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**From:** Turner, Paul <Paul.Turner@fireandemergency.nz>  
**Sent:** Tuesday, 16 August 2022 2:53 p.m.  
**To:** s. 6(a) WGCDR  
**Cc:** s. 6(a) LTCOL; s. 6(a) SQNLDR; Nally, Brendan; Devlin, Ron  
**Subject:** RE: [SEEMAIL] [RESTRICTED] FENZ Industrial Action RFI

Kia ora s. 6(a)

As per our discussion today the request from CE Kerry Gregory requesting NZDF assistance to section 11 response activities would be in the event of further periods of industrial action for longer periods of time. For the two pending one hour strikes Fire and Emergency has contingencies in place.

Regarding the question as to what this sort of support would look like, Fire and Emergency would be seeking to staff a number of fire appliances in our major cities so potentially up to six appliances with a four person crew. The purpose of these crews would be to carry out basic external fire attack to prevent fire spread between buildings. Fire and Emergency would provide basic training on how to establish water to the appliance, operate the pump, establish a delivery, and how to hold the hose and branch.

I trust that gives you enough information to assess the request.

Please feel free to get in touch if you require any more details.

Ngā mihi

**Paul Turner**

National Manager Response Capability  
National Headquarters, 80 The Terrace, Level 12  
PO Box 2133, Wellington 6140



M: +6427 4600 229  
DDI: +644 462 4953  
[Paul.turner@fireandemergency.nz](mailto:Paul.turner@fireandemergency.nz)  
[www.fireandemergency.nz](http://www.fireandemergency.nz)

**From:** s. 6(a), WGCDR s. 6(a)  
**Sent:** Monday, 15 August 2022 3:44 pm  
**To:** Turner, Paul <Paul.Turner@fireandemergency.nz>  
**Cc:** s. 6(a) COL s. 6(a)  
**Subject:** [SEEMAIL] [RESTRICTED] FENZ Industrial Action RFI

\*\*\* [SEEMAIL] This message may contain classified information \*\*\*

Hi Paul,

I understand you had previously been dealing with s. 6(a) regarding possible NZDF support during the up-and-coming NZ Professional Firefighters' Union (NZPFU) industrial action over the next two weeks (19 and 26 August)?

To that end, today we received a copy of the 'Briefing for the Minister of Internal Affairs' dated 8 Aug 22 from FENZ CE Kerry Gregory requesting NZDF assistance "to section 11 response activities during the period of the strike action."

Based on recent conversations you've had with s. 6(a), our understanding was that FENZ is expecting to be able to cover these one-hour periods utilising current staffing as normal turnout BAU. Based on this understanding, and the very generic nature of the Ministerial request (ie no mention of personnel numbers, locations etc), we are therefore interpreting this request to mean **NZDF support for any possible stop-work action of longer duration (eg 24-hour period) if scheduled subsequent to the two one-hour periods**. Is this correct? If so, what training is required for the section 11 activities, how many NZDF personnel are you proposing, what locations, and for what duration?

However, if this is an incorrect assumption, are you able to elaborate on what NZDF support to section 11 response activities would look like over the two one-hour periods? Having reviewed section 11, it looks like the typical frontline activities such as responding to fire events, motor vehicle accidents, hazardous substances incidents, and some forms of rescue. Whilst I am no expert, these appear to be very specific skill-sets that I can't image are learnt in a day or two? And again, we'd need to have an idea of personnel numbers, locations etc.

Whilst the outcome of 'Briefing for the Minister of Internal Affairs' submission will be determined at the Ministerial level, the purpose of this email is to try and get some clarity on the current thinking from FENZ regarding any possible utility of NZDF personnel.

Kind regards,

s. 6(a)

Strategic Commitments & Engagements Branch  
Te Ope Kātua o Aotearoa | New Zealand Defence Force

s. 6(a)

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**From:** Turner, Paul <Paul.Turner@fireandemergency.nz>  
**Sent:** Monday, 5 September 2022 2:54 p.m.  
**To:** s. 6(a) WGCDR  
**Cc:** s. 6(a) SQNLDR; s. 6(a) COL  
**Subject:** RE: Sec: Unclassified NZDF support to FENZ

Kia ora s. 6(a)

I have the Warning Order ready to go but have been asked to hold for now due to recent developments with the PFU.

