

SOUTH WEST SLOPES ZONE E-NEWSLETTER

District Mangers Report

BY ANDREW DILLON

Welcome to the latest SWS RFS e-newsletter.

Thanks to everyone for turning out to incidents over the last few months. We certainly had a busy end to Autumn with next to no rainfall and bush fires occurring all the way into late May.

Due to the quick and professional response from our brigades, these fires were kept small with minimal damage reported, thank you to all involved.

Mobile Data Terminals (MDT) will be installed in all of our tankers and group vehicles within the next two months. These electronic screens are similar in many ways to those fitted in modern motor vehicles and farming appliances. The screen is interactive and will allow crew members to obtain and share valuable information whilst responding, including incident location and navigation. Training will be provided for members wanting to learn about the features of the MDT, more information is contained in this newsletter.

A reminder to please be careful when reversing in any RFS vehicle, particularly at an incident. Unfortunately, we have seen some accidents occur during reversing manoeuvres that could have been avoided by using a fellow member as a guide. Always utilise a guide when reversing at an incident to help ensure you don't back into anything.

This Issue:

District Mangers Report	1
South West Slopes Staff Update	3
Mobile Data Terminals (MDT)	4
Burrendong Area Command Western Exercise	6
FOCUS ON... Reversing & Manoeuvring Safely	7
FOCUS ON... RFS Safety Hub: new safety reporting system	9
Kings Birthday Honours	11
Taylor's Flat Medal Presentation and Shed opening	12
Harden FCC Medal Ceremony	14
SWSZ CHAPLAIN - Neil Percival	16
RFS Mental Health Services Framework	17
LEARNING & DEVELOPMENT - Training Update	18
Volunteer Training Pathway	19

The Taylors Flat station was opened on 14 June 2025 with a medal ceremony held to recognise a number of long serving Taylors Flat brigade members. The Taylors Flat brigade was formed in 1975 following the devastating 1975 fire that burnt almost all the way to Crookwell.

Six foundation members received medals for 50 years of service each. These special occasions are so important, not only to recognise dedicated service, but also to recall the history of a brigade, how it started and the results it has achieved. Congratulations to foundation members William Kelly, Bob Berry, Michael Kelly, Alan Coles, Albert Wilson and Chris Daley on your 50-year medals.



Congratulations to Andrew Southwell for being awarded the Australian Fire Service Medal. Andrew is truly deserving of this honour, being a highly valued member in the Boorowa area for over 40 years.

Group Officer Southwell is the current serving chair of the senior leadership team, he remains a very involved member of the SWS bushfire management committee and is actively involved in many other RFS functions. Thank you Andrew, for all that you do for the RFS and the SWS district.

Stay safe.
Andrew

“...Six
foundation
members
received
medals for
50 years of
service
each...”



South West Slopes - Staff update

There have been some changes in staff and roles at the Harden FCC...

Farewell!

Many of you would now be aware that Krystaal Hinds has been promoted to the position of District Manager at the Southern Tablelands RFS district. Krystaal had a very positive impact during the five years she worked with us at the South West Slopes, building operational capability within our brigades and supporting our members to succeed. We all wish Krystaal the greatest success in this role. Thankyou Krystaal for everything you achieved at the South West Slopes.

Congratulations!

Jock Corcoran is acting in the OpO3 role which has become vacant with Krystaal's promotion. Jock is currently managing Membership Services and Community Risk for the district as well as taking on the 2IC role at the FCC

Tom Stenner is undertaking a professional development opportunity as an OpO2 whilst Jock is acting in the OpO3 role. Tom has joined us from the Area office in Cowra and will be assisting the district with Learning & Development and Membership Services whilst he is here.

Kat McCauley has been promoted to OpO1 and is currently working under Learning & Development with a focus on the SWSZ training calendar for the year. Kat will head off to OpO school in August for 14 weeks to complete her training.

Welcome!

We welcome on board Sheena Gilmour to the SWSZ as our District Administration Officer. Sheena is new to the RFS and is learning on the go. She is fitting in well with the team here, and has even visited a few of the stations during truck inspections. If you're in the area, pop into the FCC and say hello.



