

## Command and Control / Integrated Leadership and Development Programme (ILDP)

### Background

On Tuesday the 10<sup>th</sup> April at a meeting attended by Mike Powell, Graeme Gilroy and Ian Pickard we were asked to clarify our stance on an earlier reluctance to agree to the mixed attendee proposal for this course (The proposal was for a mix of attendees Career, Volunteer, Rural and Non Ops staff with an operational role such as an IMT Role.)

The ILDP course is the FENZ version of Tactical Command. This is now a proposed non qualification course

We confirmed our original stance of non- attendance by Career staff and sited the following-

- Our concerns arise from the current review of the interim command and control policy as it changes to a permanent policy and the possible outcomes which may negate the training undertaken.
- The lack of agreed understanding of various sections of the FENZ Act by the associated Agencies, Unions (representing attendees), FENZ leadership and Integration team involved in this review and how this relates to the proposed training.
- Including but not restricted to Sections 38-41 Authorised Persons Section 36 (FENZ Act) and 118 (Crown Entities Act) around the equal opportunities and the context of these as they may be applicable to attendees of the ILDP.
- The need for the NZPFU to seek legal, expert and possible international advice on the aforementioned sections to better place our competent, skilled and experienced members appropriately on the incident ground and correctly in the relevant incident command structure.
- ***The lack of clarity or future possibility for officer career staff to have no confirmed mandate to assume command and control “when things go wrong”.***
- NZPFU acknowledge the need for this type of joint training moving forward without the shadow of uncertainty
- NZPFU have been fully involved in contributing to the proposed ILDP course.

- The possibility of training with and raising fellow FENZ staff operational competency yet possibly being subordinate operationally is another contributing factor.
- The raising of discussions around lateral movement /entry and implications of the joint training completed by others also adds to our members concerns and requires some attention.
- Implications of the significant parts of the Target Operating Model (TOM) that appear to lack coordination (Identity, Rank, Uniform, IT ...) and their impact on the ILDP moving forward.
- NZPFU has assembled a team of SME's who are proposed to meet on May 7<sup>th</sup> and 8<sup>th</sup> to develop our command and control position and provide solutions to be jointly discussed by all parties which ultimately will influence our attendance on this course in the future.

Derek these points are a basic view and I have tried to tie them to why we are not willing to provide attendees at the moment, most will see they are somewhat related to the command and control work as well. The ILDP and command and control are so closely linked they should not be separated.

As we are all realising a line in the sand needs to be drawn, backed with evidence and some context. Our current non- attendance is part of that line.

Hope this assists when questions are asked. I have given Ian a brief heads up and at his request have circulated to the wider NZPFU SME group who I hope can correct any errors or omissions.

Regards

Norm

NZPFU