

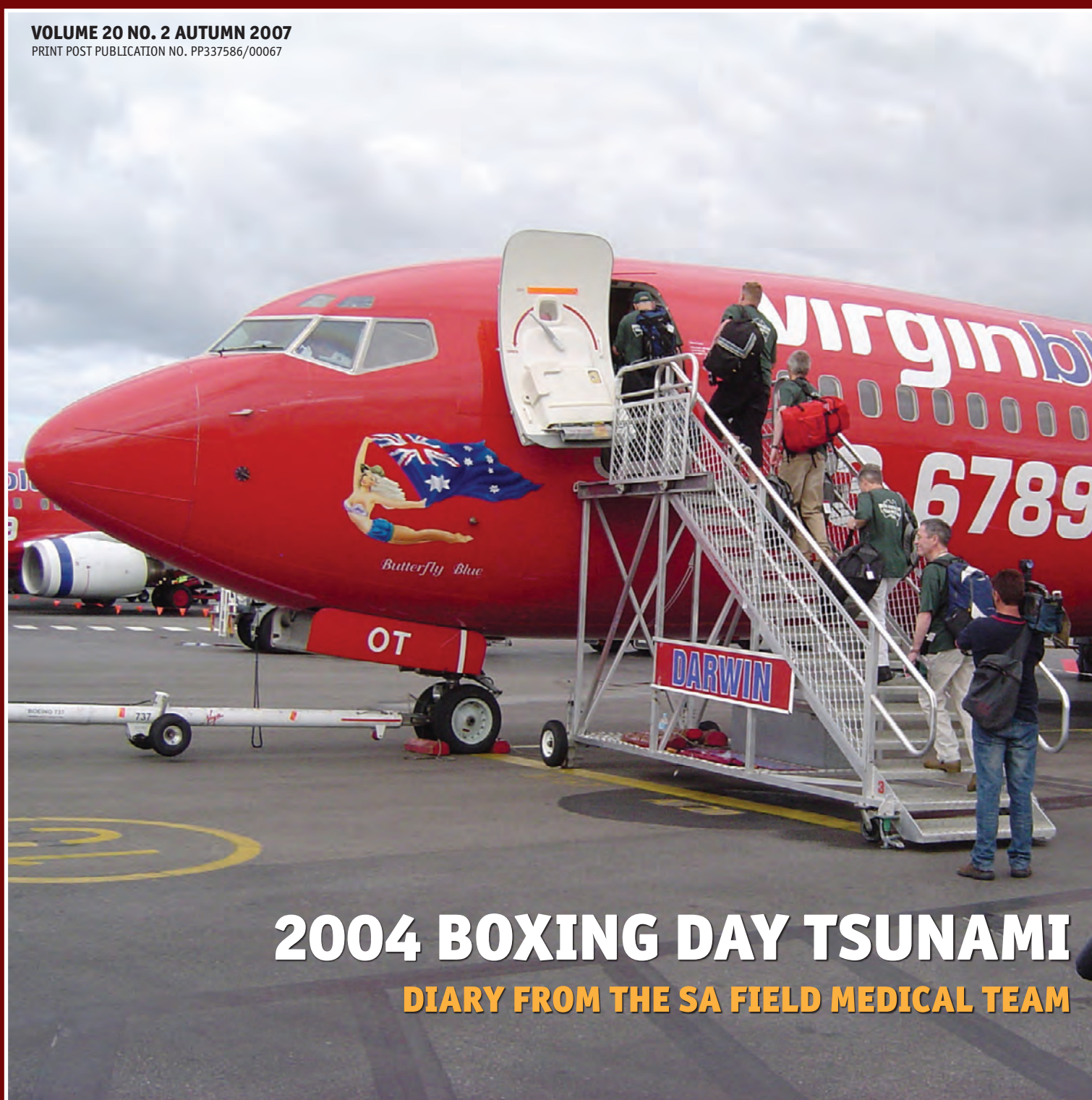


NATIONAL EMERGENCY

R e s p o n s e

OFFICIAL JOURNAL OF THE AUSTRALIAN INSTITUTE OF EMERGENCY SERVICES

VOLUME 20 NO. 2 AUTUMN 2007
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2004 BOXING DAY TSUNAMI

DIARY FROM THE SA FIELD MEDICAL TEAM

IN THIS ISSUE:

- * DYING TO GET HOME
- * AIES FORMATION AND PURPOSE
- * VOLUNTEER LEADERS PROGRAM 2007
- * RECRUITING YOUNGER FIRE SERVICE VOLUNTEERS

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Level 2, 673 Bourke Street, Melbourne
GPO Box 2466, Melbourne 3001
Ph: (03) 9937 0200
Fax: (03) 9937 0201
Email: admin@cwmedia.com.au
ACN: 30 086 202 093

EDITORIAL TEAM

Editor: Mark Sawszak MAIES
Sub Editor: Mark Preston MAIES
Sub Editor: Martin Page MAIES

Send articles for inclusion to:
PO Box 6001 UNSW Sydney 1466
Email: ner@aies.net.au

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NATIONAL EMERGENCY R e s p o n s e

OFFICIAL JOURNAL OF THE AUSTRALIAN INSTITUTE OF EMERGENCY SERVICES

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Front Cover

A Virgin Blue aeroplane that was donated by Sir Richard Branson to take the SA Field Medical Team to Indonesia following the 2004 tsunami.

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FROM THE PRESIDENT'S DESK

Maurice E Massie

*QPM, LFAIES,
National President*



GENERAL COUNCIL MEETING AND ANNUAL GENERAL MEETING 2007

Divisions by now will have received from our Secretary/Registrar, Bob Maul, copies of the agenda for both the General Council Meeting and the Annual General Meeting of the Institute to be conducted in Hobart on April 16, 2007. I would urge all Divisions to discuss the various agenda items with their respective Boards so that State Delegates can bring the consensus of opinion from their divisional members to the forums. It is important that our discussions at General Council are based on the

wishes of our membership and that we are not making judgements in isolation.

BLACK TUESDAY, TASMANIA – 1967

Coincidentally, as I draft this report, this particular day is actually the 40th anniversary of the bushfires that ravaged Tasmania on February 7, 1967. That day became embedded in the minds of those that lived through the fires as Black Tuesday.

A total of 62 lives were lost during the fires, 1300 homes were destroyed, an estimated 7000 people were left homeless and 200,000 ha were burnt in what was and still is, Tasmania's worst disaster.

I can well and truly remember the fires as at the time I was serving as a young Senior Constable in the Tasmania Police Force. Stationed in the township of Oatlands, which is in the centre of Tasmania, both myself and my Inspector, the late George Hanlon, responded to a fire situation in the township of Colebrook, which is situated south east of Oatlands.

Upon arrival, we were confronted with a major fire situation with all of the able bodied men of the township having left Colebrook earlier to fight fires further east at Campania. All of the children from the township had taken refuge together with their parents and teachers in a ploughed paddock on the southern border of the township.

As we entered Colebrook, it was to discover that there were many buildings ablaze. The fire, at that stage, had reached the Hotel which was also alight with the publican sitting on the footpath outside in a shocked state. We were able to remove him from the scene and I became aware that there was an elderly man in the house next to the Hotel. This was an old weatherboard house and on my entering

the premises, I found the elderly occupier attempting to remove and save furniture and other items from the fire. I was able to persuade the man to leave with me and as I did so, I noticed that the side wall of his bedroom was starting to smoke and shortly after the house burst into flames.

