

Possible Question	Answer
1. What will happen with FRFANZ brigades	All current FRFANZ brigades to become part of the merged organisation.
2. Will current UFBA advocacy and support for members for the FENZ complaints and dispute resolution processes be available to FRFANZ members as part of the merged organisation?	Yes
3. What complaints & grievances are covered by the UFBA's constitutional procedures?	Only those between Members (in their capacity as Member of the UFBA) and between Members and the Association
4. What would happen to Life Members of FRFANZ and recognition of their service?	All current Life Members of both Associations will become Life Members of the merged organisation and their service recognised.
5. Would the current UFBA Funds, Schemes (i.e. Benevolent Fund and the ACC Scheme) apply to FRFANZ members as part of the merged organisation.	Yes
6. The UFBA conference is very formal and has a lot of ceremony that is not relevant for FRFANZ members. What is the plan here?	The conference will continue to be a significant event for the membership. Much of the Conference is relevant – key note speakers, expo for FENZ and industry suppliers, as well as the conference being a significant platform for political and Fire and Emergency NZ updates and announcements. From 2020 onwards, the design of the conference will be more reflective of the merged organisation.
7. Why is the UFBA name proposed for the new organisation	During 2018 the membership spoke, and we listened to the feedback to use the UFBA name. The name continues to represent the intentions of the merged association – of being united; focused on fire related matters, involving brigades, and being an Association.
8. Why are you proposing to lower the quorum	The proposal to have a 30% quorum (down from 40%) is for practical reasons (i.e. It balances the need to have a representative group making decisions with practicality and cost to deal with matters reserved to members). It also aligns with the Constitution's current 30% quorum (200 members) for special meetings. This brings consistency to both forums.
9. Why is it proposed that there be more Board members?	The provision to increase the number of people on the Board from five to seven has been included to allow for five elected members and two independent members.

	This reflects both the larger and more diverse membership and increases the degree of influence in board decisions by the elected Board members.
10. Why are you proposing not to name the organisation’s Funds, Schemes, special interest groups and service honours in the Constitution?	For two reasons. Modern practice is not to name specific services in a Constitution and to provide the Board with greater flexibility to be nimble and efficient in its administration of these important services. No change is proposed to these services which will be reflected in Board policies, regulations and by-laws.
11. The number of FRFANZ members is far less than UFBA members, how can we be assured that our voices and our needs will be valued and treated equally?	This is a merger (not a take-over of FRFANZ by the UFBA). To assist with the transition and to make sure the voice of FRFANZ members are heard and their expertise recognised, for a three-year transitional period, there will be two appointed FRFANZ members on the Board. The Board may decide to have a rural sub-committee to provide additional expertise and technical advice.
12. Why is the President no longer proposed to chair the AGM	Having the Chair of the Board oversee this governance forum reflects prudent and modern governance practice.
13. How will FRFANZ members be assured their specialist needs won’t be forgotten as part of a much larger Association that is steeped in tradition with a strong urban orientation?	This is a merger not a take-over. Culture is something that evolves over time with deliberate actions taken to promote diversity, respect, inclusion and value for all members. The Board will govern the merged organisation to reflect this intention.
14. What is happening with service honours and medals? For example, can FRFANZ and UFBA service honours be combined?	No change. The merged organisation will continue to run two systems, providing time for members to consider and inform the design of a unified approach when appropriate.
15. If a member served in a rural brigade that was not a member of the UFBA, can they have that service counted towards their service in the merged organisation?	Yes.
16. Why would FRFANZ non-brigades (i.e. helicopter companies, forestry groups, individuals) not be part of the merged organisation?	In 2018 FRFANZ <u>non-brigade</u> members expressed a strong view that they did not have a natural affinity with the UFBA. A different entity (yet to be determined) will be proposed for this important part of the rural fire community.