



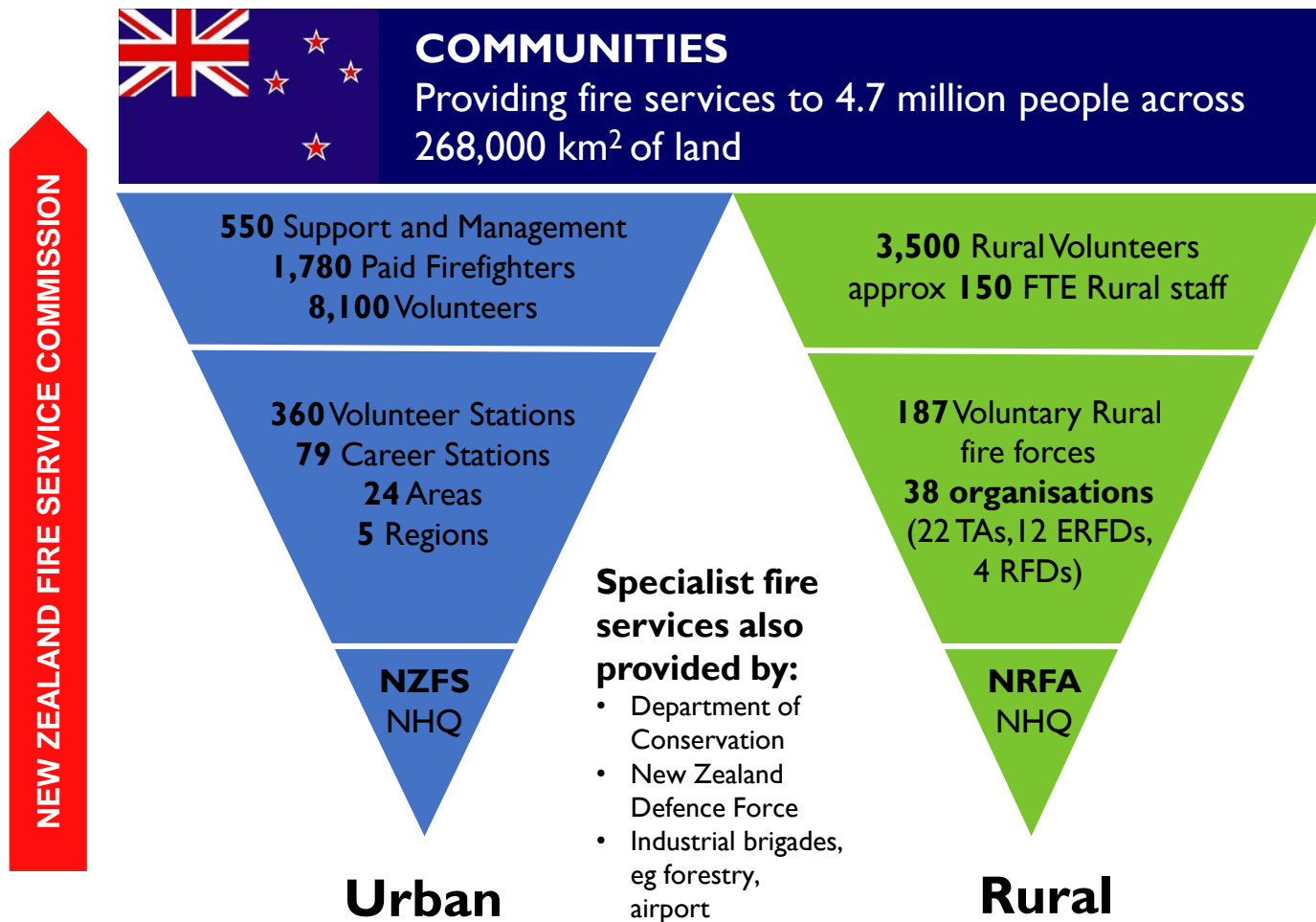
Transition to FENZ

Region 2 RET meeting

17 January 2017

David Strong, Transition Director

Fire Services in NZ: Now



Day One: Amalgamating 40 entities into 1 by 1 July 2017



New Zealand Fire Service Commission (2)