With the Inspector and one or two other people that had arrived, we then fought the fire in the church grounds to stop it engulfing any further houses in the township. I am happy to report that we successful in our endeavours, albeit that one of the occupiers came up to us later and made the comment – ‘You should have let the bloody thing burn down’!

After the fire front had passed through and having satisfied ourselves that all people that could be secured were safe, the Inspector and I travelled to Hobart to advise our Police Commissioner and the other welfare agencies of the situation at Colebrook. It was necessary to do this as we had no police communications and because of the fire, there was no other means of contact. It was not until we neared Hobart that we both realised the extent of the devastation as we had to pass through townships and suburbs that were clearly affected by the fires.

I can well recall standing in the Commissioner’s office with a blackened face and the backside out of my police trousers with my Inspector and relating the situation regarding the devastation at Colebrook.

Some years after this incident, when I had been transferred to the position of Officer in Charge of the Police Search and Rescue Section, I was by reason of that appointment, assigned to take up a position on the State Rural Fires Board. I served for a number of years on the Board and I had a particular passion for my involvement because of my experience in the 1967 bush fires. I entertained a real desire to ensure that such devastation should never again befall our State.

The Rural Fires Board was later amalgamated with the Metropolitan Fire Brigade and this new entity became the Tasmania Fire Service, which it is today, being responsible now for all fires within the State both in the metropolitan and rural areas. Their operation is obviously much more sophisticated than was the case in 1967, in fact, it was only after the 1967 fires that the Rural Fires Board and service were established.

“I am happy to report that we successful in our endeavours, albeit that one of the occupiers came up to us later and made the comment – ‘you should have let the bloody thing burn down’!”

ANNIVERSARY OF THE INSTITUTE

2007 represents the 30th Anniversary of our Institute. In discussions with our Secretary/Registrar Bob Maul, I was interested to learn that Bob was a foundation member of the Institute and in fact, attended the meeting which passed the Constitution for the Institute, on April 12, 1977. Bob advises me that for a number of years prior to this date, discussions had been held and moves had been made in order to form the Institute, but it is April 12, 1977, that the organisation was officially founded.

I was also interested to learn from Bob (our learned historian), that he is one of only four members of the Institute who have been payed up members since its foundation 30 years ago.



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AUSTRALIAN INSTITUTE OF EMERGENCY SERVICES – ITS FORMATION AND PURPOSE

John (Lew) H Lewis-Hughes OBE, LFAIES

Past National President of the Australian Institute of Emergency Services, Pro-Director and Deputy Director of NSW State Emergency Services and Civil Defence Organisation (NSW)

At a recent social function, the General Secretary/Registrar of the Institute requested me to write something concerning the history of our Institute's foundation and reasons why it was considered desirable to have such an Institution at all.

Before examining the whys and wherefores of its existence, I think I should spell out the world situation relating to natural disasters and possible man-made disasters facing us in the 1950s, 60s and early 70s. This period produced many disastrous floods, fires and cyclones, which caused huge destruction to both life and property, and at the same time the world was facing new threats from the possibility of nuclear attack due to the cold war, fallout from space debris, foot and mouth disease, industrial/chemical disasters, in addition to more common man-made disasters such as transport and aircraft accidents.

The damage and frequency of floods, fires and cyclones in the subject period had seen the development of organisations around the country to better manage the social and other problems they created, and this pressure coupled with the need to plan for at least the possibility of nuclear attack established civil defence organisations in most states in Australia. The Commonwealth Government established the Civil Defence School (later National Emergency Services College) at Mt Macedon, Victoria. Whilst these bodies operated with minimal operational staff, they recruited many thousands of volunteers in both the government and private sectors to carry out the planning and operational duties required, many of whom were professionals in their own right.

By the early 1970s, it was obvious to many civil defence and emergency management service personnel that with a rapidly expanding work force and increasing responsibilities, coupled with the stated intention of some state governments to implement legislation for disaster management purposes, that some kind of independent body should be established to further the education and establishment of common professional principles and practices to be followed by emergency officers everywhere.

At this time I should point out that I was employed as a government land valuer, but I was also giving much of my private time as a senior volunteer of the NSW Civil Defence Organisation, which had the responsibility

for flood relief and other support functions in natural emergencies, as well as planning for nuclear attack.

As a valuer, I was a member of an independent professional institute. All valuers, whether they be private or public, had worked hard for many years to advance their professional standards with the appropriate educational authorities. This institute provided valuers from every aspect of the profession with a forum to express individual views, suggestions and improvements for the benefit of all concerned, without fear or favour and a code of ethics required to be followed by all its members.

“It was not surprising that as a senior volunteer in an emergency service, I could see the need for some similar body to gather together all the various strands of the emergency service profession, develop appropriate tertiary qualifications, and provide the widely divergent agencies with a common professional body.”

Such material was available to all employers and was also published in a quarterly journal which was supplied to like institutions around the world, who returned the favour. By 1973, the valuers were holding international conferences every five years which were sponsored by the various institutes as well as annual domestic conferences designed to further all aspects of the profession. With this background, it was not surprising that as a senior volunteer in an emergency service, I could see the need for some similar body to gather together all the various strands of the emergency service profession, develop appropriate tertiary qualifications, and provide the widely divergent agencies with a common professional body which would encourage all emergency workers to further develop their skills and knowledge.

The first positive proposal to form a professional body for the advancement of emergency service personnel came from a combined group of full time and volunteer members of the NSW State Emergency and Civil Defence Organisation at a Senior Controllers Conference in Sydney in 1973, where it was agreed that the proposal should be formally submitted by the NSW delegates to the Australian and State Emergency/Civil Defence Directors' Conference in Canberra in August 1974. The Canberra delegates agreed to the proposal in principle and the Director of the Natural Disasters Organisation undertook to further the investigation as to its feasibility with the Director of the National Emergency Services College at Mt Macedon, Victoria.

At the next Directors' Conference in December 1974, a drafting Committee was formed of representatives from the Natural Disasters Organisation and State Emergency/Civil Defence Organisations in the various States. They were to draft a Constitution and operating proposals for consideration by the next meeting of Commonwealth and State Directors.

A drafting Committee, chaired by the Director of the National Emergency Services College, Air Vice-Marshal "Nick" Carter, met in May 1975, and presented the draft Constitution to the next meeting of State and Commonwealth Directors in Adelaide in July 1975. That meeting agreed to the draft Constitution and submitted a progress report to the next Directors' Conference in Melbourne in November 1975, where it was decided to form an Interim General Council of the Institute of Emergency Services consisting of Air Vice-Marshal N Carter (Interim Chairman), Mr M Farrell from the Natural Disasters Organisation, Messrs M Brommell (WA), J Horlock and M Currie (Victoria), M See and J Pegg (Qld), R Nichols and B Lancaster (SA) and J Lewis-Hughes and A Grant (NSW).