**Thank you and
Farewell
Krystaal!! you
will be missed by
many here in the
SWSZ!!**

Leaving

noun. [lee-ving] 🗣️

the act of abandoning awesome and cool co-workers in search of better life somewhere else.

MOBILE DATA TERMINAL (MDT)

The South West Slopes will be commencing the installation of MDTs in August 2025. This will involve each appliance being driven to a central point where technicians will undertake the required work involving a day for each vehicle. Arrangements are being made for staff to facilitate the majority of vehicle movements for the project. Four installation points have been identified including Coolac, Boorowa, Young and Harden.

Training on how to use the MDTs will be provided to members in late August and will be held in locations across the district. At this stage four separate courses will be held on the 22nd, 23rd, 24th and 25th of August with the locations TBA. An online option to learn how to use the MDTs will also be available.

MDTs are touchscreen Panasonic Toughbook tablets that will be installed in NSW RFS appliances and set up with Adashi incident response software product.

MDTs will not be replacing the vital function that radios have within NSW RFS. MDTs will allow radio traffic to be significantly reduced due to incident information being readily available in the field. This will allow radio communications to be reserved for urgent or critical intel.



Mobile Data Terminal (MDT) continues next page...

MDTs will provide firefighters a number of benefits:

- Enable two-way, real-time sharing of operational intelligence between members in the field and Incident Management Teams (IMTs)
- Responding crews, Incident Controllers and Incident Management Teams can access a single source of incident information, enabling better pre-incident preparation and information actions by crews and strike teams
- MDTs will communicate with existing RFS systems, improving dispatch and response capability
- Simplified data collection to improve data quality and inform decision-making

MDT key functionality overview...

The MDT has two different modes: Adashi Responder mode for first responders, and Adashi Command and Control mode for operational commanders. Responder mode provides incident information relevant to first responders in the field, where as Command and Control mode is for use by Operational Commanders and can be used to manage multiple incidents.

The list of functionalities is not exhaustive but highlights some key features MDT has to offer:

First Responder mode:

- **Crewing** - Add and confirm crew information with member details populated from ACTIV
- **Navigation** - Turn-by-turn directions and navigable fire trails makes driving to an incident/staging area simple
- **Windscreen SitReps** - quickly complete questions on MDT to provide an initial SitRep
- **Brigade Incident Report Summary (BIRS)** - Incident data entered on the MDT pre-populates the BIRS report, simplifying the post-incident reporting process
- **Incident Action Plans on MDT** - IAPs for small incidents can be created immediately in the field. IAPs for large incidents can be uploaded by District staff/OCC in ICON and viewed on an MDT
- **Submit Intelligence from Fireground** - Use the add notes functionality to send free text that flows between operational systems
- **Map Layers** - Hydrant info, land tenure, state and national parks
- **Automatic Vehicle Location** - In first Responder mode, members can view the location of MDT appliances assigned to their same incident



MOBILE DATA TERMINALS

WHAT ARE THE BENEFITS?

FOR FIRST RESPONDERS
MDTs will provide you with up-to-date incident information in the field that is currently unavailable through existing NSW RFS systems, allowing you to be best prepared when responding to an incident. These features include crewing, map and navigation features including navigable fire trails, IAPs, BIRS forms and ability to view the ETA of other responding vehicles

BURRENDONG AREA COMMAND WESTERN EXERCISE

On the 17th and 18th May 2025, a team from our district placed first in the competitive scenario at the Area Western Command Exercise held at Burrengong Dam.

The South West Slopes was represented by four members from the Young Brigade, Jaiden Abbey, Maxwell Long, Geoff Peet and Richard Temme, and one member from Wambanumba Brigade, Victoria Cunnington.

Over 90 RFS members attended the weekend exercise, enjoying the company of crews from other districts. Some of the activities undertaken by members over the weekend included; a field command scenario, tanker maintenance, as well as water transfer and pumping. Information sessions were provided to attendees on a number of new RFS programs and technologies.

Five teams from across the Area Western Command competed in the competitive scenario which involved a motor vehicle accident requiring fire suppression and treatment of injured people. Victoria, Max, Geoff, Richard and Jaiden all undertake regular brigade level training which paid off during the exercise, with the team able to quickly react to everything thrown at them during the demanding hour long scenario.

