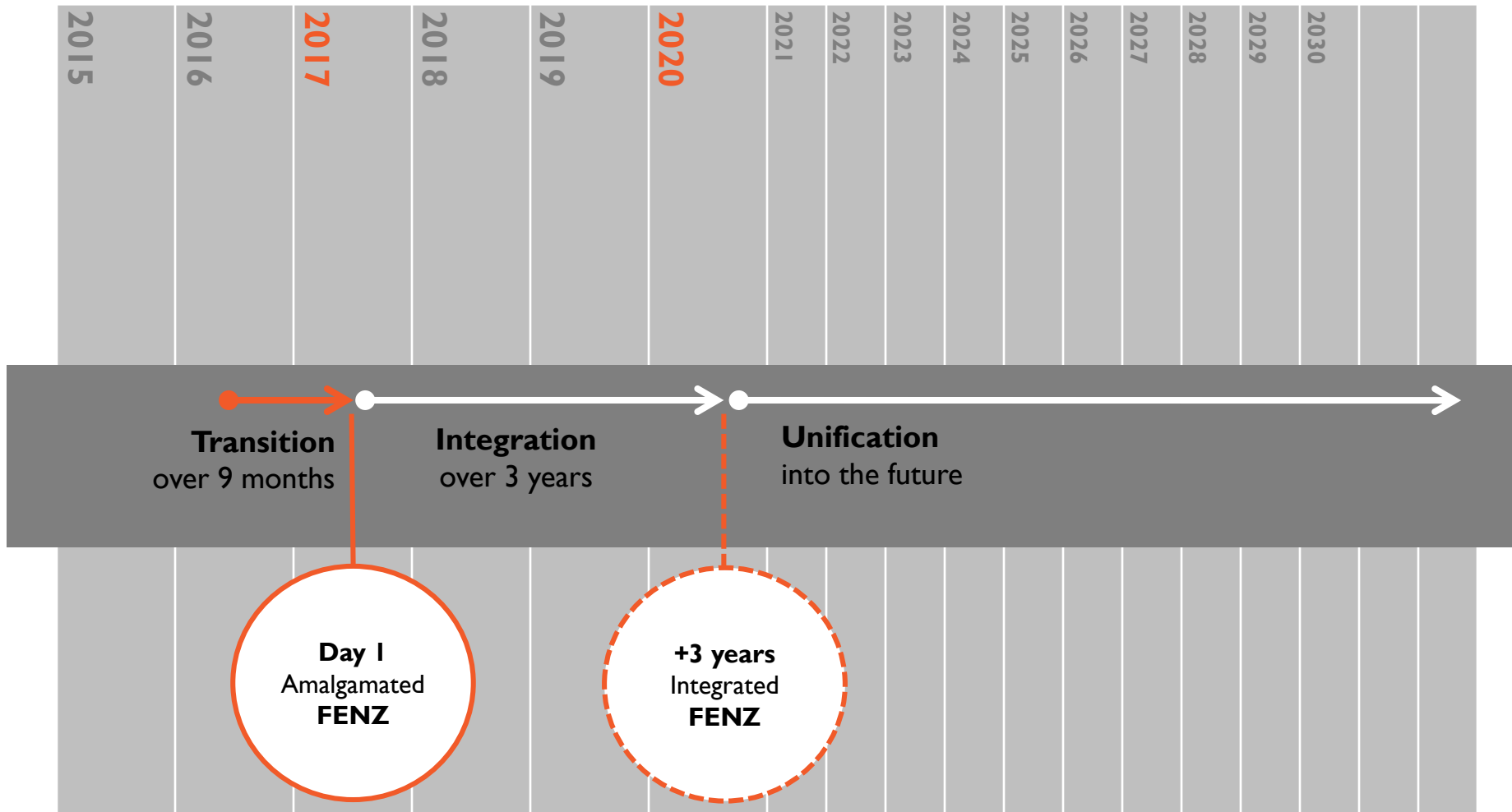
# The big five



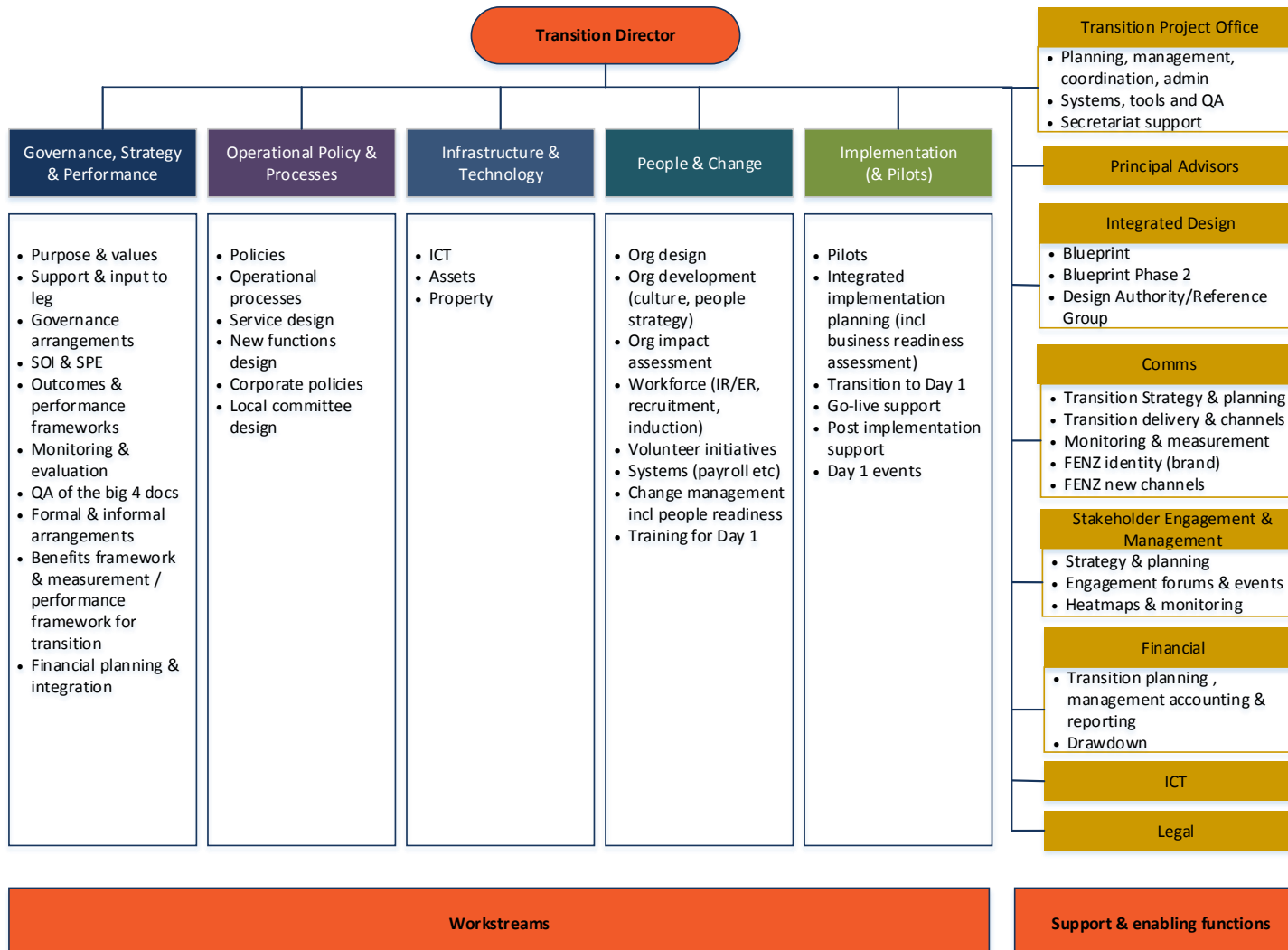
- Health & safety of our people
- Ability to respond on Day One
- People know who they report to
- Pay people
- Maintain the reputation of the fire services



# Road map: the long term view



# Project structure



# Progress: the past 3 months



- 1st funding drawn down
- Workstream plans x 7 completed
- WS: Governance & Strategy
  - Day One Blueprint completed
  - Project Mandate completed
  - Cost of rural fires underway
  - Strategy development and business planning approach for 2017/18 agreed
  - Transition MoU between Board and DIA signed
  - FENZ Statement of Intent scope defined
- WS: Operational Policy & Processes
  - High level designs x 5 completed
- WS: Infrastructure & Technology
  - Stock take on rural assets and ICT 80% completed
  - Fire permit ICT systems workshop completed
- WS: Implementation & Pilots
  - First Local Committee pilot location confirmed
  - Local Committee pilot working group being established
- WS: People & Change
  - Leading through change forums x 2 deferred
  - Organisation design options underway
- Supporting activities
  - Sector Subject Matter Experts x 8 on board
  - Ongoing stakeholder engagement activities
  - Ongoing Leader led forums & communications support
  - ‘What’s changing’ and ‘Did you know’ hand outs distributed
  - Project website updated
  - Day One events planning underway
  - Vendors for FENZ intranet and website being selected
  - Vendors for FENZ identity work (including stocktake and logo design) being selected
  - Independent QA provider selected