The Interim Council's main task was to create Interim Divisional Boards for each State and on March 22, 1976, it was advised that the Interim Division Board for NSW, in accordance with the Constitution, would be J Lewis-Hughes (President), R C Lennox (Registrar), A Grant, I Walker (SES), W Hurditch (NSW Bushfire Council) and V Martin (Community Services). With these appointments in place, the Board was now in a position to undertake the raising of the Institute in NSW. Similar Interim Boards were set up in other states and continued to operate until February 1978, when Board elections were held followed by the election of General (National) Council representatives from each State Division. The first elected General Council met for the first time in conjunction with the SES/CD Directors Conference in Brisbane in July 1978.

Thus the Australian Institute of Emergency Services has been operating for just over thirty years, i.e. from March 1976 when the first Interim Boards set about considering applicants for membership. It should be noted that membership was not open to everyone – certain prerequisites of time and experience in emergency operations and/or management had to be met by aspiring applicants. These basic qualifications were considered essential by the General Council, as at the time no formal tertiary qualifications were considered essential by General Council, other than special skills courses designed

by the various states such as rescue, signals, welfare etc., and short residential skills and instructor courses at the Natural Disasters College, Mt Macedon, Victoria. However, this paucity of educational opportunities was not seen as a real obstacle, rather as a challenge to ensure that such educational needs were met in the years ahead.

"The Institute is to be congratulated for achieving many of its objectives over the last thirty years, but it seems to me like one of the old "Civil Defenders", who no longer has any direct involvement in emergencies, that many of the emergency planners, managers and operators have not given it the support the Institute deserves."

Right from its inception, the Institute envisaged that its membership would be drawn from all organisations having an emergency function and/or responsibility, both public and private. Putting it another way, all bodies involved in disaster planning, management and relief operations (both permanent and volunteer), or if you prefer, emergency operations, planning for, and management of, unforeseen events impacting on communities. No matter the words, those of us involved knew who we were talking about. Just to name a few: Police, Fire Authorities, Ambulance Services, Health Departments – the full timers who dealt with their community's daily emergencies, and then the "part timers": SES, Bushfire Brigades, Volunteer Rescue Association, Royal Volunteer Coastal Patrol/Coast Guard, WICEN and many others.

And let us not forget the "privateers": The Red Cross, the Salvation Army, St Vincent de Paul, Smith Family etc. Finally, let us remember the role of the Australian Armed Services Units, the "fathers" of the Institute, and their very professional assistance to the civil power when the situation is appropriate. Each and every one of the foregoing and many others play an important role in the emergency response when a major co-operative effort is needed, and it was from all these organisations that the "fathers" of the Institute hoped would attract members who would not only further their own education but would also further that of the members of the Institute as a whole.

The Institute is to be congratulated for achieving many of its objectives over the last thirty years, but it seems to me like one of the old "Civil Defenders", who no longer has any direct involvement in emergencies, that many of the emergency planners, managers and operators have not given it the support the Institute deserves—in other words, those who would expect to have the most to offer from their experience and knowledge are the very ones who don't join.

Why? Is it because they are so confident of their capabilities that they feel they can go it alone, or is it the “we didn’t think of it first” syndrome? Is the Institute seen as a high “falutin” mob trying to impress the multitude? Or is it due to (over) protecting your own patch? There used to be a lot of that about! Whatever the reason, the apparent lack of interest and support for a common professional body, in my opinion leaves a vital gap, no, a gaping hole in Australia’s emergency management capabilities.

Don’t tell me that much hasn’t happened lately when the biggest tsunami in recent times has had Australians seriously involved in Indonesia, Thailand, Sri Lanka, India and Bangladesh. Soon after, Pakistan was devastated by a huge earthquake. Closer to home as I write, we have Canadian fire-fighters operating in the Eastern Victorian Alps assisting the Country Fire Authority to control very dangerous fire situations, and it is not so long ago that a fire storm swept through Canberra destroying 600 homes. Last January, a cyclone

did a real demolition job on Innisfail in Queensland, where hundreds of houses remain in need of major repairs and the damage to horticulture is still reflected in the high price of bananas. And one last reminder, let us not forget the emergency management debacle for the whole world to see following the well predicted assault of Hurricane Katrina on New Orleans and surrounding towns, which, after eighteen months are still facing major recovery problems, some of which may never be overcome. Despite all these events at home and abroad, I know the editor of our Institute’s journal is not overwhelmed with copy for this magazine.

It seems to me that with increasing world population, climatic change, international tensions and confrontations, together with the regular natural occurrences, that the need for an independent professional body to foster the education, knowledge and co-operation (i.e., professionalism) of all the many and various counter disaster agencies in our community is more vital than ever — let us not fall into a New Orleans hole!



Postscript

Additional information concerning the history and establishment of the Australian Institute of Emergency Services.

Founded in early 1977 by Royal Charter, the inaugural meeting of the interim General Council of the Australian Institute of Emergency Services was held on April 12, 1977, in the old lecture theatre of the National Emergency Service College (now AEMI), Mt Macedon, Victoria.

Represented on the interim council were:

Air Vice Marshall Nick Carter, CB, CBE
Director of the College

John Lewis-Hughes, OBE, LFAIES
Deputy Director, NSW State Emergency Services and
Civil Defence Organisation

Mike Currie
Director of SES, Victoria

Lance Gardiner
Director of SES, Tasmania

Brian Lancaster, ESM, LFAIES
Director of SES, South Australia

Malcolm Bromell
Director of SES, Western Australia.

Items included on the agenda at that first meeting and considered or resolved were: inter alia, progress with the development of the Institute at State Divisional levels, consideration of the draft interim Constitution (Articles/Memorandum of Association and By Laws), applications for membership, admittance of the ACT and Northern Territory as Member Divisions, certificates of admittance as members of the Institute, emblem/insignia of the Institute, application to Commissioner of taxation that Institute fees be allowable for income tax concession purposes.

Much of the work involved in writing the Constitution was performed by John (Lew) Lewis-Hughes, who was the Deputy Director of the NSW State Emergency Services and Civil Defence Organisation. Lew was one of the main advocates in getting the Institute “off the ground” and carried out a lot of the early “spade work”.

A total of forty one (41) applicants from various States sought admission and were granted accreditation by the council. Those who are still financial members of the Institute and whose membership was accepted at that meeting are on the following page.

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John Hue Lewis-Hughes - NSW (Life Fellow)
 Robert Armand Maul - NSW (Life Fellow)
 Gregory Robert James - NSW (Fellow)
 James Michael Pullin - NSW
 Harry Standish Pegg - Qld (deceased 2006)
 Brian Fred Lancaster - SA (Life Fellow)
 Noel George Hodges - SA

At the second meeting of the General Council in Brisbane on July 26, 1977, following application and admittance of a further 40 members from various parts of Australia and statements by various council members that the Institute would continue to grow steadily in the foreseeable future, it was resolved that meetings could now be held in NSW, Vic, SA and Qld to elect office bearers. Mention was also made that the draft Constitution being prepared by Mr Lewis-Hughes would be completed for consideration by the council by the end of 1977. It was further resolved that a qualifying period of four years in an emergency management capacity or work related activity in a counter disaster organisation was mandatory as a qualification to join the Institute, and that the minimum age of admittance was to be 23 years of age (amended in 1974 to 21 years).

Additionally, the General Council agreed to issue a quarterly journal for distribution to its members and that Mr Tony Stackhouse (deceased 2004), the editor of the SES and CD Bulletin, had agreed to be the first editor of the Institute's journal. The Director of the National Emergency Services College agreed to subsidise the printing and distribution of the journal to members until the Institute could find a publisher who would be willing to cover the cost of publishing the magazine and its distribution.

