



# Leading through Change

**Welcome – Paul Swain**

New Zealand Fire Service Commission Chairperson



**Ballantynes' Fire - 1947**



**Taupo Fire - 1946**

**Why change?**

# FENZ: Building for the future

- Aging population/Workforce
- Demographic change
- Country to town (urban drift)
- South to north
- Climate change





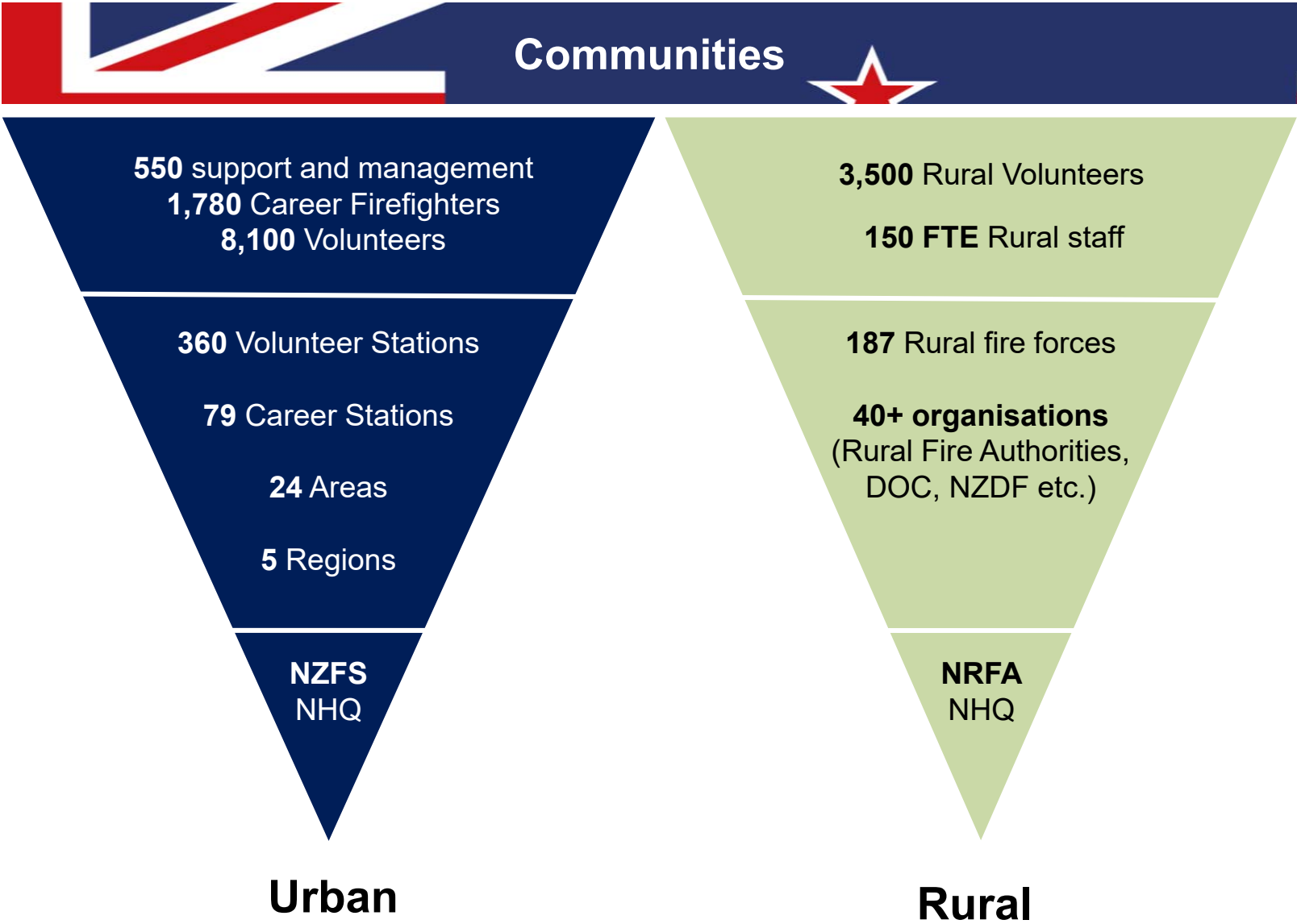
and the unexpected...

