



NSW Rural Fire Service Library

New books, articles and reports in your library this month

This month's new additions includes books, reports and articles that cover community resilience and children, health and smoke, the new publication on the Fort McMurray fire, several updated editions to our training IFSTA collection, and articles from the latest issues of AJEM and Fire Australia.

Contact your librarian Katie to borrow any of the books and DVDs or to request articles at rfs.library@rfs.nsw.gov.au

In less than two weeks, your NSW RFS library will be part of the Membership and Strategic Services exhibitor's stand at the [2018 Australian Community Engagement and Fire Awareness Conference](#) in Coffs Harbour! Whilst the Remote Area

Firefighting and Specialised Operations or the Response and Coordination exhibitions may seem to offer more excitement, they won't have the comfortable ottomans and array of beautiful new books that the library stand offers.

Come and meet your librarian (the one reading in the photo...not Andrew Jones) and find out how to join the library (very easy) and what books, reports and DVDs there are available (thousands!) in our collection.



FIRE INCIDENTS – AUSTRALIAN

Western Australia Rural Fire Division

In response to recommendations from the January 2016 Waroona Bushfire Special Inquiry and community feedback, a new Rural Fire Division has been established within the DFES, to increase the focus on bushfire management and volunteer relations.

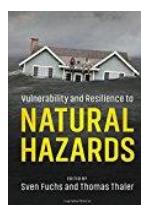
More information on the Rural Fire Division may be found here on the [DFES webpage](#).

Human error during the multilevel responses to three Australian bushfire disasters (Journal article)

Journal of Contingencies and Crisis Management, March 2018

The scale and complexity associated with the coordinated response to natural disasters inevitably produce human errors. However, little is known about the frequency and distribution of human error at different levels of coordination during disasters. The purpose of this research was to explore this phenomenon for selected catastrophic bushfires in Australia. To accomplish this, we used the Human Factors Analysis and Classification System.

EMERGENCY MANAGEMENT



[Vulnerability and resilience to natural hazards \(Book\)](#)

In recent years, there has been growing recognition that disaster risk cannot be reduced by focusing solely on physical hazards without considering factors that influence socio-economic impact. Vulnerability: the susceptibility to the damaging impacts of hazards, and resilience: the ability to recover, have become popular concepts in natural hazard and risk management. This book provides a comprehensive overview of the concepts of vulnerability and resilience and their application to natural hazards research.

Please contact the library to borrow this book.

[Drivers' experiences during floods: Investigating the psychological influences underpinning decisions to avoid driving through floodwater \(Journal article\)](#)

International Journal of Disaster Risk Reduction, Vol 28, June 2018

Please contact the library to request a copy of this article.

Animal emergency management in South Australia: a case study of the Sampson Flat bushfire (Journal article)
Australian Journal of Emergency Management, Vol 33 (2), 2018

Incorporating animals into emergency management is complex and involves many stakeholders who may not be core members of the emergency management system. This paper uses a case study of the animal emergency management response during bushfires at Sampson Flat in South Australia in January 2015.

Please use this [AJEM link](#) to read the article online.

A major risk factor for many flood-related drownings is driving through floodwater. The authors aimed to understand Australian drivers' experiences and beliefs with respect to avoid driving through floodwater using the theory of planned behaviour as a framework. The findings can inform intervention targets and development of prevention strategies for effective behaviour change, saving lives otherwise lost to Australian waterways in flood.

*Please contact the library to request a copy of this article. This article is by the same authors of the recently published report **Deciding to drive through floodwater: A qualitative analysis through the lived experience** which is available to download from the [Royal Life Saving link](#).*

FIRE INCIDENTS – INTERNATIONAL

High wildfire severity risk seen in young plantation forests (Online news)

Science Daily, 30 April 2018, Oregon State University
Wildfires show no respect for property lines, but a new analysis of the 2013 Douglas Complex fire in south-western Oregon concludes that young plantation forests managed by industrial owners experienced higher severity fire than did nearby public forests.