"Lew was one of the main advocates in getting the Institute "off the ground" and carried out a lot of the early "spade work"."

At its first Annual Meeting in June 1979, General Council (which replaced the earlier interim council) elected a nominated representative from each state. The states represented were Victoria, New South Wales, Queensland, South Australia, Tasmania and Western Australia. NSW was to represent the ACT and NZ and South Australia the Northern Territory until State Divisions could be set up in those States. Those elected for office at the first Annual Meeting of General Council (the Executive Body of the Institute) were John Lewis-Hughes (NSW), President; Alan Winsor (Qld), Director of SES, Vice-President; Joe Paul, Director of SES (Tas); Brian Lancaster, Deputy Director of SES (SA); M Currie, Director of SES (Victoria) and Lance Butler, Director of SES (WA). Air-Vice Marshall "Nick" Carter was appointed as the Institute's Patron. Brian Donovan, Registrar of the National Emergency Services College, was elected as the General Secretary of the Institute.

A further 103 applications for admission to the Institute were received and these applicants were admitted, thus making a total of over 250 members of the Institute throughout Australia. Issues raised and resolved at this meeting were:

- a. The introduction of a General Council levy (fee) on Divisional Boards, the levy to be 50% of the annual subscription fee of each financial member and was to cover general expenditures to be incurred by General Council for Institute activities, memorabilia, stationery and certificates, equipment etc. General Council also established a bank account.
- b. The acquisition of badges and ties for members of the Institute, which would display the Institute's insignia.
- c. A range of amendments to the draft Constitution, which included the definition of an "emergency officer"
- d. The admission of Police Officers as Institute members.

By June 1983, the Institute's membership had grown to 450, and a Constitution (Articles of Association and By Laws) approved and printed. This Constitution is still in use today with very few amendments. At this time it was also decided that the Institute should be a corporate entity to protect members. The journal of the Institute, "National Emergency Response", was being issued to members on a quarterly basis. The Constitution was also amended by inserting a clause which made it illegal for any company, group or individual to use the Institute's insignia/logo without the approval of General Council. The Institute became a corporate body a little later and was granted an official Australian Company Number by ASIC, after the Institute's Constitution was approved by all State Government Company Offices as a registered limited company. Today the Institute's Australian Business No is 75 050 033 764.

Bob Maul

General Secretary/Registrar

2004 BOXING DAY TSUNAMI

“SOUTH AUSTRALIAN FIELD MEDICAL TEAM”

Deployment to Banda Aceh, Indonesia, January 2005

Robert E Hegarty, FAIES

Senior Emergency Management Co-ordinator, Department of Health, South Australia

SUNDAY, DECEMBER 26, 2004

A powerful undersea earthquake in the Indian Ocean near Sumatra caused a massive and devastating tsunami. The tsunami impacted a number of countries including India, Sri Lanka, East Africa (Kenya and Somalia), Burma, Bangladesh, Malaysia, the Maldives, Thailand and Indonesia.

MONDAY, DECEMBER 27 (PUBLIC HOLIDAY)

The SA Chief Medical Officer (Prof Brendon Kearney) was asked to assemble a Field Medical Team, to be part of the immediate Australian response to the massive tsunami.

TUESDAY, DECEMBER 28

The initial Team was assembled and consisted of 14 members, including Surgeons, Emergency Physicians, Operating Theatre Nurses, Paramedics, Public Health Physicians and Environmental Health Officers.

“THE CREW BEHIND THE TEAM”

My role:

WEDNESDAY, DECEMBER 29

The time was around 1200 hrs, I was informed that I had to get the Team of 14 and its medical equipment, medical supplies, etc up to Sydney that afternoon. I must say, it took a bit of juggling, but I was able to get the whole Team booked on the 1640 hrs QANTAS flight out of Adelaide Airport. The medical equipment and supplies were sourced from RAH stocks, with SA Ambulance Service organising its transportation to Adelaide Airport.

It was assumed that the equipment and supplies could travel on the same flight as the Team — “Wrong!” As the Team were checking in, the SAAS officer suggested that I accompany him over to the Australian Air Express Depot. There I discovered the reason he was right about the equipment and supplies not travelling with the Team. In front of me were 14 pallets, 6 were just IV fluids. All up the lot weighed around 5,700kg. It was decided that the IV fluids would be loaded onto a semi and trucked to Tullamarine Airport, where it would be loaded onto a wide bodied jet for the flight to Mascot. Meanwhile, the balance of the pallets would be broken down and forwarded on other flights going to Sydney that afternoon and night.

THURSDAY, DECEMBER 30

Australian Air Express rang me at about 1000 hrs and advised me that all the loose cartons had arrived in Sydney by midnight, Wednesday, and that the pallets of IV fluids had also arrived at Mascot at around 0920 hrs that morning.

Only two members of the Team were deployed to Sri Lanka and the Maldives, as part of Team “CHARLIE & DELTA” and they both had Public Health skills.

FRIDAY, DECEMBER 31

After discussions between the SA Government and AusAid/NSW Ambulance Service, it was decided to bring the remaining members back to Adelaide for New Years Eve. I organised the return flights for the Team to return home. “I thought that was that!”

MONDAY, JANUARY 3, 2005 (PUBLIC HOLIDAY)

I received a call from Prof Kearney, to say that he’d been asked by EMA/AusAid to organise a new SA Field Medical Team, which was to include Plastic Surgeons. During the Public Holiday and the next morning, Prof Kearney was able to assemble a Team of 23.

TUESDAY, JANUARY 4

We were advised that the Team would need to deploy with sufficient stores and equipment to operate independently and completely self sufficiently for approximately 14 days. The reason being that there was no guarantee of any local support in any way, because of the total destruction wrought by the tsunami on the area they would deploy to. That area was to be Banda Aceh, Indonesia. The SA Field Medical Team would be known as Team “ECHO” and take over from Team “ALPHA & BRAVO”, made up of WA & NSW members.

Our Team was made up of Surgeons, Emergency Physicians, Operating Theatre Nurses, Paramedics and included a SAMFS Officer, who would look after the non medical needs and the day to day logistics for the Team.

To be self sufficient, I wrote down what I thought I’d like to have with me (calling on my previous RAAF experiences when going bush), listing things like a six person tent – for three people, mosquito (dome) net, fold up bed, blow up mattress, tropical weight sleeping bag, fold up chair, 20 litre water jerry can each, for (say) a group of 15 members. This would be a starting point to work on with additional items such as canned and de-hydrated food, and water being added.

I approached Supply SA with the basic list of personal equipment and supplies, seeking their help to pull together the Team’s logistics needs. Led by John Vella, they were extremely helpful and during the day assembled pallets of equipment and supplies.

That evening, the Team and Support Crew met at the SAAS HQ Building in Eastwood. Dr Hugh Grantham, Chief Medical Officer, SAAS, was appointed ECHO Team Leader.





Mr Bruce Winter, Dr Ivan Bastian, Professor Brendon Kearney and Mr Dick Turnbull - SA Tsunami Field Medical Team — “Echo 2”, IMVS Laboratory Group, departing Adelaide Airport for Banda Aceh, Indonesia, Monday, January 10, 2005.



