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AUCKLAND LOCAL

Correspondence to: The Secretary, P O Box 303-235 North Harbour, Auckland.

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Denis O'Donoghue
Area Commander – Area Manager
Waitemata Fire Area
P O Box 300-412
AUCKLAND

Dear Denis

Thank you for your email to Fred Abbott seeking the Auckland Local's opinion/feedback to your proposal of appointing Sen. Sgt Nick Salter to the position of AMA.

The Union has concerns about this proposal, mainly:

1. The AMA is supposedly a developmental role for our members in the SSO's rank as well as AAM's who wish to seek opportunities to further their Management and Command and Control experiences for the future.
2. The Local sees no benefit for FENZ in this appointment knowing that Sgt. Salter will eventually return to the Police.
3. The Local understands that Sgt. Salter was engaged by FENZ specifically into an Acting Senior Fire Risk Management Officer's role in order to provide assistance and advice to FRMO's with changes to the legislation regarding the expanded role of inspection, investigation and enforcement. If the work that this member of the Police Association was engaged in is complete, then it is the opinion of the Local that he should then return to his Sgt. position in the Police. However, if his work as Acting SFRMO is not complete, then he must remain in that role in which he was originally engaged to undertake.
4. The fact that you are struggling to attract suitably qualified SSO's to take up secondments, is confirmation of a bigger issue the SSO's have identified over the years and that is, the unattractive remuneration package associated with such secondments. Perhaps addressing that issue would resolve your shortage of applicants willing to undertake and fill these roles.
5. The Local is not exactly sure how having a Police Officer in a management role where he may be dealing with non operational issues such as personnel, and then general operational enquiries, is going to be of any benefit to staff he may be required to serve, and to you, with his limited knowledge on Fire Service operations and non operational issues.

6. You have stated that there were no suitably qualified incumbent SSOs that applied when the AMA vacancy was advertised. The Union contends that Sgt. Salter is also not suitably qualified for the role. The concern of this appointment, if it happens, is it sets a precedent for the future in allowing lateral entry of non operationally qualified people into the executive ranks, a position the Union currently strongly defends against Rural personnel because of Command & Control implications, regardless of the intentions of the role being non operational. It is the thin edge of the wedge as it were.
7. The Union values and supports the long tradition and custom and practice of the existing requirement of having "Senior Fire Service Operational Experience" as a prerequisite for our senior executive positions or ranks, which the AMA role is.
8. Lastly, the Union again believes and reiterates that there are many suitably qualified SSOs that can fill this position but the remuneration for the role is a major deterrent for likely candidates. The Local is willing to review and discuss this further, if required.

The Auckland Local again thanks you for seeking its opinion, but unfortunately, on this occasion, it will not support the proposal of appointing Sgt. Salter to the AMA position.

Yours sincerely

Auckland Local
NZPFU