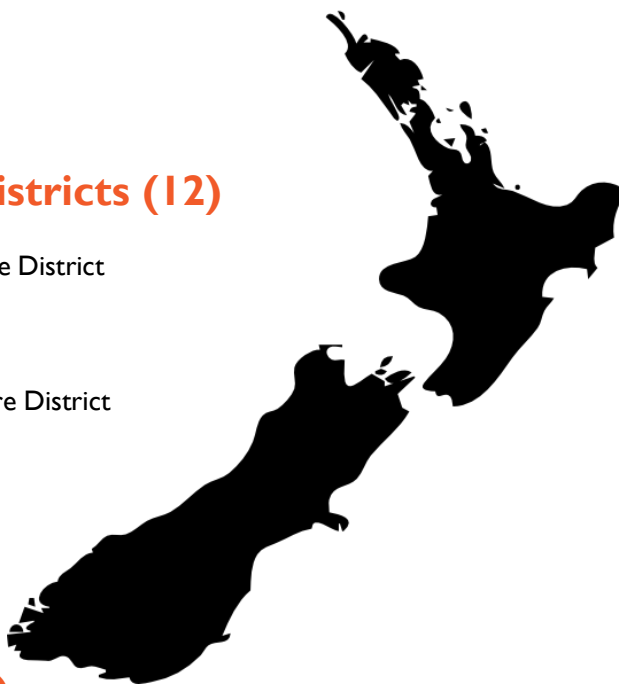
1. National Rural Fire Authority
2. New Zealand Fire Service

Enlarged Rural Fire Districts (12)

1. Auckland Council
2. Marlborough/Kaikoura Rural Fire District
3. Northern Rural Fire District
4. Otago Rural Fire District
5. Pumicelands Rural Fire District
6. Mid- South Canterbury Rural Fire District
7. Southern Rural Fire District
8. Taranaki Rural Fire District
9. Waimea Rural Fire District
10. Wairarapa Rural Fire District
11. West Coast Rural Fire District
12. Wellington Rural Fire District

Rural Fire Districts (4)

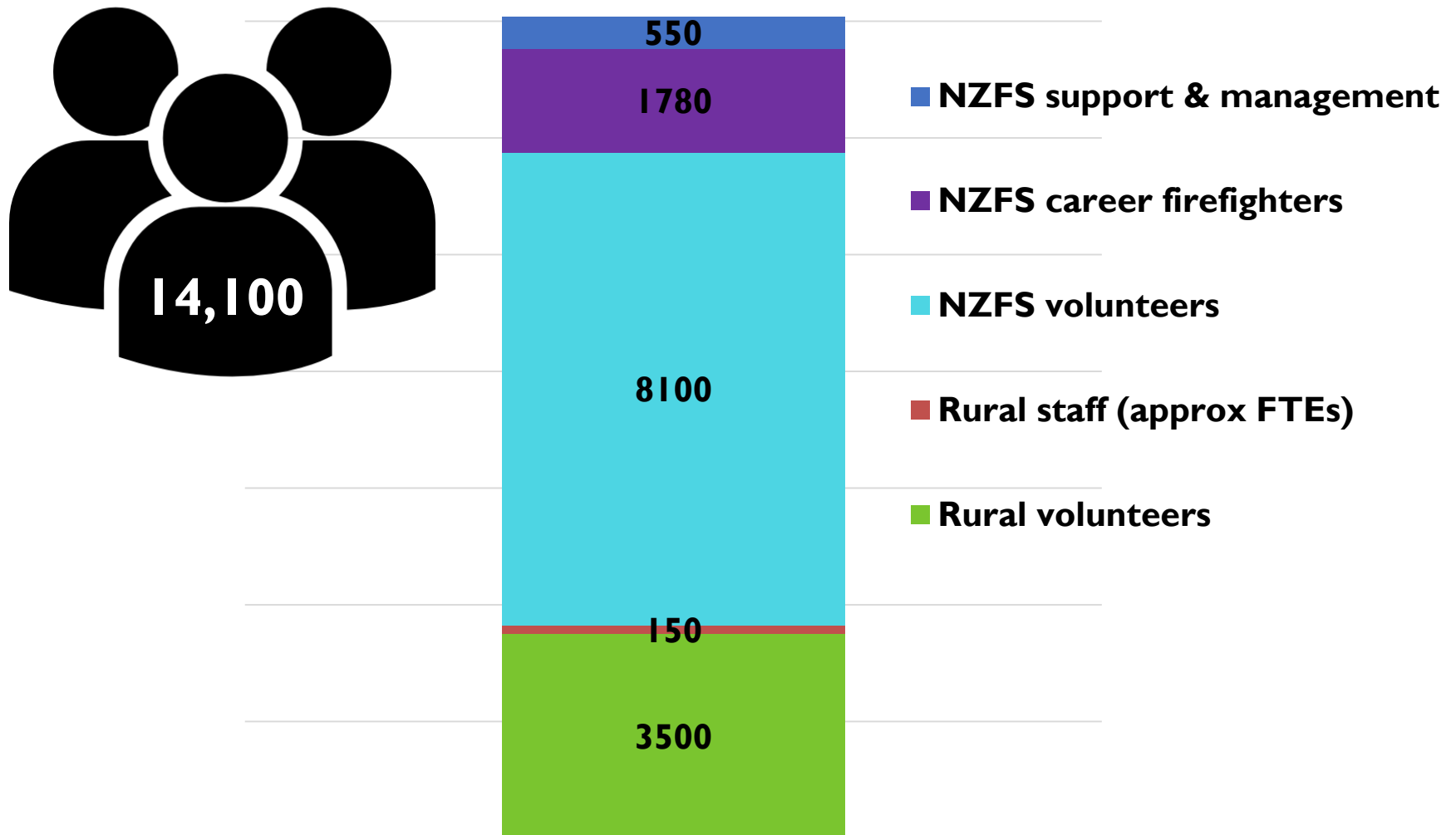
1. Ashley Rural Fire District
2. Bay Forests Rural Fire District
3. Eastland Rural Fire District
4. Thames Valley Rural Fire District