14 pallets, weighing approximately 5,700kg of equipment and medical supplies, being trucked to Tullamarine Airport, Melbourne.



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The Virgin Blue aeroplane, donated by Sir Richard Branson, to take the team to Indonesia.

It gave the Team a chance to meet each other and receive a briefing on the Team's mission to Banda Aceh, Indonesia. A representative from EMA (Mr Peter Willett) also briefed the Team on aspects of their deployment.

WEDNESDAY, JANUARY 5

Most of the Team spent the day working on re-packing the medical equipment and supplies into space cases to stop it from getting wet in Banda Aceh. The Team were due to fly out of Adelaide the next morning.

I had a DH finance officer arrange for the purchase of \$32,000,000 Indonesian Rupiah from various Banks around Adelaide, as local currency was all that could be used in the devastated area.

I picked up a Satellite Phone for the Team to use in Banda Aceh and arranged for Team t-shirts and baseball caps to be produced. The Team met again that evening at SAAS HQ, where they were each issued with personal backpacks, camel back water packs, the t-shirts and caps, medication they had to commence taking for malaria, Indonesian Rupiah, etc. We had purchased nearly all the available Rupiah in Adelaide.

Sir Richard Branson donated a Virgin Blue 737 aircraft to transport the Team ex Adelaide, via Darwin to Medan, Indonesia.

THURSDAY, JANUARY 6

Patrick's Defence Logistics provided two staff to assist the Team and all its equipment and supplies to Banda Aceh. The 23 member Team and the two Patrick's staff

boarded the 737, with every seat on the aircraft having a 5 litre cask of water stored underneath it. The aircraft was loaded with as much stores and equipment as would fit. There was only one pallet of IV fluids and half a pallet of tinned fruit left behind. However, this was soon on its way to Richmond RAAF Base, to be transported by C130 Hercules aircraft. We were still trying to arrange overnight accommodation for the Team in Medan, Indonesia, whilst the aircraft was in the air between Darwin and Medan. This finally achieved, everyone involved took a breath and I finally got to go out and have a normal lunch break.

After lunch, I was told that (no joke!) Prof Kearney had been asked to bring together a complete "Laboratory Team and Equipment" as soon as possible, for deployment to Banda Aceh and join ECHO Team. Dr Ivan Bastian, Mr Bruce Winter, and Mr Dick Turnbull from the IMVS volunteered to go, even at such short notice. I arranged for all their personal equipment, food, etc., to be made up by Supply SA.

I had to organise for our Finance staff to purchase another \$3,000,000 Rupiah, which forced American Express to acquire more Indonesian Rupiah from interstate, as they were getting inquiries for the currency from areas of the Media and Aid Agencies.

FRIDAY, JANUARY 7 – 'TEAM ECHO IN TRANSIT'

During the morning, we received word that ECHO Team was having problems getting to Banda Aceh. In between the 737 leaving Darwin and arriving in Medan, it was diverted to the Island of Batam, off the coast of Singapore, and they had to overnight there and ended up being accommodated

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at the local Novatel Hotel. The next morning they again departed for Medan, only to be again diverted to firstly Kuala Lumpur, where they stayed aboard the aircraft, sitting on the tarmac for three hours. They then flew to Penang International Airport, Malaysia, where they had to unload all the equipment and supplies so the Virgin Blue 737 could return to Australia. The Patrick's staff organised for all the Team and gear to be transported to Butterworth Air Base, the time being 0300 hrs. There everything, including the Team, was loaded onto a RAAF C130 Hercules, finally departing for Banda Aceh at 0500 hrs.

FRIDAY 7 & SATURDAY 8 JANUARY

The Laboratory Group got together all the equipment to basically set up a lab from scratch, including the purchase of six brand new fridges to go with them.

SUNDAY, JANUARY 9

I drove into the IMVS, to ensure all the laboratory equipment and supplies were picked up and transferred to RAAF Base Edinburgh Air Movement Section. There it was downloaded onto aircraft pallets and it all departed Edinburgh that afternoon for RAAF Base Richmond, NSW. On arrival, it was loaded onto a RAAF C130 Hercules that was due to depart on Monday, January 10.

MONDAY, JANUARY 10

The Laboratory Group departed on a QANTAS flight to Sydney, to join up with the Hercules at Richmond Air Base. The aircraft departed for Indonesia via Darwin, Butterworth and then onto Banda Aceh. The Laboratory Group was given the designation of "ECHO 2" and joined with Team "ECHO" once operational.

FRIDAY, JANUARY 21

Team ECHO 1 arrived back in Adelaide.

THURSDAY, JANUARY 27

ECHO 2, the Laboratory Group, arrived back in Adelaide.



MY THOUGHTS

The whole SA Field Medical Team performed above and beyond the call of duty and no doubt saved many lives and greatly assisted the injured people of Banda Aceh. I myself feel humble and proud to have assisted them in their wonderful life saving deployment.

THE FUTURE

South Australia may be asked to deploy more Field Medical Teams if required, to Banda Aceh, Indonesia or elsewhere.

Program Overview

The Volunteer Leaders Program is a 5 day intensive program held at the Australasian Institute of Police Management (AIPM), Manly, NSW. The program, developed by the Australasian Fire Authorities Council (AFAC), aims to develop the leadership potential within the volunteer services so that leaders and organisations are better prepared for future challenges and changes.

This program is designed for current and emerging leaders of Volunteer Emergency Services and Associations and focuses on developing leadership capabilities, extending industry knowledge and forming strategic alliances. This is achieved through:

Examining	▶▶▶▶▶	Leadership issues
Exploring	▶▶▶▶▶	Corporate governance roles and responsibilities
Recognising	▶▶▶▶▶	Different leadership styles & behaviours
Strengthening	▶▶▶▶▶	Personal effectiveness & workplace relationships
Achieving	▶▶▶▶▶	Work/life balance

Program Sponsor



Australian paint manufacturer Dulux and hardware retailer Bunnings Warehouse have joined forces to raise funds and provide support for fire services throughout Australasia. Dulux/Bunnings sponsored the Australasian Fire Authorities Council (AFAC) Volunteer Leaders Program and the Developing Future Leaders. Both programs have proven to be an outstanding success and are now run annually at the Manly (Sydney) campus of the Australian Institute of Police Management (AIPM).

Dulux/Bunnings have committed to supporting the *Volunteer Leaders Program* in recognition of the importance of emergency service volunteers and the vital contributions they make to the ongoing safety and wellbeing of our community.

The sponsorship covers program costs for successful nominees including tuition, course materials, meals and accommodation at AIPM, Manly. Agencies are required to cover travel costs for their participants.

Program Design

The program design is based on a collaborative learning model which includes the elements shown below:



The Provider: Australian Institute of Police Management

The Australian Institute of Police Management contributes to the development of Australasian policing, emergency service organisations and other public safety agencies through the provision of applied programs in strategic management and leadership development. The success of these programs has earned the AIPM international recognition as a provider of quality customised programs.

Being an industry based learning institution, admission to AIPM programs is dependent on selection of a candidate by the student's home agency – nominations from individuals are not accepted. This ensures all participants have the co-requisite industry experience and confirms organisational endorsement that students of AIPM programs are considered to be outstanding representatives of the organisation and have the ability to apply their learning in their own environment.