**The next 3 months ...**

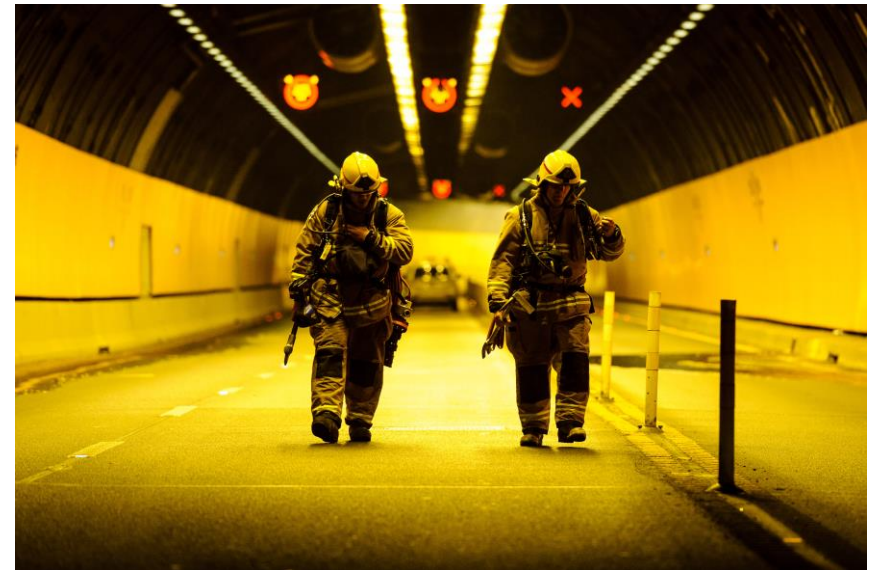


# Workstream: **Governance & Strategy**



## **By January 2017:**

- Have a good understanding of the cost of rural fire so the levy can be set
- Identify the current, informal arrangements that need transferring to FENZ (eg access to helicopters)
- Be close to signing an Operational Service Agreement with DoC and Defence
- Start work on developing FENZ Performance Framework (3<sup>rd</sup> party provider currently being selected)
- Blueprint for Phase 2 underway
- Provide guidance on business planning for 2017/18



# Workstream: **Operational Policy & Process**



## **By January 2017:**

- High level designs completed
  - Volunteer support processes
  - Dispute resolution
  - Compliance
  - Health, safety and wellbeing
  - Industry brigades
- And used to inform work on ‘detailed designs’



# Workstream: Infrastructure & Technology



## By January 2017:

- Technology impacts complete and work started on priority initiatives for Day One
- Project teams, working groups (including key ICT and business stakeholders), and suppliers, in place to deliver the agreed ICT schedule for Day One
- Good understanding of what rural assets exist and plan in place for moving forward
- Develop a sample Asset Access Agreement to test what these could include



# Workstream: People & Change



## By January 2017:

- Have a good understanding of current fire services workforce (majority of personnel data collected) so we can make arrangements with them about transitioning to FENZ
- An agreed approach to how FENZ will meet its health, safety and wellbeing responsibilities
- Leadership change readiness support available
- Organisational design at SLT level, including National Commander role, confirmed
- Board agreement on what support services will be available from Day One onwards