Territorial Authorities (22)

1. Central Hawkes Bay District Council
2. Chatham Islands Council
3. Christchurch City Council
4. Gisborne District Council
5. Hastings District Council
6. Horowhenua District Council
7. Hurunui District Council
8. Kaipara District Council
9. Manawatu District Council
10. Otorohanga District Council
11. Palmerston North City Council
12. Rangitikei District Council
13. Ruapehu District Council
14. Selwyn District Council
15. Tararua District Council
16. Waikato District Council
17. Waimakariri District Council
18. Waipa District Council
19. Wairoa District Council
20. Waitomo District Council
21. Wanganui District Council
22. Whangarei District Council

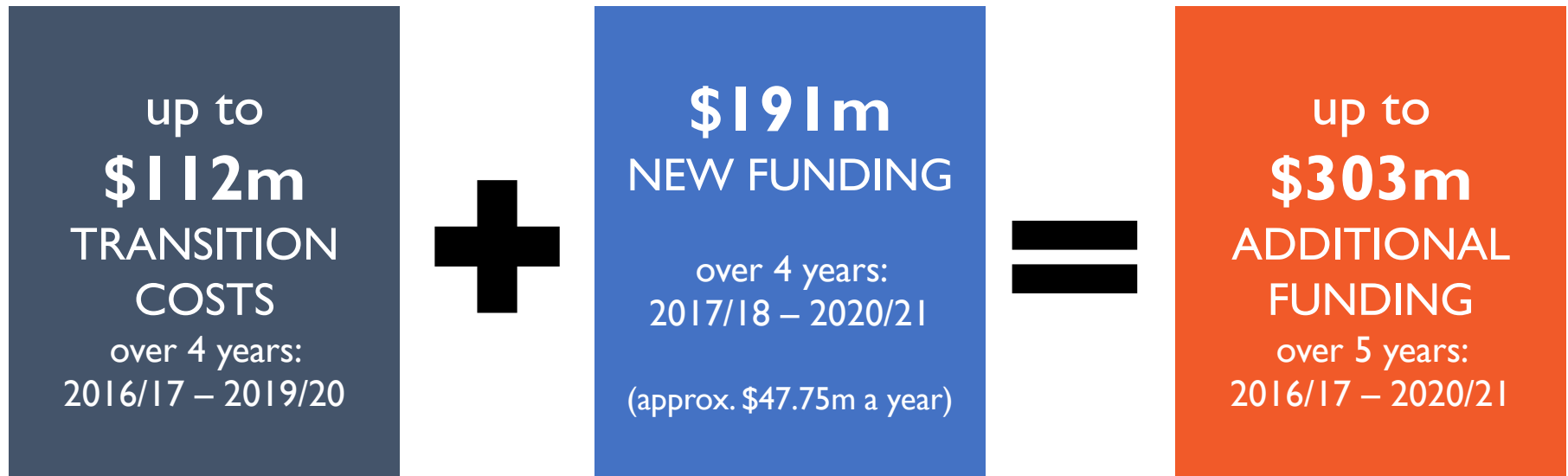
Day One: Transitioning some 14,100 people by 1 July 2017