Program Strengths

- Internationally recognised provider • Great location • Sharing of knowledge and experiences • Building relationships • Speakers who are leaders in their fields •

Agency Responsibility

- Organising and financing travel arrangements and any applicable living allowances for the duration of the residential.
- Supporting the professional development of the participants by ensuring that they experience minimum disruption during the residential.
- Making nomination decisions with due consideration for equity and diversity issues.
- Notifying AFAC in writing immediately if a nominee is unable to attend.

Key Dates

Program 1	Arrive:	Wednesday 11 April 2007	10.00–11:30am
	Depart:	Sunday 15 April 2007	2.00 pm
Program 2	Arrive:	Wednesday 10 October 2007	10.00–11.30noon
	Depart:	Sunday 14 October 2007	2.00 pm

Nominations close: Friday 16 February 2007 5pm

Please ensure all completed nomination forms for your agency are forwarded by the appropriate training coordinator to AFAC listed in priority order by the closing date.

AFAC will advise nominees and agency contact personnel the outcome of the selection process for both program via email in mid-March.

Further Enquiries

Ms Kerrie Ruff
(AFAC Program Administration)
Tel: +61 3 9418 5215 Fax: +61 3 9419 2389
Email: kerrie.ruff@afac.com.au

Ms Sally Fairbrother
(AIPM Faculty Administration Manager)
Tel: +61 2 9934 4846 Fax: +61 2 8905 9315
Email: sfairbrother@aipm.gov.au



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VALE

RAY LENNOX, LFAIES

It is with some regret that I have to report that Ray Lennox, one of our former long lasting General Registrars, passed away in early October 2006. Ray was one of our original members and subsequently became a Fellow of the Institute, and was later awarded Life Fellowship by General Council of the Institute Board for services rendered to the Institute over many years.

Ray joined the NSW Public Service in the early 1950s. He studied Accountancy and became an Associate of the Australian Society of Accountants after passing his examinations in the 1960s. Ray's early career was spent with the NSW Public Service Board, where he was subsequently appointed as an Inspector.

In 1974, Ray was transferred to the NSW Civil Defence Organisation and State Emergency Services and appointed as Assistant Director (Administration).

In 1983, following the retirement of Mr J H Lewis-Hughes (Lew to all his CD/SES colleagues), Ray was appointed as Deputy Director of the State Emergency Services and Civil Defence Organisation and served under a number of Directors of CD/SES, among them Police Commissioners Cec Abbott and Ken Avery. Ray retired from the SES/CD Organisation in 1988 and lived in retirement at Woy Woy until his death in 2006.

I am sure that all those who knew him are sad to learn of his passing. Our sincerest condolences are extended to all his family and close associates.

Bob Maul

General Secretary/Registrar

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DYING TO GET HOME

INSPECTOR DAVID PATON FAIES, MAIPIO

Retired Police Officer

From the Hobart Safety 2001 Seminar, July 11, 2001, Wrest Point Casino.

I have no doubt that all of us at one time or another has seen idiotic behaviour on our roads. Some of us, either through our professional occupations (both past or present), or as a JP sitting in the Traffic Courts, have seen or heard a wide range of plausible or otherwise excuses for driver behaviour.

Issues relating to road safety and driver behaviour are in the public domain continually and there is currently a strong road safety media campaign being conducted by our major Hobart newspaper, The Mercury.

The following is a presentation that I gave to a road safety seminar at the Wrest Point Casino in July 2001. By way of background, in addition to my occupation (prior to my retirement in 2004), as outlined in the presentation, I was also a member of the Australasian Traffic Policing Forum, Tasmanian Road Safety Task Force Board and the substitute Police Member on the Tasmanian Road Safety Council.

"For those of you who do not know me, my name is David Paton; I am the Inspector in Charge of Tasmania Police Traffic Liaison Services.

This seminar has heard from a number of presenters this morning, touching on a wide range of topics. I would like to take a serious but light-hearted few minutes of your time addressing experiences that I have come across during my 33 years+ police service coupled with observations from other members both from within this state and interstate.

I am looking from the angle of the psychology of driver behaviour i.e. what makes some people tick. The observations and comments I will be touching on were not all committed by some very inexperienced juvenile drivers, but a whole diverse range of people of both sexes and ages. Why is it that people seem to change when placed behind the wheel of what could be described as a "potential lethal weapon"?

The theme of this seminar is "Dying to get home safely" — the actions of some of the drivers I am about to tell you about could certainly have lead directly or indirectly to accidents with fatal or serious consequences. If it wasn't so serious, no doubt had videos been available, a prize may even have been won on Australia's Funniest Home Videos or the World's Worst Drivers TV shows.

I would welcome any comments or suggestions as to what more we can do collectively to try to curtail these problems, which at any time could affect you or me, our children, parents, grandparents, friends, workmates or anyone we know.

DRIVER BEHAVIOUR

A woman was intercepted driving to work one morning at Russell Hill in the ACT, as the police officer had witnessed her eating something with a spoon whilst driving. Upon stopping her he found that she had a bowl of breakfast cereal on her lap and this was what she had been eating from.

A middle aged man was observed driving across the Tasman Bridge at Hobart examining his false teeth which he was holding in his hand.

A man driving across the Tasman Bridge around 7.45am on a weekday was seen brushing his teeth.

On more than one occasion, drivers have been seen trying to negotiate the railway roundabout at Hobart with a street map unfolded across the steering wheel. One was also seen trying to talk on a mobile phone at the same time. All had front seat passengers who would have been quite capable of at least holding the street map, let alone the mobile phone!

Women drivers seen: Applying lipstick whilst driving, brushing their hair whilst driving, applying make up whilst driving.

Recently a police officer attached to the Hobart Traffic Section was travelling on the Tasman Bridge towards Hobart when he saw a car travelling towards him around the speed limit in the far left lane. Nothing out of the ordinary you may say — except that the car bonnet had blown up and back against the windscreen. When the driver was spoken to after he stopped on the East Derwent Highway at Rose Bay and asked why he hadn't stopped immediately, the driver advised that he felt scared stopping on the bridge.

Police attended a multi-car pile up on the Tasman Bridge which had been caused by a woman driver looking in the rear view mirror trying to put on her lipstick and running into the car in front. Seven other cars hit her and each other. When attending police arrived, they found her face smudged with bright lipstick — she was more concerned about her personal appearance and seemed oblivious to the chaos around her.

Police in Tasmania, the ACT and Queensland all advise of having stopped motorists at night in rural areas with no lights on. When stopped and asked why, each driver had explained "I just got back from overseas" or similar.

I once followed a motorist mid morning from the Bridgewater roundabout to near the Ross bypass, a distance of some 100kms. The motorist was driving quite sensibly initially, however the further North we travelled, ever so slowly the driving became a little more erratic. The speed very slowly crept up, the overtaking wasn't as neatly carried out and more of the lane was being used up. The driver was alone. Upon being intercepted I recognised the person as a very well known motoring professional. There was no trace of alcohol or tiredness. The cause — the driver had been talking hands free on a mobile phone non-stop since North Hobart. It was a business call from the mainland and it turned out that the more involved the business conversation became, the less concentration was going into the driving. The driver received one hell of a shock when I related my observations.