# FENZ: Building for the future

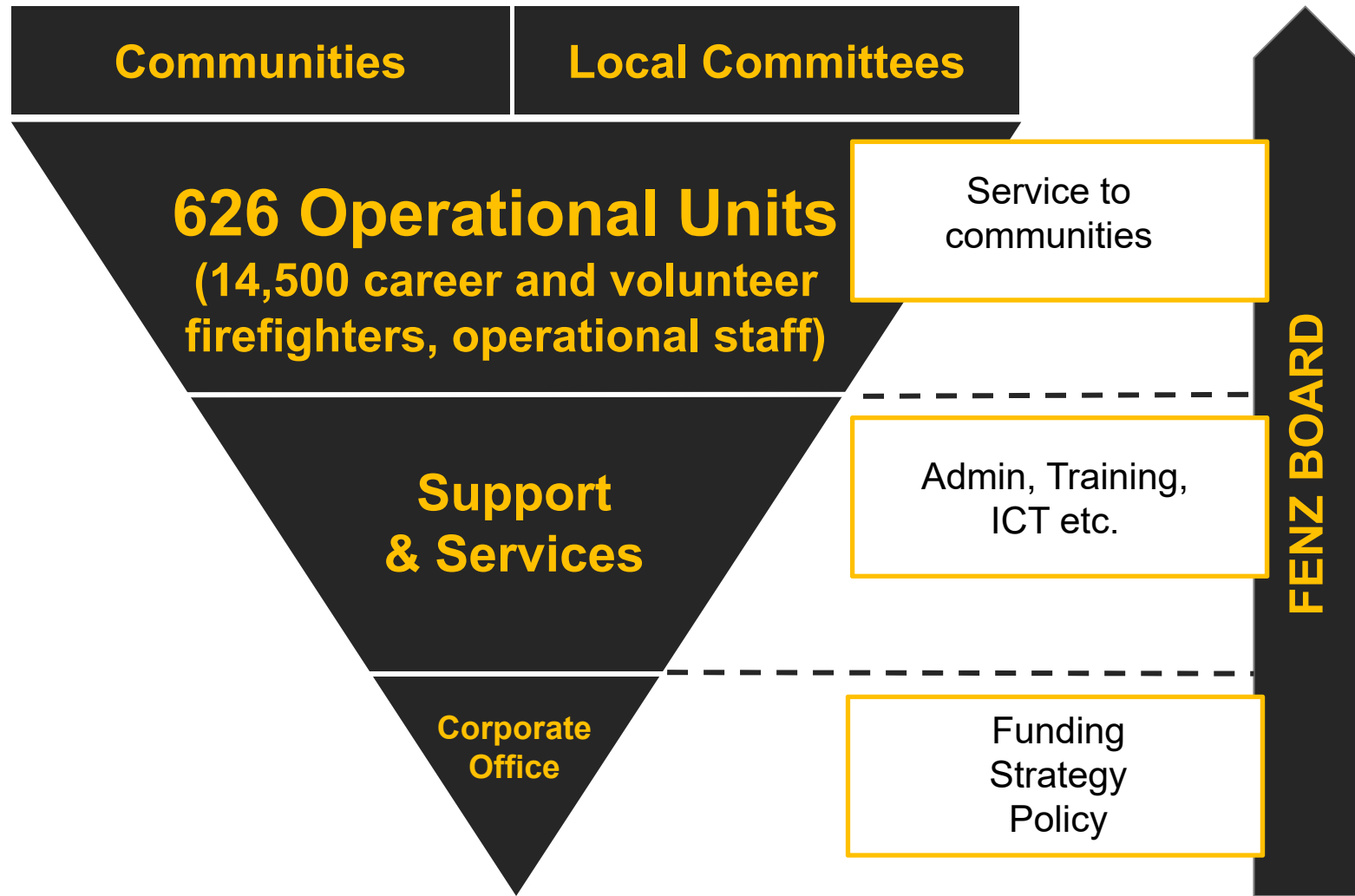
- One unified service.
- Expanded mandate.
- Fairer, more consistent funding.
- Building on the positive legacy of the past century, for the next.



# Our current fire services



# Our future fire and emergency services



**Fire and Emergency New Zealand (FENZ)**

# Three stages

- 1 July 2017: **Amalgamation**  
*40+ organisations come together (NZFS + NRFA + RFAs)*
- 2017 – 2020: **Integration**  
*One unified fire service, command and control, specialisation, volunteer support, consistent funding.*
- 2020 – 2027: **Unification**  
*How we make 1+1=3*





# Progress to-date

- 3 Stages
- FENZ Co-design
- National leadership structure
- Command and control
- Personnel
- Volunteer support package
- National policies
- Disputes resolution
- Funding
- Fire investigations
- Local planning
- Local Advisory Committees
- Access to rural fire assets
- Fire permits
- Forestry
- DoC and Defence
- Identity
- 1 July activities



# Our leaders are critical to our success



**“When I became captain I felt like I had to talk all the time, had to do everything... the biggest learning is that it’s not just about me, it’s about having a good group.”**



**“You need to have an environment that allows people to give things a go and contribute.**

**The most important thing is to have a collective buy-in into what you are trying to achieve and you have to do that from the start.”**