Use this [ScienceDaily link](#) to read the news article online. Would like to read more...this news article relates to the journal article "Severe fire weather and intensive forest management increase fire severity in a multi-ownership landscape" as cited below.

Severe fire weather and intensive forest management increase fire severity in a multi-ownership landscape (Journal article)

Ecological Applications, 2018

Many studies have examined how fuels, topography, climate, and fire weather influence fire severity. Less is known about how different forest management practices influence fire severity in multi-owner landscapes, despite costly and controversial suppression of wildfires that do not acknowledge ownership boundaries.

Please contact the library to request a copy of this article.



[Disaster Management in Australia : Government Coordination in a Time of Crisis \(eBook\)](#)
George Carayannopoulos, 2018

Published this year, the eBook version of this title is now available, as well as the hardcopy. In recent times the frequency and severity of natural disasters has placed a clear emphasis on the ability of governments to plan, prepare and respond in an effective way. This book examines government coordination when faced with large-scale crises, outlining the challenges in managing events such as the 2009 Victorian bushfires and 2011 Queensland floods.

This [title link](#) allows NSW RFS Staff to open the eBook directly when at work. Volunteers and for those wishing to use the eBooks at home or if you would prefer to borrow the hardcopy, please [contact the library](#) for a password-embedded link or loan.

Addressing challenges for future strategic-level emergency management: reframing, networking, and capacity-building (Journal article)

Disasters, Vol 41, no 2, 2017

Growing frequencies and intensities of natural hazards, and growing interdependencies between social-technical and ecological systems are placing increased pressures on emergency management; in particular at the strategic level of emergency management that involves planning for and managing non-routine, high consequence events. Drawing on a literature review, a survey, interviews and workshops with Australia's senior emergency managers, this paper presents an analysis of core challenges these pressures are creating for strategic level emergency management.

FIREFIGHTING

SA bans fluorinated firefighting foams (Journal article)

Fire Australia, Issue 2, 2018

A ban on all fluorinated firefighting foam in South Australia will pose a challenge to fire protection of hazardous facilities.

Please contact the library to request a copy of this article.



[Chasing smoke: a wildfire memoir](#) (Book)

Aaron Williams, 2017

In 2017, wildfires charred 1,216,197 hectares of B.C. United States, more than a third of the land burnt out across the country. Aaron Williams, already an experienced firefighter in 2014 when he was hired to work the season he records in his book, provides the reader with vivid, richly observed stories about the hectic, dirty, exhilarating and exhausting adventures he and his team, the Telkwa Rangers, experienced.

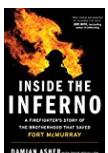
Please contact the library to borrow this book.

Firebombing at night – why not! (Journal article)

Australian Journal of Emergency Management, Vol 33 (2), 2018

Currently happening in some parts of the world, Australian agencies are currently working hard to test and introduce a limited night firebombing capability. In addition to cost, the main issue is that firebombing is an inherently visual operation.

Please use this [AJEM link](#) to read the article online.



[Inside the inferno: a firefighter's story of the brotherhood that saved Fort McMurray](#) (Book)

Damian Asher, 2017

In May 2016, what began as a remote forest fire quickly became a nightmare for the ninety thousand residents of Fort McMurray, Canada. Winds drove the flames towards the town, forcing the entire population to evacuate. This book promises to be an action-packed, on-the-ground memoir of the Fort McMurray wildfire and the courage, resilience, and sacrifice of the firefighters who saved the city.

Please contact the library to borrow this book.

FIRE BEHAVIOUR

A Hierarchical Classification of Wildland Fire Fuels for Australian Vegetation Types (Journal article)

Miguel G. Cruz, Jim S. Gould, Jen J. Hollis and W. Lachie McCaw

Fire, Vol 1 no 1, 2018

Appropriate categorisation and description of living vegetation and dead biomass is necessary to support the rising complexity of managing wildland fire and healthy ecosystems. We propose a hierarchical, physiognomy-based classification of wildland fire fuels—the Bushfire

Please contact the library to request a copy of this article NSW RFS Staff may use this [EBSCO link](#) to access the article at work

NFPA releases the world's first active shooter/hostile event standard with guidance on whole community planning, response, and recovery (Online news)

Crisis Response, 1 May 2018

The NFPA announced that as a result of the recent increase in active shooter incidents and the fire service's involvement in them, this warranted NFPA's standards development expertise, and the timely development of NFPA 3000. NFPA 3000 helps entire communities organise, manage, communicate, and sustain an active shooter/hostile event preparedness, response, and recovery programme.