Our team displayed strong leadership skills and dealt with each activity calmly and effectively, ultimately being awarded the top gong during the award ceremony on the Sunday.

Well done to the South West Slopes team and to the other brigade members who assisted to run local training in the lead up to the event. I'm sure you'll all agree that it's great to see South West Slopes winning events such as these.



Young and Wambanumba members from the winning team in the Burrendong Area Command Western Exercise

FOCUS ON...

Reversing & Manoeuvring Safely

The South West Slopes has recently had a number of low-speed collisions, including two instances whilst a tanker was being reversed. Significant damage was caused as a result of these accidents. The text below, taken from the RFS rural fire driver course, is a good check sheet for all drivers of RFS vehicles to use when reversing.

When manoeuvring NSW RFS appliances and vehicles, it is recommended that the driver use a guide to assist. If no guide is available, it is recommended that the driver dismount and physically check the proposed path and around the vehicle prior to manoeuvring.

A guide is used to advise the driver when there is sufficient time and space to complete a manoeuvre, preferably without stopping any traffic and without placing the vehicle, crew or others at risk. The guide must always be visible to the driver. If the driver loses sight of the guide, the vehicle must stop.

Any vehicle towing a boat, caravan or any other trailer where rearward vision is impeded must have a guide whilst reversing.

The guide faces the vehicle at all times whether controlling from the front or rear. If controlling from the rear, the guide should ensure that you can see them in the mirrors at all times.



STOP - Both arms extended towards the vehicle with hands up and palms towards the vehicle



MOVE FORWARD - Both arms raised towards the vehicle with hands up and palms away from the vehicle, hands moving in a beckoning motion - like 'come to me'



MOVE BACK - Both arms raised towards the vehicle with hands down with palms away from vehicle, hands moving in a brushing away motion - like 'go away or shoo'

Wherever possible, the guide should operate from in front of the vehicle. The signals on the right side of these pages are based upon the guide standing in front of the vehicle.

These signals operate in the same manner whether the vehicle is moving forward or reversing.

A signal must be given to both commence and stop the movement of the vehicle.

If the guide is
out of site or
a signal is not
clear, stop
the vehicle
and await
further
directions or
instructions
from the
guide



APPLY RIGHT LOCK - Guide wants the driver to turn the steering wheel in the direction of the guide's raised arm whilst the signal is being given



APPLY LEFT LOCK - Guide wants the driver to turn the steering wheel in the direction of the guide's raised arm whilst the signal is being given



HOLD EXISTING LOCK - The guides arms are both down beside the body. The driver stops turning the steering wheel and maintains the existing lock until otherwise directed by the guide



RFS



RFS Safety Hub

A new way of reporting safety incidents and hazards

All members, contractors and others in the NSW RFS workplace are responsible for reporting health and safety incidents and hazards. All safety incidents need to be reported within 24 hours of the incident occurring.



WHAT IS AN RFS SAFETY INCIDENT?

A safety incident is any event that causes harm, or could have caused harm, to someone involved in RFS activities. This includes RFS members, contractors, or others working under RFS direction. Examples include:

- Physical injuries
- Psychological injuries
- Illnesses (e.g. cancer, heat stress, dehydration)
- Damage to RFS property (e.g. vehicles, equipment, aircraft, PPE/C, buildings)
- Damage to personal or third-party property
- Near misses with the potential to cause harm or damage
- Use of an RFS Automated External Defibrillator (AED)
- Environmental harm (e.g. fuel spill, soil or water contamination) to the environment.



SIMPLE RULE OF THUMB

Hazard – anything with the potential to cause harm.
Near miss – an incident where harm almost occurred but didn't.
Risk – the likelihood and consequence of that potential harm.



WHAT IS A HAZARD?

A hazard is anything that could potentially cause harm. This includes risks that may lead to injury, illness, property damage, or environmental harm—whether the exposure happens once or repeatedly over time. Going forward, all exposures (e.g. exposure to asbestos and other hazardous materials, as well as potentially traumatic events) will be reported as a hazard. The best way to manage a hazard is to eliminate it. If elimination isn't possible, the risk must be controlled by taking steps to reduce the likelihood or severity of potential harm.



HOW DO I REPORT A SAFETY INCIDENT OR HAZARD?

