



New Zealand Fire Service Commission

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Leadership Structure of FENZ on 1 July, 2017

16 December, 2016 – **EMBARGOED UNTIL 1PM**

After careful consideration on a range of options, the Board has decided on the leadership structure of Fire and Emergency New Zealand (FENZ), which is to be established on 1 July, 2017.

Given the changes in the sector being planned from 1 July, the Board considers it extremely important that our core services continue with minimal disruption. For this reason, the majority of roles at the operational level of urban and rural fire will not change from 1 July. At the same time, the Board considers that FENZ needs a national leadership team structure that is best suited to both managing those changes and making sure business as usual can continue uninterrupted.

At the national level, it is important that the Chief Executive of FENZ is able to focus on things like the change needed to establish a unified urban and rural fire and emergency service, the introduction of the new levy system and the establishment of the local committees. It is equally important that the operational leaders of both urban and rural fire and emergency services focus on operational issues and as such are able to make sure that the community continues to receive the excellent services that our people currently deliver.

A summary of the Board's decisions are as follows:

- The **majority** of existing structures and roles will remain **unchanged** from 1 July 2017.
- **Urban Operations:** There will be **no change** to the organisational structure for urban fire operations up to and including Fire Region Managers (FRMs). Area Managers in each existing Fire Service Region will continue to report to the appropriate FRM.
- **Rural Operations:** There will be **no change** to the roles engaged solely on rural fire operations up to and including Principal Rural Fire Officers (PRFOs).
- **Boundaries:** Legislated urban and rural boundaries will effectively be removed by law. However, these remain in place for operational reasons from 1 of July.
- **Establish five fixed term roles of Regional Manager Rural (RMR).** Given that Rural Fire Authorities will be disestablished from 1 July, we need to create some interim organisational arrangements for rural fire. The new roles will be responsible for a geographical area similar to the current urban fire regional boundaries. PRFO's in those areas will report to the RMR. The RMRs will be either seconded from existing PRFOs for two years, or be recruited from roles that

have operational rural fire experience. The RMRs will report to the National Manager Rural role (see below).

The Board will establish several **other new** roles for FENZ, to be effective from 1 July 2017:

- **A permanent FENZ Chief Executive:** This role will focus on, among other things, establishing the new unified fire and emergency services organisation (FENZ), introducing the new levy system that will fund the new organisation and overseeing the introduction of the new local committees that will provide local input into national planning. Applicants will require knowledge and understanding of fire and emergency services.
- **A fixed term role of National Commander Urban (NCU):** This role will have delegated operational authority and be responsible for strategic and operational service delivery of urban fire and emergency services. This includes maintaining the current level of urban response, so that the 111 system continues and the trucks still roll out the door on 1 July. The NCU will also be responsible for ensuring our people return home safely, that they have the necessary training and equipment to do their jobs, and the right person is in charge during any major emergency. The NCU will be a fixed term role of two years and will be a member of the Strategic Leadership Team (SLT) reporting to the Chief Executive.
- **A fixed term role of National Manager Rural (NMR):** This position will replace role of the current National Rural Fire Officer (NFRO). The role will have delegated operational authority and will include the current NRFO responsibilities, as well as the operational/management responsibilities for rural fire service delivery across the country. The new Regional Manager Rural roles will report to the NMR. The NMR will be a fixed term role of two years and will be a member of the SLT reporting to the Chief Executive.

Current Chief Executive & National Commander:

The Board is pleased to confirm the current New Zealand Fire Service (NZFS) Chief Executive & National Commander, Paul Baxter, will remain in this role until 30 June, 2017. His leadership will be essential in maintaining service to our communities, preparing the organisation for the transition, and leading the SLT and the wider organisation through the changes.

Recruitment processes:

- **FENZ CE, NCU and NMR roles:** The Board has instructed a recruitment agency to undertake a search for suitable candidates for these roles.
- **RMR roles:** These appointments will be made through an open selection process from rural fire staff, on secondment for a two-year term, or from other applicants with equivalent rural fire sector knowledge and experience. The NMR, once appointed, will be involved in the selection process for these roles.

- All appointments are planned to be in place by 1 July, 2017.

Impact of the decisions:

- The National Rural Fire Officer role will be disestablished on 30 June 2017.
- The Deputy National Commander role will be disestablished on 30 June 2017.
- The fixed term role of NZFS Chief Executive & National Commander will come to an end on 30 June 2017.

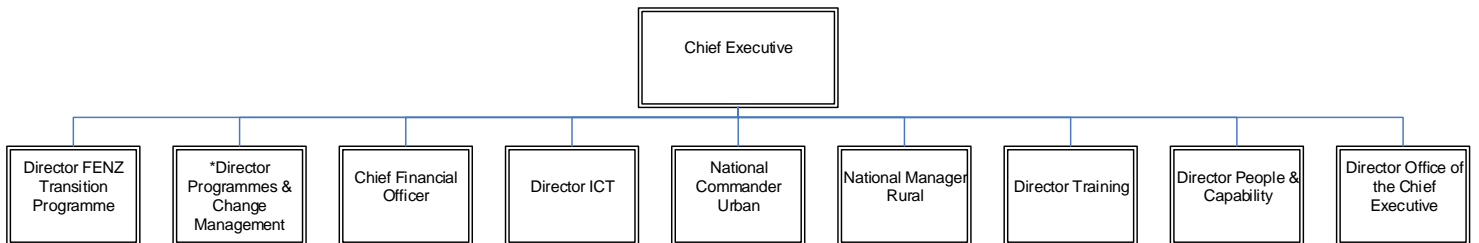
Remainder of NZFS Strategic Leadership Team (SLT):

The remaining NZFS SLT roles will transition to FENZ on 1 July, 2017. There may be future changes in SLT roles as we move through the next phase of urban and rural fire integration.

In conclusion:

The Board is confident that these decisions will ensure FENZ can build on the outstanding level of service currently provided to New Zealand communities.

FENZ Strategic Leadership Team Structure on 1 July, 2017



* NOTE: This is substantive position.
Currently replaced on interim
Basis by Director Business
Effectiveness