The news article is available [online here](#). NSW RFS Staff may [contact the library](#) to request access to the codes via our NFPA subscription.

Designing UAV-aided emergency networks for large-scale disaster scenarios. (Journal article)

EURASIP Journal on Wireless Communications & Networking, Vol 28 (1), 2018

Today's wireless communication networks are very reliable. However, in case of a disaster, these networks can be overwhelmed by a tremendous amount of requests which they cannot cope with. The authors propose a deployment tool for UAV (unmanned aerial vehicle)-aided emergency networks for such disaster scenarios. By using UAVs, femtocell base stations will be brought to and hovered at their assigned location.

Please contact the library to request a copy of this article.

SEARCH AND RESCUE

Network analysis for search areas in WiSAR operations (Journal article)

International Journal of Emergency Services, April 2018

A search and rescue incident is ultimately all about the location of the missing person; hence, geotechnical tools are critical in providing assistance to search planners. One critical role of Geographic Information Systems (GISs) is to define the boundaries that define the search area. The literature mostly focuses on ring- and area-based methods but lacks a linear/network approach. The purpose of this paper is to present a novel network approach that will benefit search planners by saving time, requires less data layers and provides better results.

Please contact the library to request a copy of this article

Fuel Classification—aimed at integrating the large diversity of Australian vegetation into distinct fuel types that are easily communicated and quantitatively described.

Use the [Fire link](#) to read this article online.

PREScribed BURNING

Centre of Excellence for Prescribed Burning (*Website*)

Australian Institute for Disaster Resilience

The Australian Institute for Disaster Resilience now has an online resource, The Centre of Excellence for Prescribed Burning Prescribed burning encompasses many elements from risk management to community engagement – this online collection equips practitioners with current best practice and research, informing planning and implementation. The growing collection includes a wealth of resources produced by the National Burning Project, as well as outcomes from research exploring Indigenous fire knowledge and cultural burning.

The online resource is available [here](#) on the AIDR website.

FIRE INVESTIGATION

Boosting credibility in fire investigation (*Journal article*)

Fire Australia, Issue 2, 2018

Fire investigation is a complex process that demands confidence and creditability in a practitioner's skills, experience and knowledge. AFAC is supporting this capability for the sector through the development of a national qualification.

Please contact the library to request a copy of this article

NSW RFS Staff may use this [Emerald link](#) to access the article at work



Hazardous materials for first responders (*Book*)

IFSTA, 2017

Published in the US, this new edition provides first responders with information to take appropriate initial actions at WMD incidents and hazardous materials spills or releases. The focus is detailed information about hazardous materials initial operations.

Please contact the library to borrow this book.

More books, websites and manuals on this topic are found on our library webpage [Search and Rescue Resources](#).

LEADERSHIP AND MANAGEMENT

Perceptions of leader transformational justice and job satisfaction in public organizations (*Journal article*)

International Journal of Public Leadership, 2018

Transformational leadership is one among the leadership behaviours that is important in a period of uncertainty and continuous change. The behaviour affects employees' job satisfaction and performance. Nevertheless, there is an inconclusive debate over how organisational justice can help transformational leaders to influence employees.

Please contact the library to request a copy of this article
NSW RFS Staff may use this [Emerald link](#) to access the article at work

From Gatekeeper to Multiplier (*Magazine article*)

TD: Talent Development Apr2018

The article discusses the activation of middle managers as models for employees to participate in wellness programs. Topics mentioned include the aim to address the lagging rates of employee engagement, the role of managers as gatekeepers or multipliers that prevent the employees from participating, and the advice to create a meaningful experience for managers to make them as agents of change.