Total additional investment in FENZ over 5 years



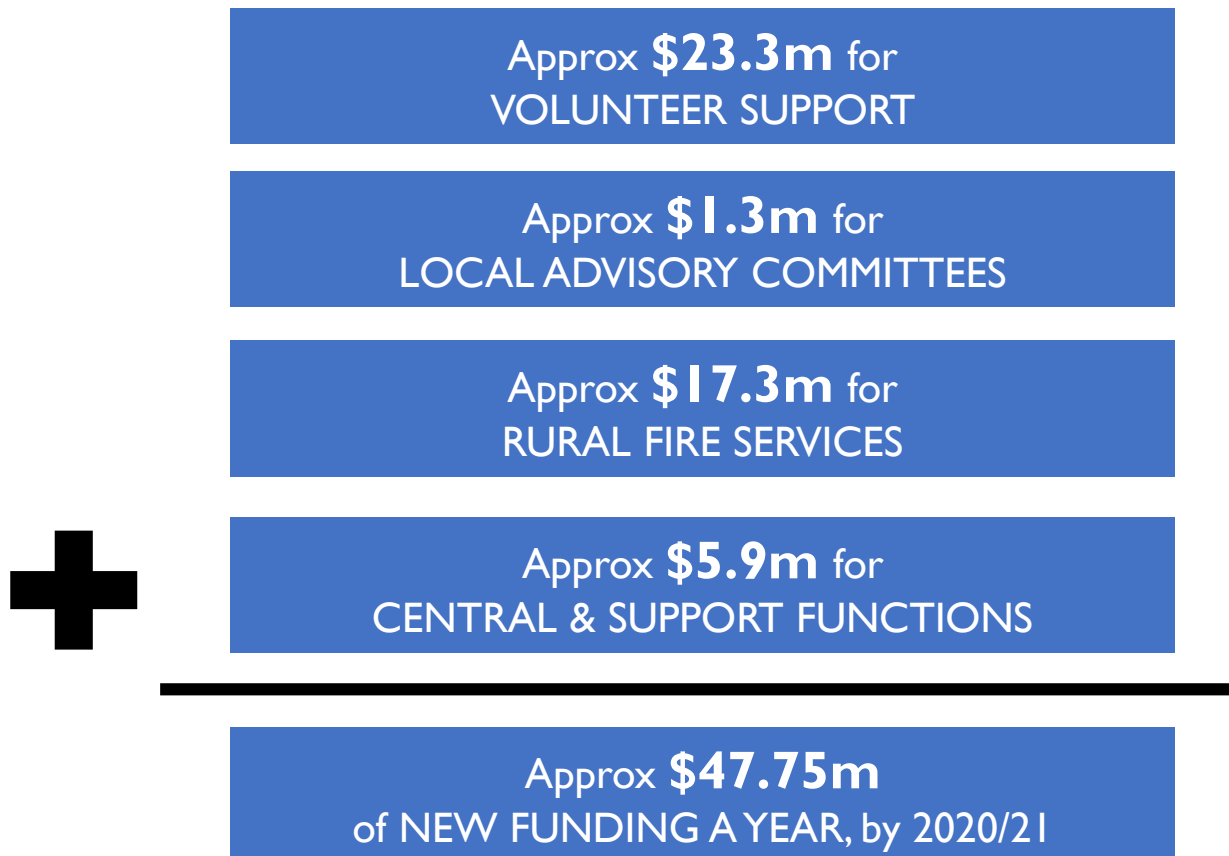
On top of current funding for NZFS and NRFA and the estimated additional \$22million cost for funding rural fire



