



NEWSLETTER TO MEMBERS

25 October 2017

Attached is a notice from the Employer regarding Women in FENZ.
As the notice described there has been considerable contact between the Union and FENZ regarding this.

The Union has appointed Greg Lee (Wanganui) to be our liaison person.
The Union is happy to support the work of Women in FENZ.

NZPFU

Fire and Emergency NZ is seeking to build a more diverse and inclusive organisation that better represents and reflects the communities we serve.

Although the first career firefighter in Australasia was New Zealander [Anne Barry](#), after 36 years only 3% of Fire and Emergency's career firefighters are women.

With such low numbers, stations and brigades often only have one or two women members, or none at all. This isolation can be a contributing factor to women deciding whether to stay in the organisation or not, causing a repeat cycle.

Women in Fire and Emergency NZ (WFENZ) has been set up by female career and volunteer firefighters to help connect all women throughout the country, and support and improve the recruitment and retention of women in fire and emergency roles in New Zealand.

WFENZ is in its early stages of development with a number of women's forums taken place and more scheduled for the remainder of the year, to help connect women from career and volunteer, urban and rural fire around the country.

WFENZ is not about lowering recruitment standards, nor is it an exclusive group – male firefighters are encouraged to lend their support and do their part to ensure everyone in Fire and Emergency feels respected for what they bring to the job.

We need the best people we can get – good communicators, problem solvers, people who can relate to different backgrounds. Diversity means difference. Inclusion means valuing that difference. Research tells us that by making our organisation more welcoming and accepting of 'diversity in thinking' brings strength and capability.

Fire and Emergency NZ understands the importance of Union involvement in achieving a more inclusive workplace. We have had discussion with both the President and Secretary and we have been invited to address both the Union Committee and Conference 2017.

We are very pleased to see this willingness from the Union to engage and to contribute to ensuring everyone in our organisation is treated equally, and look forward to working together to achieve this.

If you have any questions about WFENZ or would like to know more about how you can lend your support, please contact: Greg Lee greg@nzpfu.org.nz or Angela Munro angela.munro@fireandemergency.nz