To report a safety incident or hazard, go to the RFS Safety Hub or scan the QR code, which will take you to the Safety Incident Form and Hazard Reporting Form. Refer to the user guide for more information.



FOCUS ON...

RFS Safety Hub: new safety reporting system

From 1 July 2025, the RFS will be transitioning to a new safety management system known as the **RFS Safety Hub**, hosted on the Donesafe platform. The aim is to create a simplified and streamlined process to lodge safety incident reports as well as manage hazards and risks faced by our members and the Service. The RFS Safety Hub will be the reference point for all safety related information and guidance.

The implementation will be completed in two phases:

Phase 1: Implementation of the online safety incident reporting form and the hazard reporting form

Phase 2: Implementation of the risk register, risk library and various checklists.

What are the changes in Phase 1?

- Implementation of a centralised system
- Online-only safety reporting system that links to Solv (Workers Compensation)
- Only one reporting form for all injuries, illnesses, exposures, property damages and near misses
- New online Safety Incident Reporting Form
- New online Hazard Reporting Form
- As part of the simplification of the system, the reporting forms have been designed to be accessible without logging onto One RFS and will be compatible with a range of devices including mobile phones, tablets, computers and MDTs.

Scan the QR code below to report a safety incident or hazard



SIMPLE RULE OF THUMB

Hazard – anything with the potential to cause harm.

Near miss – an incident where harm almost occurred but didn't.

Risk – the likelihood and consequence of that potential harm.

2025 King's Birthday Honours

Nine RFS members were awarded the Australian Fire Service Medal (AFSM) as part of the 2025 King's Birthday Honours list. Amongst the recipients was our very own Group Captain Andrew Southwell



Andrew Southwell joined the Rye Park Brigade in 1977. Between 1977 and 2005, he displayed extensive leadership within the brigade by undertaking the roles of Deputy Captain, Permit Officer, Vice President, and President. He was a Captain for 10 years and was elected as a Group Captain in 2005, a position that he still holds today.

Andrew has shown distinguished service in the area of community risk management. He was heavily involved in the development of the recently approved South West Slopes Next Generation Bush Fire Risk Management Plan, one of the first approved in NSW, with Andrew's involvement greatly assisting this achievement.

Andrew's commitment and dedication as a long-serving member of the Bush Fire Management Committee and Community Risk Workgroup enabled him to provide significant input in identifying risks and treatments, particularly in the Boorowa area. He has played a pivotal role in planning for hazard reduction burns across the district and has also undertaken leadership roles in a number of community engagement activities.

Andrew has undertaken multiple divisional commander roles at fires over the past 20 years, including the Lodgevale, Watershed and Geegullalong Road Section 44 bush fire emergencies. His calm and professional approach to incident management is widely respected across the South West Slopes. He has also lead strike teams on out-of-area deployments. Thank you Andrew for all you do for the RFS and the SWS district.



“Andrew has a passion for community risk management and with extensive operational experience, he has proven his leadership skills”



TAYLORS FLAT MEDAL PRESENTATION & SHED OPENING

On the 14th June 2025, members and families of the Taylors Flat brigade came together for the official opening of their new Rural Fire Brigade Station, as well as to celebrate 13 of their members who were awarded with Long Service Medals, totalling a remarkable 579 years of service between them.

The purpose-built Taylors Flat facility represents the first dedicated structure for the brigade, providing volunteers with a modern base of operations after decades of service to the community.

The event was well attended by brigade members, their families, as well as special guests on the day including Chief Superintendent Kam Baker AFMS, Councillor Jake Davis, and Ms Renee Williams, A/Area Commander Western amongst other special guests.



**...13 members
awarded Long
Service Medals -
totalling a
remarkable 579
years of service...**

TAYLORS FLAT MEDAL PRESENTATION & SHED OPENING

Of the 13 members who received Long Service Medals, 6 of them are foundation members of the Taylors Flat brigade which was formed in 1975 following the fire that started only 1km from the new station site and ran almost to Crookwell.

Foundation members William Kelly, Bob Berry, Alan Coles, Chris Daley, Albert Wilson & Michael Kelly recall memories from the 1975 bushfire and the rapid speed of which the fire travelled as well as the wind changes causing the fire to overrun them on two occasions.