Proposed annual allocation of the new funding, by 2020/21



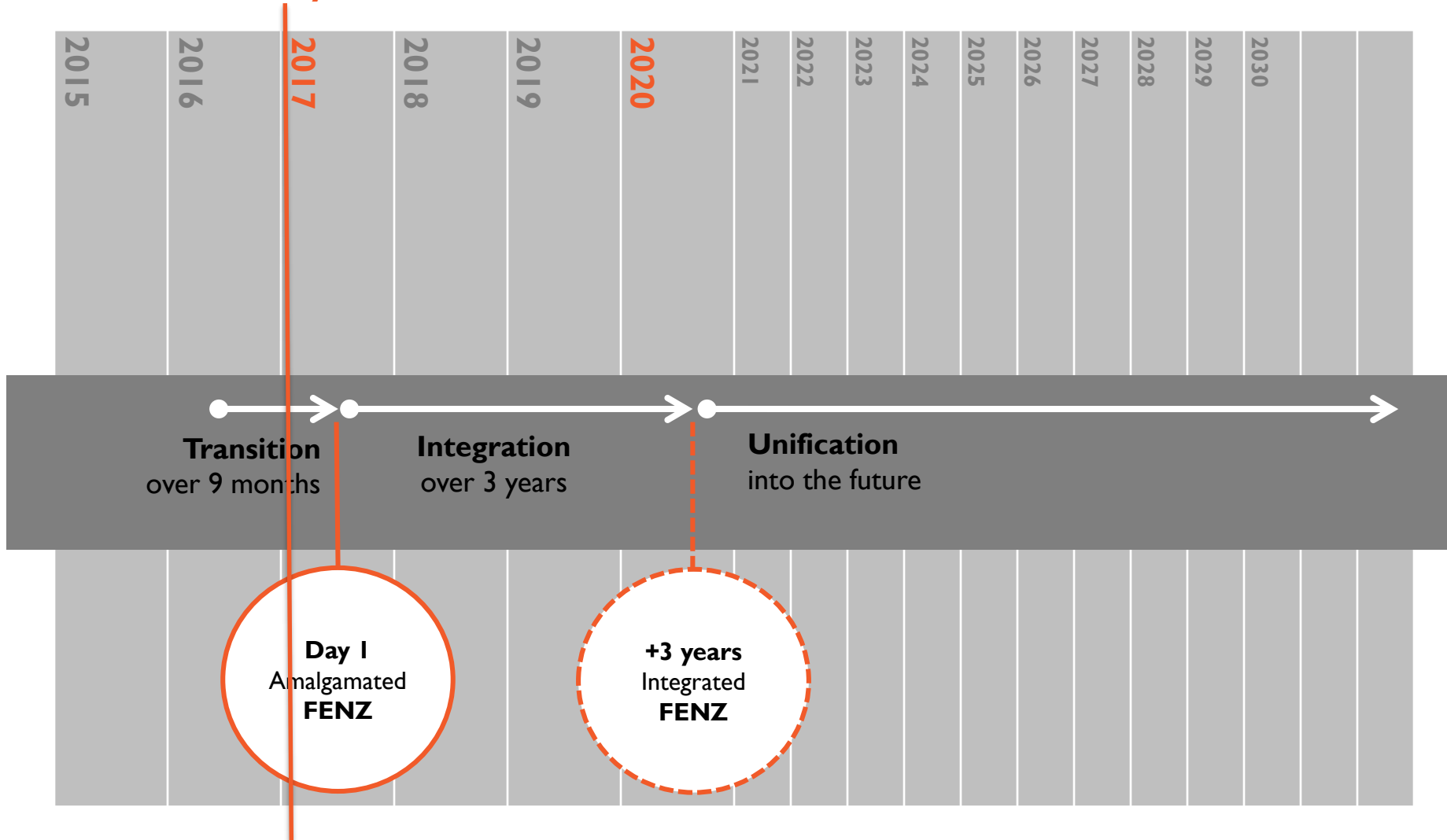
There will be more investment in volunteers, rural fire, and supporting a single unified organisation that represents broad community interests