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NSW RFS Staff may use this [EBSCO link](#) to access the article at work

COMMUNITY ENGAGEMENT



Evaluation of Survive and Thrive, Final report to the Country Fire Authority (*Online report*)

Bushfire and Natural Hazards CRC, 2018

The Survive and Thrive pilot program is an intensive two year bushfire education program for Victorian primary school students. It is delivered through a community-based partnership between local CFA brigades and local primary schools. To date, the program has been delivered in the localities of Anglesea and Strathewen. The purpose of this evaluation was to examine the short-term and intermediate-term outcomes of the program and to

identify the key mechanisms and processes that contributed to those outcomes.

Please use this [BNHCRC link](#) to download the report.

COMMUNITY RESILIENCE

New handbooks for building disaster resilience (Podcast)

Radio Adelaide, 8 March 2018

The Australian Institute for Disaster Resilience (AIDR) has created two new handbooks to help community members and organisations review their current emergency arrangements, and plan for future emergencies. Director of Engagement and Projects, Amanda Lamont, explains why the resources were developed and how organisations and communities around the country have received them. Listen to the podcast at this [Radio Adelaide link](#). The AIDR handbook collection is published [online here](#).

Effect of tsunami drill experience on evacuation behavior after the onset of the Great East Japan Earthquake

(Journal article)

International Journal of Disaster Risk Reduction, Vol 28, June 2018

The effectiveness of tsunami drills in guiding evacuation behaviour remains uninvestigated. Accumulation of evidence regarding the effectiveness of tsunami drills would be beneficial for improving survival and health of communities to be inundated by a tsunami. The rate of evacuation was significantly higher amongst the population who participated in tsunami disaster drills before the event than amongst those who did not participate.

Please contact the library to request a copy of this article.

Children aren't liabilities in disasters – they can help, if we let them (News article)

The Conversation, 5 April, 2018

While our instinct as adults may be to shield children from natural hazards, this does them a real disservice. Lessons from El Salvador and the Philippines show that when children are given accurate, clear information in accessible and age-appropriate language, they are highly motivated to help reduce disaster risks.

To read this article, please use *The Conversation link*.

Children's views on evacuation drills and school preparedness: Mapping experiences and unfolding perspectives (Journal article)

International Journal of Disaster Risk Reduction, June 2018

LEARNING AND DEVELOPMENT



[Fire and emergency services instructor \(Book\)](#)

IFSTA publication, 2012

A US publication, Fire and Emergency Services Instructor, 8th Edition, complies with the National Fire Protection Association (NFPA)

Standard for Fire Service Instructor Professional Qualifications for level 1, level 2, and level 3 instructors. It is a textbook that equips firefighters with the information they need to become effective fire and emergency services instructors.

Please contact the library to borrow this book.



[Fire Prevention Applications \(Book\)](#)

Brett Lacey & Paul Valentine, 2017

Latest edition of this US text that presents fire prevention methods for comprehensive risk reduction strategies in detail. Community coalition building to solve present-day community risk challenges is emphasised.

Please contact the library to borrow this book.

[Simplify evaluation \(Magazine article\)](#)

TD: Talent Development. April 2018

This article offers tips on how to evaluate the organisation's training programs to achieve its value to the organisational goal. Topics include the levels of defining the desired training outcome considering results, behaviour, learning, and reaction, the construction of the evaluation tools along with the training contents.

Please contact the library to request a copy of this article
NSW RFS Staff may use this [EBSCO link](#) to access the article at work

MENTAL HEALTH

[Learning for the future: the emotional cycle of bushfire \(Journal article\)](#)

Australian Journal of Emergency Management, Vol 33 (2), 2018

Dr Graham Dwyer looks at our need to recognise that bushfire is a highly emotional context for everyone.

Whilst commentators have extensively reported on the emotions of affected communities, there has been less focus on the emotional context of officers who work in incident control and operational firefighting roles who repeatedly find themselves in stressful and dangerous environments every bushfire season.