Albert recalls mobilising his Austin loadstar truck with a crew of volunteers only to have the tank and pump slide off the truck and put him out of action, resorting to a knapsack for firefighting.

The 1975 fire claimed 33,000 sheep and numerous structures, crossing the Lachlan River taking many days and weeks to control.

All medal recipients are to be commended on their dedication, commitment, and service to the local community.



Long Service Medals and clasps were awarded to the following Taylors Flat members in recognition of their active service.

30 years Long Service Medal

Chris Braid – 31 years
Stephen Truswell – 33 years
Ronald King – 38 years
Paul Schneider – 38 years

40 years Long Service Medal

Kathryn Brendel – 43 years
Jon Brendel – 43 years
Laurence Gardiner – 43 years

50 years Long Service Medal

Michael Kelly – 50 years
Albert Wilson – 50 years
Chris Daley – 50 years
Alan Coles – 50 years
Bob Berry – 50 years

60 years Long Service Medal

William Kelly – 60 years

HARDEN FCC MEDAL CEREMONY

The medal ceremony held at the Harden Fire Control Centre on Saturday 14th June included the presentation of 2 National Medals alongside 21 Long Service Medals, acknowledging members who have served their communities with a cumulative total of 810 years of service. The SWSZ Cadet team were also presented with medals and trophies that they won at the 2024 Sam Paul Holbrook Cadet Championships. The team secured an impressive second place overall finish amongst 11 competing teams, as well as first place finishes in several individual events highlighting their hard work and commitment.

We were joined by Chief Superintendent Kam Baker, AFSM, Cr Brian Ingram, Mayor Hilltops Council, Ms Renee Williams, A/Area Commander Western as well as staff from the South West Slopes Fire Control Centre, other brigade officers, members and special guests.



Two National Medals and clasps were awarded to David Lee from Barmedman and Stockinbingal Brigade for 45 years of diligent service with Westleigh, Barmedman and Stockinbingal Brigades, and to Anthony Dymock (John) from Boorowa Support Brigade for over 50 years of diligent service with Myrtilville, Taralga and Boorowa Support brigades.

The medal recognises members who go above and beyond what is expected of active members within their brigade. Both recipients have been instrumental in the running and success of their respective brigades and the NSW RFS.

“...The national medal recognises members who go above and beyond what is expected of active members within their brigade.”

Harden FCC Medal Ceremony Continued...

A total of 21 members were awarded their Long Service Medals and clasps in recognition of their active service within their brigades and the community.

All recipients are to be commended on their dedication, commitment, and service to the local community.



Congratulations to our South West Slopes Cadet Team who secured an impressive second place overall finish, as well as first place finishes in several individual events.

Cadet Team members - Jack Apps, Skylah Apps, Addison Dovern, Aaron Finney & Phoebe Murphy



10 years Long Service Medal
Andrew Ward – 12 years – Jugiong
Steven Magnone - 12 years – Jugiong
Donald Bourke - 13 years – Young
Cameron Roxburgh – 14 years – Yannawah
Lindel Roxburgh – 15 years – Yannawah
Maxwell Long – 15 years – Young
John Tarrant - 17 years – Young

20 years Long Service Medal
Michael Manwaring - 21 years – Jugiong
Patrick Vincent - 20 years – Young

30 years Long Service Medal
Simon Bailey – 31 years – Young

40 years Long Service Medal
Maurice Webb – 40 years – Wootona
Mark Dovern - 42 years – Young
Leigh Butt - 45 years – Muttama & Jugiong
Brian Nuthall - 46 years – Wootona
Brenton West - 47 years – Wootona
John Roxburgh - 47 years – Yannawah
Ean Pollard – 48 years – Wootona

50 years Long Service Medal
Terrance Hambrook - 53 years – Wootona
Richard Thackeray - 57 years – Wootona
Peter Webber - 58 years – Wootona & Beggan Beggan

60 years Long Service Medal
Dennis Hambrook – 60 years – Wootona

FROM THE DESK OF...