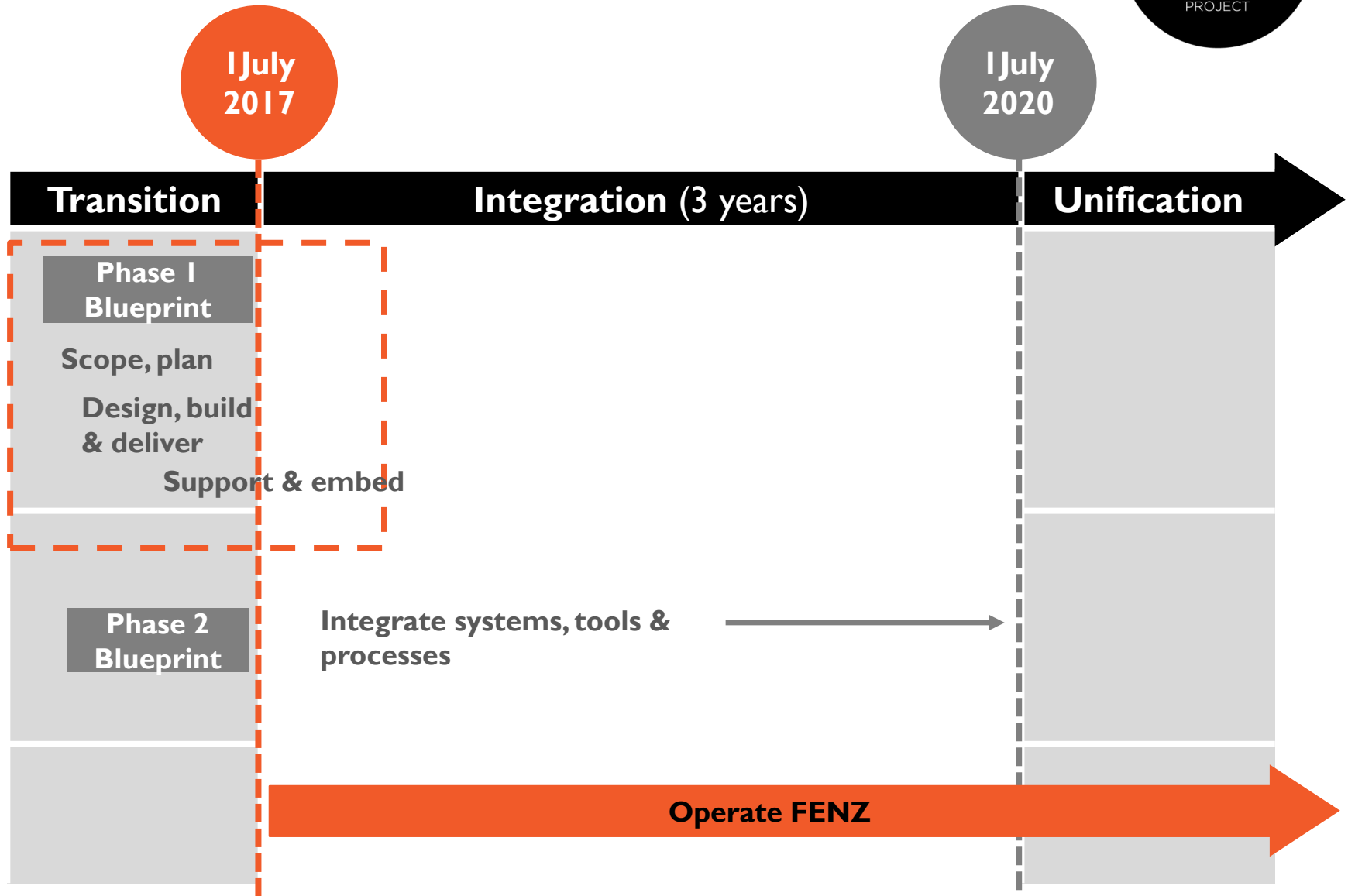
Road map: the long term view



Today



Road map: Transition



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



Day One: What's changing and what isn't on 1 July 2017





WHAT'S CHANGING AND WHAT'S NOT

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.

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

October 2016

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 NZFS workforces will continue
- Relationships with unions and associations will continue

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 authorized to perform or that have been delegated to them by FENZ
- FENZ will be able to authorize certain people to issue infringement notices (but not everyone will be authorized)