Ngā mihi

Paul

**From:** s. 6(a) WGCDR s. 6(a)  
**Sent:** Monday, 5 September 2022 12:03 pm  
**To:** Turner, Paul <Paul.Turner@fireandemergency.nz>  
**Cc:** s. 6(a) COL s. 6(a)  
**Subject:** RE: Sec: Unclassified NZDF support to FENZ

Hi Paul,

Two weeks ago you mentioned that you were aiming to have a Warning Order (or similar) to us last week. Just checking in as I have yet to see anything arrive via email and I suspect things have moved on now that the two further 1-hr periods of industrial action are on hold?

Please let me know if you have an update.

Kind regards,

s. 6(a)

Strategic Commitments & Engagements Branch  
Te Ope Kātua o Aotearoa | New Zealand Defence Force

s. 6(a)

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**From:** Turner, Paul [<mailto:Paul.Turner@fireandemergency.nz>]  
**Sent:** Wednesday, 17 August 2022 3:09 p.m.  
**To:** s. 6(a) COL s. 6(a)  
**Cc:** s. 6(a) WGCDR s. 6(a) SQNLDR  
s. 6(a)  
**Subject:** RE: Sec: Unclassified NZDF support to FENZ

Hi s. 6(a)

Yes all good. I'll get our Region Managers together and firm up their requirements around this so that we can provide more detail to allow you time to plan. Would it be useful to put this to you in a warning order format once we know more?

Regards

Paul

**From:** s. 6(a) COL s. 6(a)  
**Sent:** Wednesday, 17 August 2022 2:46 pm  
**To:** Turner, Paul <[Paul.Turner@fireandemergency.nz](mailto:Paul.Turner@fireandemergency.nz)>  
**Cc:** s. 6(a) WGCDR s. 6(a)  
**Subject:** FW: Sec: Unclassified NZDF support to FENZ

Hi Paul,

Just acknowledging this email. I am comfortable that we are well linked up at the moment through s. 6(a) and s. 6(a) to yourself.

The intent of the below was also to let Kerry know the same. Hopefully this hasn't caused you extra drama, as we were just wanting to close the loop and ensure everyone was aware that we were talking.

Regards

s. 6(a)

Strategic Commitments & Engagements Branch  
**New Zealand Defence Force**

s. 6(a)

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A FORCE FOR  
NEW ZEALAND

**From:** Gregory, Kerry [<mailto:Kerry.Gregory@fireandemergency.nz>]  
**Sent:** Wednesday, 17 August 2022 2:02 p.m.  
**To:** Webb, Darryn, AIRCDRE s. 6(a)  
**Cc:** Woods, Andy, AIRCDRE s. 9(2)(a); s. 6(a) COL  
s. 6(a); s. 9(2)(a) WGCDR s. 9(2)(a); Nally, Brendan  
<[Brendan.Nally@fireandemergency.nz](mailto:Brendan.Nally@fireandemergency.nz)>; Turner, Paul <[Paul.Turner@fireandemergency.nz](mailto:Paul.Turner@fireandemergency.nz)>  
**Subject:** RE: Sec: Unclassified NZDF support to FENZ

Kia ora Digby

I will see you tomorrow at ESLB but as I won't be there till late we will probably need to catch up at the end of the meeting.

1. Your understanding of the request below is accurate with our team undertaking preparatory contingency planning for any escalation of industrial action should that evolve resulting in NZDF assistance being requested. I can confirm the planned single hour industrial action scheduled for 19 and 26 Aug will not require NZDF support.

I have instructed our team that I would only request NZDF support if Industrial action was raised to a level that we were unable to provide a sustainable response as there is always an impact of redirecting resource as was evident through the Covid support to MIQ facilities and impact on your capability.