A speed camera was positioned on the side of the road in plain view at Ulverstone last Christmas. A Christmas stocking was hanging from the unit and a Christmas hat on top. The operator could not believe the number of speeding offences he was still picking up.

A driver was seen to be drifting across into the oncoming lane near a rest area just north of Oatlands on the Midlands Highway. As an off duty police officer pulled alongside, she saw that the front seat passenger had an orange in one hand which she had been trying to peel and was leaning across and steering with her right hand; whilst the driver was sitting back in her seat trying to light a cigarette with both hands. I forgot to mention, all this whilst travelling at 100km/h.

An Eastern shore motorist was recently detected by speed cameras nine times in space of eight days in and around Hobart (This driver stands to lose \$1040.00 and 22 demerit points). At least three of the photographs were nighttime photos on the bridge which would mean that the driver should have been aware of the camera flash. Three of the offences occurred within one 24 hour period. Perhaps this may link in with Dr Swan's presentation on the effects of driver fatigue as the offender was a taxi driver.

A speed camera photograph was taken in northern Tasmania. The angle of the photograph was the front left as the vehicle approached the camera. As the limit was 60km/h and the driver was doing 93km/h, a photo was taken. Upon being checked at the adjudication stage it was ascertained that:

- The right hand wheels were very close to if not on the centre line,
- The driver's left hand was being held against the left ear, with the elbow clearly visible,
- The driver's right hand was holding a mobile phone to the right ear, with the elbow clearly visible,
- The registration had expired some months earlier.

In this case I can only presume that the driver was steering with his knees.

A motorcyclist was photographed by a speed camera travelling at 139km/h. An "L" plate was clearly visible at the rear — as was his right foot which was stretched back over the rear registration plate.

"When asked if he had any explanation, he said that he was too busy trying to catch up and perve on a female driver's breasts in the car in front at the time to see the speed limit sign."

Recently during daylight savings, a marked police car was set up on the Brooker Highway in the 60km/h zone at Granton. The roof bar had the message "SPEED CHECK" flashing, the officer was wearing full uniform, his glow vest and had a laser speed detection device. In daylight in the space of one hour, he stopped ten motorists for speeding, the highest being 81km/h. He had observed cars travelling in the opposite direction flashing their lights at oncoming motorists and even heard his location broadcast on one of our local radio stations (who claim to broadcast speed detection locations in the interest of road safety, yet somehow do not do the same for random breath test areas) The common explanations from the drivers stopped were that either they were day dreaming or not concentrating, even though they saw him they still didn't think to slow down.

A truck driver carrying a load of logs was stopped after being detected at 100km/h in an 80km/h zone. When asked if he had any explanation, he said that he was too busy trying to catch up and perve on a female driver's breasts in the car in front at the time to see the speed limit sign.

Early last year I was in NSW with my interstate counterparts doing a trial run for the Olympic Torch Run. We were travelling on the Hume Highway in an unmarked police van when we were overtaken by a loaded semi trailer doing in excess of 130km/h. The driver was subsequently spoken to and a search of the cabin revealed a quantity of amphetamines and cannabis. It was ascertained that he was using amphetamines of a day to stay awake, and when he took a break he was so hyped up he had to smoke cannabis to bring him down so that he could get a couple of hours shut eye. Upon waking he then took amphetamines to stay awake. The rig and load he was driving was worth in excess of \$300,000.00. It is common knowledge that this is not an isolated problem on the mainland but what is the industry really doing to weed the cowboys out?

EXCUSES

SEAT BELTS

- I thought I was wearing it
- I just took off from the shop (when one driver was questioned further the shop referred to was 30kms away)
- It doesn't fit me



SPEEDING

- I wasn't thinking
- I wasn't concentrating
- It wasn't dangerous
- Everyone does it
- It feels right
- It was unintentional
- In a hurry
- Forced to — driver behind too close to me
- The limit is wrong
- Have ABS/fast car
- Limit doesn't apply — I'm a good driver
- Not much over limit
- My speeding is moderate
- Did not see the sign
- Signs are unreliable
- Keeping up with traffic
- No police around
- Was emotionally upset

MOBILE PHONES

- I was checking voice mail — its not really using the phone
- I was only reading/sending a text message, I wasn't talking on it

CAMERA CLASSICS:

- "The fog was so thick I didn't see the speed limit signs. To show you how thick it was I had even asked my passengers where we were."
- "I was off to a hot date. When you get to my age, the chances of a hot date are few and far apart and I guess my mind was on what it may lead to." (In my response to that particular driver I reminded that person of the old maxim "It is better to arrive late and enjoy the date and prospects of what may happen afterwards than not to arrive at all." I received a very nice letter back advising that this would be born in mind in the future should a similar chance arise again).
- There seems to be an epidemic of diarrhoea in Southern Tasmania, mainly suffered by mainland drivers crossing the Tasman Bridge.

These are just some examples of what we are seeing on our roads. I am at a loss to try and understand the drivers' thinking patterns and as to why some people seem to have a partial or complete personality change when they get behind the wheel of a motor vehicle.

As I mentioned at the beginning of my presentation, I would welcome any feedback or suggestions."

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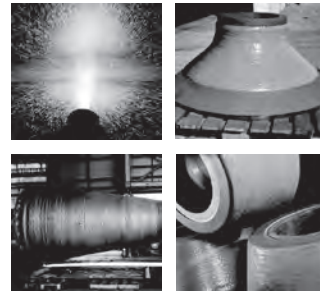
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RECRUITING YOUNGER FIRE SERVICE VOLUNTEERS

An example of 'research adoption' of Bushfire CRC research outcomes by an end user agency.

Fiona O'Loughlin¹, Charles King¹, Jim McLennan² & Adrian Birch²

¹Country Fire Authority, CFA Member Services, and ²Bushfire CRC Volunteerism Project, La Trobe University

Reprinted with kind permission from Bushfire CRC, Fire Note Journal Issue 11, January 2007.

In the first survey of its kind, a Bushfire CRC survey following firefighting volunteers 6, 12 and 24 months after recruitment, is providing research for improved volunteer recruitment strategies for CRC partner agencies.

Australia's population is ageing. Consistent with this trend, the volunteer memberships of Australia's volunteer-based rural fire services are also ageing. In response to this trend, CFA initiated the New Volunteer Members Tracking Project in collaboration with the Bushfire CRC.

A preliminary survey of new volunteers conducted after six months in the CFA found that self-oriented motives (career advancement, new skills, new friends, new challenges) were more relevant for younger volunteers (<35 years) compared with older volunteers. These findings informed CFA's October 2006 recruitment campaign. Those who responded were younger overall than those who joined in the period April-September 2005. It was also found that younger enquirers made much greater use of CFA's web site and online download facilities, compared with older enquirers.

BACKGROUND

Australia's annual birth rates have declined over the past three decades. It is predicted that the percentage of the population aged 65+ will be about 25 per cent by 2040, while growth in the traditional workforce age range (18-60 years) will slow to almost zero (McLennan & Birch, 2005).

Australia's volunteer-based rural fire services are not insulated from these demographic changes. Almost all agencies report concerns that the age of their volunteer membership is rising. Over the period 2001-2006 the median age of CFA's volunteer membership rose from 40 years to 46 years. This is a potentially serious development for fire agencies since operational fire fighting can be a very physically demanding activity.