OPERATIONS

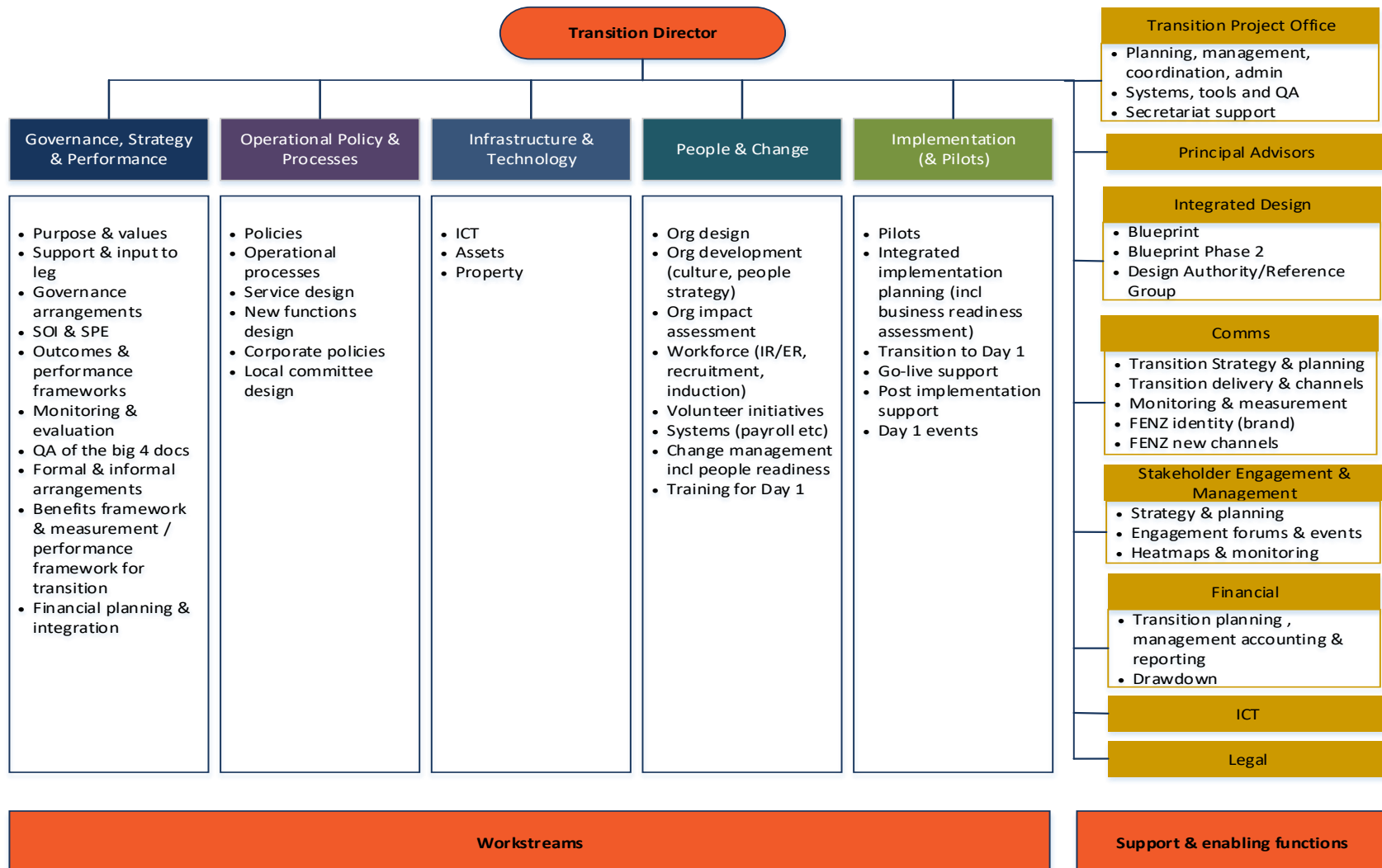
ON 1 JULY 2017 THIS WILL BE THE SAME

- 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 ComCen 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

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

Project structure: workstreams and supporting functions



Progress: the past 5 months



- 1st 2 sets of funding received
- Workstream (WS) plans x 7 completed
- WS: Governance & Strategy
 - Day One Blueprint completed
 - Project Mandate completed
 - Assessment of cost of rural fire near completion
 - 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 9 completed
 - Workshops underway for more detailing planning
- WS: Infrastructure & Technology
 - Stock take on rural assets and ICT 90% completed
 - Fire permit ICT systems workshop completed
- WS: Implementation & Pilots
 - First Local Committee pilot location confirmed
 - Local Committee pilot working group established
- WS: People & Change
 - Confirmed FENZ leadership structure for Day One
 - High Level Design for FENZ Volunteers developed and Volunteer Support Strategy in progress
 - Safety, Health, and Wellbeing action plan drafted workgroup to determining technology solutions established
 - Information gathering
- Supporting activities
 - Sector Subject Matter Experts and secondees on board
 - Ongoing stakeholder engagement activities
 - Ongoing Leader led forums & communications support
 - Ongoing contribution to development of new legislation – now back from Select Committee and due for its 2nd reading
 - ‘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
 - Vendor for FENZ identity work (including stocktake and logo design) selected, and discovery work underway



Next steps

Workstream: **Governance & Strategy**



By end 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 (3rd party provider currently being selected)
- Blueprint for Phase 2 underway
- Provide guidance on business planning for 2017/18



Workstream: **Operational Policy & Process**



By end 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 end 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 put plan in place for moving forward
- Develop a sample Asset Access Agreement to test what these could include



Workstream: People & Change



By end 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 end January 2017:

- Local Advisory Committee Pilot working group established
- First pilot to test Local Advisory 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



