



FACT SHEET

OUR PEOPLE - FIRE AND EMERGENCY NEW ZEALAND FROM 1 JULY 2017

On 1 July 2017, its first day of operation, Fire and Emergency New Zealand will have approximately 14,100 personnel. This includes **2,807** employees and approximately **11,300** volunteers.

There are **141** roles being introduced by December 2017 as a 'starter pack' to support Fire and Emergency New Zealand's increased numbers and responsibilities.

Recruitment for some roles has started, but the majority will be recruited between July and December 2017.

The 141 new positions are currently planned as follows, noting that the actual numbers may change slightly as we work through recruitment:

- **62** new roles to support urban and rural volunteers (Volunteer Support)
- **49** new roles supporting urban and rural in Management Support Services (corporate and operational support services)
- **28** temporary Area Support regional roles - this temporary support has been extended to free up senior leaders to work on integration.

The new roles will help us to improve support to our volunteers; provide capability in rural services (largely to replace the services previously provided by Rural Fire Authorities) and boost corporate support for all personnel. There are also a few new roles providing the new services required under our Act; such as the interim dispute resolution process.

As part of strengthening the whole organisation, we are investing in the services that back up the workforce. This is to ensure people have the support and tools they need. These additional roles are spread across NHQ and the regions.

Questions and answers

Where will new jobs be advertised?

All job advertisements will be available on the Portal, the new Fire and Emergency New Zealand intranet. Externally advertised roles will be on GovtJobsNZ, Seek and the Fire and Emergency website.

Will there be more new jobs in the future?

The 141 new roles are being described as a 'starter pack' – they are primarily to ensure we're meeting the requirements of our new Act and can operate from Day One.

Fire and Emergency New Zealand will be working on a 'target operating model' in its first year of operation. An operating model describes how the organisation needs to work in order to achieve its strategy. It looks at all of the functions, policies and capabilities of the organisation and assesses what these need to look like. It's likely there will be changes in line with the final operating model. This is expected to be finalised in late 2018.

How are we paying for the additional roles?

The additional roles are funded from the extra money approved by the Government.