Clearly, volunteer-based fire agencies would like to halt and reverse the ageing of their volunteer memberships by recruiting and retaining greater numbers of younger (<35 years) volunteers. However, other social factors, including changes in the nature of work in Australia, make this difficult.

A SURVEY OF NEW VOLUNTEERS

As one component of enhancing volunteer recruitment and retention, the CFA, in collaboration with the Bushfire CRC Volunteerism Project team, initiated the New Volunteer Member Tracking Project. This involved surveying all new



volunteers approximately six months after joining. The questionnaire asked what prompted them to join, their reasons for joining, how easy it was to make contact and what their initial experiences were on joining the brigade. Demographic information was also sought such as age, gender, education, occupation, marital and family status. The aim of the project is to provide the CFA with information about improvements in recruiting, training, supporting, and retaining their volunteers.

It is proposed to re-survey a sample of the volunteers after:

- 12 months to find out about their experiences during firefighting operations;
- 24 months to find out the impact of fire service volunteering on work and family life, health and fitness, and personal development.

A more detailed description of the project is available in McLennan, Birch, and King (2006).

OUTCOMES FROM THE PROJECT

Survey returns from 455 new volunteers (311 men and 144 women) were analysed. Ten potential motivations for joining CFA were listed on the survey form and participants were asked to rate the importance of each. These ratings were analysed and three clusters of motivational factors were identified: Self-oriented motivations (4 items), Community safety oriented motivations (4 items) and Community contribution motivations (2 items). The ratings for the items making up each cluster were summed to generate for each volunteer three motivations scores: self-, community safety-, and community contribution-oriented motives.

To investigate age and motivation to volunteer, the means of the three motivation scores for volunteers aged 18-34, 35-44, and 45+ years were compared. There were no significant differences across the three age groups for mean scores on community safety and community contribution motivations. However, self-oriented motivations were more important for volunteers 18-34 years compared with volunteers in the two older age groups. This suggests that while younger volunteers are no less motivated by community safety and community contribution issues, they are rather more likely to be motivated by self-oriented issues (career, new skills, new friends, personal development) compared with older volunteers (Birch & McLennan, 2006).

Respondents were also asked to rate the importance of seven sources of information about volunteering with CFA. The source rated overall as least important was the CFA website. Further, there was no difference between younger volunteers (18-34 years) and older volunteers in the rating of the website for importance in their recruitment. This finding runs counter to what is known about e-marketing and e-commerce generally, where the web is generally the preferred medium for people under 35. For CFA, the findings identified a need to update the volunteer recruitment related pages on the CFA website.

BUSHFIRE CRC RESEARCH MAKING A DIFFERENCE

As part of the planning process for CFA's October 2006 volunteer recruiting campaign, the web page providing information on becoming a CFA volunteer was upgraded and a downloadable enquiry form made available, which could be emailed or faxed to CFA. In addition, the finding that younger volunteers were more likely to be motivated by self-oriented issues compared with older volunteers was noted and incorporated in the previously successful *Does the hat fit?* volunteer recruitment strategy. A key aspect of the marketing component was the preparation of five different newspaper advertisements, each to run once over five weeks in local and statewide newspapers. These advertisements featured a mix of self-oriented, community safety oriented, and community contribution oriented motivational messages.

At the conclusion of the campaign, a total of 320 enquiries had been received by CFA. As well as requiring contact details, the enquiry form also asked how the enquirer found out that CFA was seeking volunteers. Advertisements in a local newspaper was the most frequently reported prompt to seek more information.

The median age of the enquirers aged 18+ was 33 years. The median age of those who volunteered during the period from April-September 2005 was 40 years. This suggests that the campaign was effective in engaging the attention of younger potential volunteers. Of course, it remains to be seen how many of the enquirers proceed to become volunteer CFA members and what is the age profile of those who do so.

While many factors determine the number of enquiries in response to a statewide volunteer recruitment campaign, the number of enquires (320) was substantially greater than those received following the October 2004 (69) and October 2005 (137) campaigns. Downloading the online enquiry form and emailing or faxing this was the most common means of enquiry (54%), followed by using the 1800 telephone number (40%).

The enquiry form asked enquirers to report their age. This allowed researchers to compare younger and older enquirers on how they made their initial enquiry contact with CFA. For younger enquirers the most common method was to visit the CFA website and download the enquiry form (60%). For older enquirers, the preferred method was to phone the 1800 number. It appears clear that younger potential volunteers do, indeed, have a strong preference for using the web as a source of information about volunteering.

FUTURE DIRECTIONS

CFA will follow-up the enquiries to see who became a volunteer and what factors differentiated between those who did and those who did not. This report illustrates how an agency can identify potentially relevant information from a Bushfire CRC research project and immediately implement it within an existing system for subsequent evaluation.

For more information about the *Does the hat fit?* volunteer recruitment strategy contact Charles King, c.king@cfa.vic.gov.au. For more information about the Bushfire CRC Volunteerism Research Project go to the Bushfire CRC website: www.bushfirecrc.com or contact Jim McLennan: j.mclennan@latrobe.edu.au

ABOUT THE BUSHFIRE CRC VOLUNTEERISM PROJECT

The Bushfire CRC's Volunteerism project is working with Australian volunteer based fire agencies on research into factors impacting on the recruitment and retention of volunteer firefighters.

The research involves conducting interviews with current volunteers, developing case studies of best practice brigades and surveys of employers of volunteers. It is tracking the experiences of new volunteer recruits as they move through recruitment, induction, training and initial deployments to fires and related emergency incidents. It is also exploring attitudes of employers of volunteer firefighters, increasing diversity in volunteer workforces—including women volunteers and volunteers from culturally and linguistically diverse backgrounds and the impacts of volunteering on families of volunteers.

The results are providing fire agencies with valuable information to help strategic planning and policy development concerning volunteers and highlighting new ways to recruit and retain volunteer firefighters.



CONFERENCES

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National Web Site: www.aies.net.au

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The Registrar - VIC Division of Australian Institute of Emergency Services.
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Email: registrar.vic@aies.net.au

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To provide a professional body for the study of the roles and functions of Emergency Services and Emergency Management Organisations throughout Australia, and the promotion and advancement of professional standards in these and associated services.

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- To raise the status and advance the interests of the profession of emergency management and counter disaster services administration.
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- To provide opportunities for association among members and students to promote and protect their mutual interest.
- To facilitate full interchange of concepts and techniques amongst members.
- To bring to the notice of the public such matters that are deemed to be important for safety and protection of the community and to promote research and development of emergency services generally.
- To establish a national organisation to foster international cooperation in counter disaster services administration.

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- Reduced fees for members at Institute Seminars and Conferences and an information service supplied by professional experienced officers.
- A Certificate of Membership.
- The opportunity to use the initials of the particular membership status after your name.

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National President Maurice Massie, QPM, LFAIES	Phone: (03) 6248 6373 Email: president.national@aies.net.au	
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Editor Mark Sawszak, MAIES	Phone: (02) 4729 3387 Fax: (02) 4722 6296 Email: ner@aies.net.au	PO Box 525 PENRITH NSW 2751
Sub-Editor - NER & Website Martin Page, MAIES	Email: web@aies.net.au	
Sub-Editor - Mailing List Mark Preston, MAIES	Email: mail.ner@aies.net.au	





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