Local Advisory Committees

Pilot 1 of 2: Greater Auckland

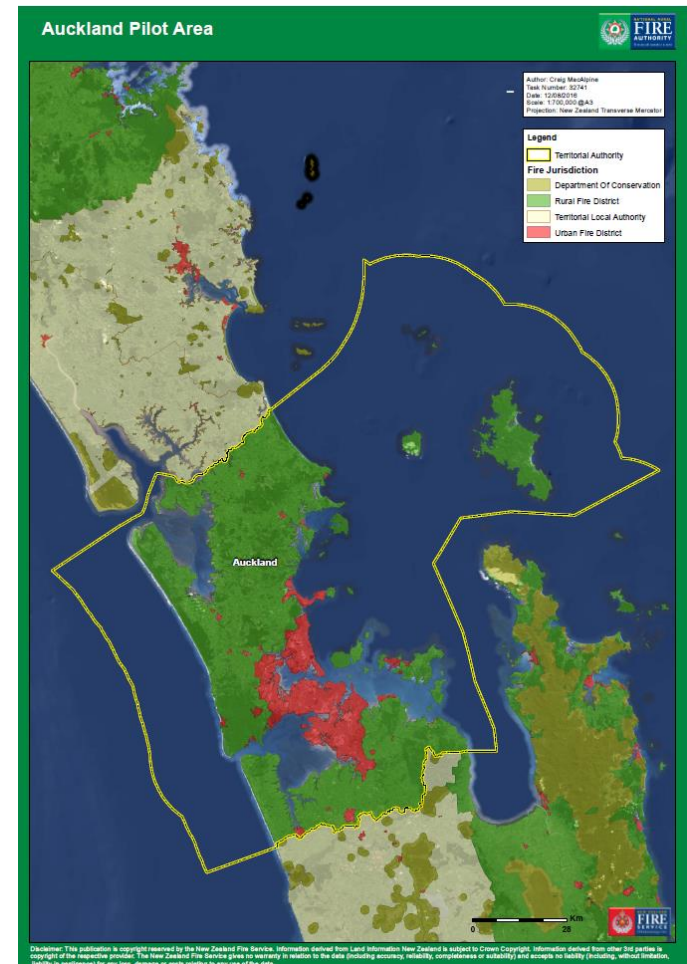


Local Advisory Committees:

- Included in proposed legislation
- Local advisors to FENZ on community fire and emergency risks
- No governance, management, or operational control
- New concept

Greater Auckland selected because of:

- Diversity of community
 - 1.57 million people, 130 ethnic groups
- Diversity of land use
 - Farming
 - Forestry
 - Conservation land
 - Urban (cities and towns)
 - Industrial areas
- Variety of fire-related risks and needs
- Governed by single unitary authority



Supporting activities



By end January 2017:

- Ensuring alignment with draft legislation 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



Leading through change



- Equip FENZ leaders with the tools to be effective leaders through this change
 - Forums
 - 28 February - Wellington
 - 2 March – Auckland
 - Communications packs for leaders
 - Available on website

Communication tools & materials



FENZ from Day One

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

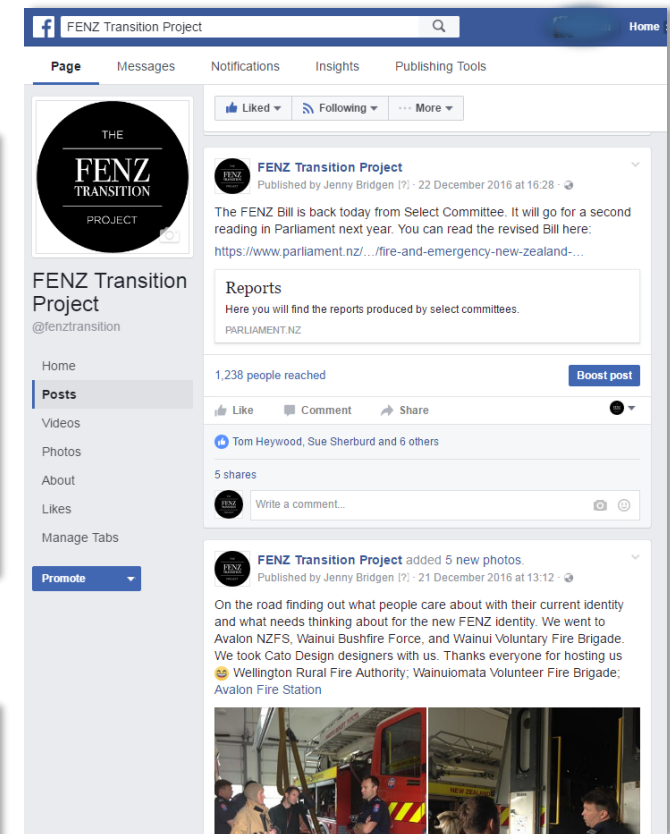
Key decisions

- The Government announced it would transition into **one unified fire services organisation** (November 2015).
- The new organisation will have local and provide a regional voice in the department.
- A **new Board** was appointed, chaired by the Minister of Fire and Emergency New Zealand.
- The proposed **name of the new organisation** was announced (April 2016).
- The Government released the **detailed policy design and a funding package of \$303 million** to implement the transition (April 2016).
- Read the speeches, media statement, fact sheets and other background information at www.FENZproject.co.nz. Go to the 'Information' tab.

An overview
26 September 2016

Leaders pack slide deck

Q&As and video on local committee pilots



FENZ transition Facebook page

Let's keep the conversation going



- Email us
 - myvoice@fenzproject.co.nz
- Follow us
 - @fenztransition on Facebook
- Visit us
 - 88 The Terrace, Wellington
- Find out more
 - www.fenzproject.co.nz