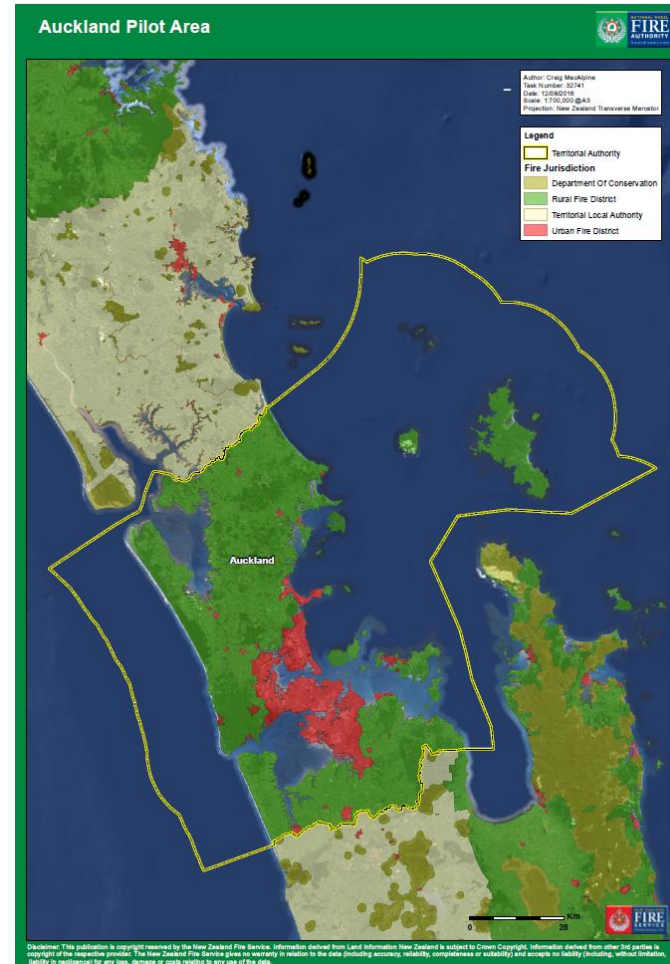


# Workstream: Implementation & Pilots



## By January 2017:

- Local Committee Pilot working group established
- First pilot to test Local Committees concept is functioning
- Criteria for selecting location of second pilot confirmed
- Identified any interim arrangements that need to be put in place for Day One
- Initial thinking around events and activities to mark Day One





# Supporting activities



## By January 2017

- Ensuring alignment with draft legislation (expected to be at 2<sup>nd</sup> reading stage) and regulations
- Clarity on how we will negotiate with councils on arrangements
- All current branded equipment and materials identified, and plan for next steps shared, new logo design in development
- Work started on building new website and intranet



# Communication materials



Leaders pack slide deck

## FENZ from Day One

- Our priority is to ensure that **business as usual** continues seamlessly from

Q&As and video on local committee pilots

## Key decisions

- The Government announced it would merge into one unified fire services organisation (November 2015).
- The new organisation will have local committees and provide a regional voice in the department.
- A new Board was announced (April 2016).
- The proposed name was announced (April 2016).
- The Government announced the new organisation will be implemented from 1 July 2017.
- Read the speech at [www.fenzproject.co.nz](http://www.fenzproject.co.nz)

## An overview

October 2016

## WHAT'S CHANGING AND WHAT'S NOT

**Did you know?**

Fire and Emergency New Zealand (FENZ) will be established from 1 July 2017

For more information and updates go to [www.fenzproject.co.nz](http://www.fenzproject.co.nz)

The project team is also available to respond to any questions

Please email us at [myvoice@fenzproject.co.nz](mailto:myvoice@fenzproject.co.nz)

Fire and Emergency New Zealand (FENZ) will amalgamate the fire functions of urban and rural fire services into a new single fire service for New Zealand from 1 July 2017.

On Day One of FENZ, most things will stay the same, although there are likely to be some interim arrangements.

The driver for change (the FENZ Bill) is still before Parliament, and changes may occur before its expected passage into law next year.

This hand out notes the current thinking based on the proposed Bill. Please remember there's still a lot of detail to be determined prior to 1 July and you'll be kept informed of developments; many of you will be involved as we go along.

More information about what Day One will look like is available in the Day One Blueprint at [www.fenzproject.co.nz](http://www.fenzproject.co.nz)

If you have any questions not answered here, or in the Frequently Asked Questions on the FENZ website, you can talk to your leader or ask the FENZ Transition Project team at [myvoice@fenzproject.co.nz](mailto:myvoice@fenzproject.co.nz)

**PEOPLE**  
**ON 1 JULY 2017 THIS WILL BE THE SAME**  
Personnel will continue to be members of existing stations, volunteer fire brigades or Volunteer Rural Fire Forces (VRFF).

Local leadership roles will continue in brigades, VRFFs, and stations.

Rank structures will continue.

Social clubs, honours systems will continue.

Current workforce (paid or volunteer) retains existing entitlements including superannuation.

Current gratuities provisions for the existing NZFFS workforces will continue.

Relationships with unions and associations will continue.

**OPERATIONS**  
**ON 1 JULY 2017 THIS WILL BE THE SAME**  
First response and operational zones will remain the same on Day One, but over time may be reassessed.

Emergency call taking and resource dispatch through Com/Cen continues.

A clear command and control structure will be in place.

Brigades and VRFFs continue to respond to the same kinds of incidents they are equipped and trained for now.

Assistance from agencies, industry brigades, and contractors continues.

The issuing of fire permits continues.

**AND THIS WILL BE DIFFERENT ON 1 JULY 2017**

All personnel (paid, volunteer, urban and rural) become part of FENZ.

Personnel will receive clear guidance on the functions and powers they are authorised to perform or that have been delegated to them by FENZ.

FENZ will be able to authorise certain people to issue infringement notices (but not everyone will be authorised).

**AND THIS WILL BE DIFFERENT ON 1 JULY 2017**

FENZ will have a new mandate for some non-fire incidents, such as hazardous substances. Responders will have more clarity on who is best at multi-agency non-fire incidents.

Operational agreements with agencies (eg DOC, NZDF) and contractors will be in place.

Firefighters will have immunity when carrying out (in good faith) the broader functions of FENZ (ie including non-fire activities).

PDF of 'Did you know?' hand out (A5)

PDF of 'What's changing & what's not' hand out (A4)