South West Slopes Zone Chaplain - Neil Percival

Surviving Stress

Stress is a part of everyday life, but sometimes stress can be so frequent or so severe that it seriously impacts our quality of life and our ability to perform at our best. Symptoms can include:

- Irritability or moodiness
- Inability to focus or concentrate
- Interrupted sleep
- Feelings of anxiety
- Back, new, or jaw pain
- Frequent headaches
- More Susceptible to cold/flu and slower recovery
- Upset Stomach
- Increased blood pressure
- Changes in appetite
- Rashes or skin breakouts
- Chest pains
- Making existing physical problems worse

Here are eight strategies that may help you to better manage stress.

1. Identify your stressors and see if there are some things within your control that you can manage better.
2. Build regular exercise into your life. Exercise can elevate mood, give you more energy, and help you to unwind.
3. Make sure that you eat and sleep well.
4. Take time out for family, friends, and activities that you enjoy. Most of us know that this is important but unless we specifically set aside time, we often won't do it.
5. Problem-solving techniques can help with clarifying the problem, identifying possible solutions, and choosing the best ones to put into action.
6. Calming techniques such as controlled breathing, grounding, visualisation, and progressive muscle relaxation can train your mind and body to become more relaxed.
7. Assertiveness training can help you deal with challenging situations more effectively, thereby reducing stress.
8. Identify and challenge negative thinking. Negative thinking makes us worry more than is necessary and does not motivate us to take positive actions.

Whilst some of these strategies will come naturally to some people, the good news is that they can be learnt by all of us. If you would like to know more, please reach out.

Neil Percival

South West Slopes Zone Chaplain

0412 352 937

neilpercival-vol@rfs.nsw.gov.au



RFS

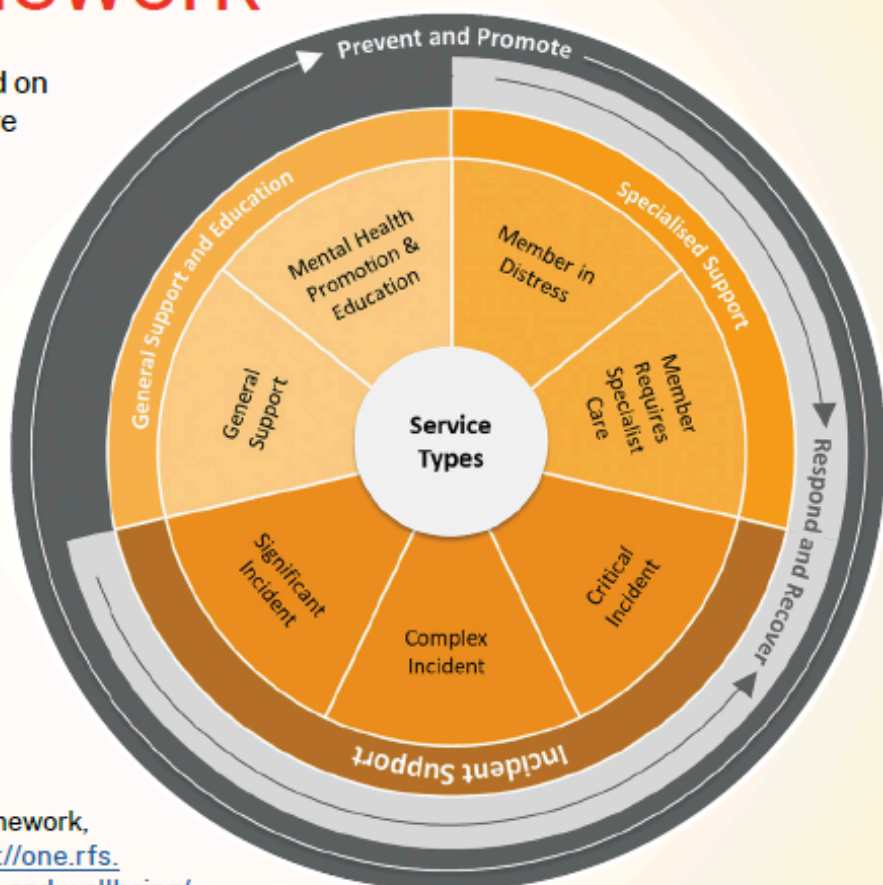


New RFS Mental Health Services Framework

The updated MHS Framework is premised on evidence-based practices of Stepped Care and Trauma Informed Care.