Any deployment of NZDF crews would be acting in support/alongside other volunteer staff and FENZ Executive Officers and not involve duties that they have not been trained to undertake. Our Volunteers provide protection across the majority of NZ provincial centres so the major impact would be in the metropolitan areas. Industrial action requires a 14 day notification period so we would notify NZDF as soon as it was determined a need for NZDF support based on the Industrial action advised. I will ask our team to keep you informed of progress as negotiations progress so you have the earliest warning possible.

Paul Turner will be our key point of contact to coordinate the detail and connect any training up whether that is better in advance or once confirmation is received of a deployment. When I spoke with CDF he was clear that he would not want NZDF staff being placed in situations where they did not have appropriate level of training to undertake the tasks or well supervised.

I agree the connections between our operational staff and your team are strong and I will ask Paul Turner to touch base with your team to navigate any details.

Talk tomorrow

Ngā mihi  
Kerry

**Kerry Gregory** ([he/him](#))

Te Tumu Whakarae mo Ahi me te Ohorere o Aotearoa / Chief Executive  
Fire and Emergency NZ



*Fire moves incredibly fast – a house fire can kill within three minutes.*

**From:** Webb, Darryn, AIRCDRE s. 6(a)

**Sent:** Wednesday, 17 August 2022 10:16 am

**To:** Gregory, Kerry <[Kerry.Gregory@fireandemergency.nz](mailto:Kerry.Gregory@fireandemergency.nz)>

**Cc:** Woods, Andy, AIRCDRE s. 9(2)(a); s. 6(a) COL

s. 6(a); s. 9(2)(a) WGCDR s. 9(2)(a)

**Subject:** Sec: Unclassified NZDF support to FENZ

Kia ora Kerry,

I look forward to a verbal catch up tomorrow at ESLB, but thought I'd seek to clarify where things are at between our two organisations as the pending industrial action looms (just in case other priorities preclude your attendance).

My team in Strategic Commitments and Engagements have been well connected to Paul Turner over the last few weeks. Paul has kept us informed of likely impacts to NZDF as well as where we might be called upon to assist. Here is my understanding:

1. The planned single hour industrial action scheduled for 19 and 26 Aug will not require NZDF support. In regards impact to NZDF, we are aware of those areas where NZPFU absence may result in minor risk escalation to us, in particular alarm monitoring and specific call out capacity, but otherwise this is unlikely to be cause for concern.
2. Any subsequent industrial action, while not yet confirmed, is likely to result in NZDF assistance being requested. Thus far Paul has advised that this will likely entail the following:
  - a. 6 x 4 person teams to crew vehicles in major locations yet to be determined, but assumed to be major metropolitan areas. The make-up of these teams has been confirmed as heavy vehicle drivers and general duty assistants rather than trained/qualified fire fighters. FENZ would be required to conduct an agreed level of training prior to their employment for such tasks.
  - b. Tasks that the NZDF might be called upon to support will be a reduced sub-set of the full suite contained within Section 11 of the FENZ Act. Specifically they will be constrained to Sect 11 (2) (b) – fire prevention, response and suppression services. The NZDF crews would be acting in support/alongside other volunteer staff or FENZ Executive Officers (non-union staff).

From our perspective, this level of support should be achievable. I understand there is a two week notification period from intended strike action to actual strike action – I would suggest if you do receive formal notification of follow on industrial action, that immediate communication is made with us to enable the necessary planning and formal CDF Direction to be completed (one week) as well as the need to assemble, train and deploy those selected personnel (one week). While we also understand FENZ is the accepted authority to conduct and assess the training required, CDF retains PCBU responsibility. Obviously he will be interested in exactly how his folk might therefore be used, should it come to that.

s. 6(a)

In sum, I think we have a good handle on things right now and the connections between your operational staff our my team are strong.

Nga mihi

**AIRCDRE Darryn Webb, MNZM** (he/him)

Assistant Chief, Strategic Commitments and Engagements - ACSCE  
Te Ope Kātua o Aotearoa | New Zealand Defence Force

s. 6(a)

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