Stepped care is an evidence-based, staged approach to delivering mental health services. It is comprised of a hierarchy of mental health interventions that are matched to the individual's needs, the least intensive at the bottom of the hierarchy, and the most intensive at the top.

Trauma Informed Care is based on an understanding of the ways trauma affects people's lives, their support needs and service usage, and providing person centred, recovery-oriented and compassionate care.



For more information on the Framework, scan the QR code or visit <https://one.rfs.nsw.gov.au/for-volunteers/health-and-wellbeing/mental-health-hub/navigating-mental-health-services>

RFS Support Options

RFS Peer Support and Chaplaincy

24/7 access to Peer Support is available to all members who may be experiencing a traumatic or stressful reaction following their operational involvement. Also connects you to our Chaplaincy and Family Support service.
1800 049 933

RFS Psychologists

Access to RFS Psychologists providing therapeutic support for all members.
mental.wellbeing@rfs.nsw.gov.au

Member Assistance Program (MAP)

A confidential counselling and wellbeing service for all RFS members and their immediate family.
Telus Health – 1300 360 364

LEARNING & DEVELOPMENT

2025 Training Update

2025 has seen a total of 11 courses held to date, with another 10 courses scheduled bringing a total of 21 courses for the year. Additional courses were added to our schedule due to demand, which is always great to see that our members are up to date and current with their training.

A special thank you must be given to our trainers and assessors for their time and dedication that they all put in to making sure that our educational experiences are of high quality and enjoyment. Without you we would not be able to make these sessions happen, so thank you once again.

Below is a list of the remaining courses scheduled for 2025. Nomination for any of these courses can be done through the online training nomination portal link below <https://swsz.com.au/training-nomination>

Remaining Courses for 2025

Month and Course	Date	Location	Coordinator
July			
Breathing Apparatus Operator	26, 27	Harden	Andrew Brock Kat McCauley
August			
Trim Felled Trees	16, 17	Coolac	Murray Callaghan
Breathing Apparatus Operator	27, 30, 31	Harden	Peter Bulliman
Mobile Data Terminal's	22	Boorowa	David Lee
	23	Young	
	24	Cootamundra	
	25	Harden	
September			
Village Firefighter	10, 13, 14	Harden	Peter Bulliman
Bush Firefighter	20, 21	Coolac	Andrew Brock
Bush Firefighter	20, 21	Boorowa	Simon Lee
Group Leader Grassland	26, 27, 28	Harden	Andrew Dillon
October			
First Aid	11	Harden	Peter Thompson
Advanced Resuscitation Technique	12	Harden	Peter Thompson

“Thank you to our trainers and assessors for their time and dedication...without you we would not be able to make these sessions happen”



LEARNING & DEVELOPMENT

Big changes for volunteer training pathways

The current RFS training pathway has been in place since 2014. It has been advised from member feedback that it is hard to understand, complicated to follow and courses take too long to complete.

As such, the Learning, Design and Assurance (LDA) team has launched a revised Draft Volunteer Training Pathway, designed to simplify access to training, enhance flexibility and improve the overall training experience for all our volunteers.

The current pathway is a linear path structured around a core cluster of units. The proposed new pathway seeks to branch the courses and identify specialist streams that our members may be interested in.

Key changes include:

- Splitting the Bush Firefighter (BF) course into two streams to allow for faster onboarding and courses better tailored to member aspirations - Operation and leadership/specialist progression
- Splitting the Crew Leader (CL) course into five streams for context-specific leadership development
- Refining the Group Leader (GL) course to increase IMT access and provide a clearer promotion structure
- Creating a new BFA course with four modular streams to remove unnecessary practical assessments and provide a better fit for non-fire roles

You can review the revised changes by visiting the Training Pathway on the [dedicated One RFS page](#).



RFS

Feedback: Revised Volunteer Training Pathway

When providing feedback, consider the following:

- Does the revised pathway address existing pain points for members and brigades?
- Are the changes aligned with your operational requirements or strategic priorities?
- Are there any barriers to implementation in your region or unit?
- What support would you need to implement or communicate this new model effectively?



Please use the QR code to provide feedback on the proposed pathway via a Jotform survey.