Colegio Ingles' school is in the city of Iquique, Chile. In accordance with the School Evacuation Plan, a drill was held in 2013 with the entire student body (n = 1600). The majority of the students had experienced the 2014 Pisagua earthquake. The authors studied the perspectives of k-12 students relative to their school's evacuation plan for a major disaster.

Please contact the library to request a copy of this article

How does one prepare for adverse weather events?

Depends on your past experiences (Online news)

ScienceDaily, 16 April, 2018, Society for Risk Analysis

With much of the US central plains and Midwest now entering peak tornado season, the impact of these potentially devastating weather events will be shaped in large part by how individuals think about and prepare for them. A new study shows that people's past experiences with tornadoes inform how they approach this type of extreme weather in the future, including their perception of the risk.

Use this [ScienceDaily link](#) to read the news article online.

METEOROLOGY AND CLIMATE CHANGE

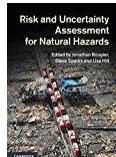
Surviving climate change, then and now (Online news)

ScienceDaily, 16 April, 2018, University of Montreal

An archaeological dig in Italy reveals that prehistoric humans made it through a major natural disaster by cooperating with each other -- and that's a lesson for our future.

Use this [ScienceDaily link](#) to read the news article online.

RISK MANAGEMENT



[Risk and uncertainty assessment for natural hazards \(Book\)](#)

Written by some of the world's leading experts, this book provides a state-of-the-art overview of risk and uncertainty assessment in natural hazards. The core of the book provides detailed coverage of all the main hazard types and concluding chapters address the wider societal context of risk management.
Please contact the library to borrow this book.

Supporting the risk management process with land information: a case study of Australia (Journal article)

Disasters, Vol 41, no 2, 2017

Please use this [AJEM link](#) to read the article online.

The resilience and wellbeing of public sector leaders (Journal article)

International Journal of Public Leadership, May 2018

Wellbeing at work inspires global interest that shapes international wellbeing whilst ensuring national wellbeing initiatives are devolved. This study is set in Wales, UK; the findings, however, are of interest to the global community as they present ways in which health promotion practices that are essentially salutogenic in nature.

Please contact the library to request a copy of this article NSW RFS Staff may use this [Emerald link](#) to access the article at work

NATURAL ENVIRONMENT



[Burning Planet : The Story of Fire Through Time \(eBook\)](#)

Andrew Scott, 2018

Andrew Scott tells the whole story of fire's impact on our planet's atmosphere, climate, vegetation, ecology, and the evolution of plant and animal life. Looking at the impact of wildfires in our own time, Scott also looks forward to how we might better manage them in future, as climate change has an increasing effect on our world.

This [title link](#) allows NSW RFS Staff to open the eBook directly when at work. Volunteers and for those wishing to use the eBooks at home, please [contact the library](#) for a password-embedded link.



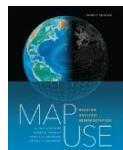
[Monitoring threatened species and ecological communities \(eBook\)](#)

Published this year by the CSIRO, the eBook version of this title is now available, as well as the hardcopy. This book aims to improve the standard of monitoring for Australia's threatened biodiversity. It gathers insights from some of the most experienced managers and scientists involved with monitoring programs for threatened species and ecological communities in Australia, and evaluates current monitoring programs, establishing a baseline against which the quality of future monitoring activity can be managed.

It is frequently argued that, at the parcel level, stakeholders are capable of and well supported in managing their land-related risks. Yet, evidence from the contemporary Australian context suggests otherwise: numerous large-scale disaster events have revealed that citizens are ill prepared to respond and recover adequately. This paper begins with the premise that information, specifically land information, could better support parcel-level risk preparation, mitigation, response, and recovery.

Please contact the library to request a copy of this article NSW RFS Staff may use this [EBSCO link](#) to access the article at work

REMOTE SENSING AND MAPPING



[Map Use : Reading, Analysis, Interpretation \(eBook\)](#)

This 8th edition provides readers with the knowledge and skills to read and understand maps and offers professional cartographers a thorough reference resource. Nearly 600 full-colour maps, photographs, and graphs illustrate the concepts behind communicating with maps, in addition to detailing new developments in mapping, GPS, and geographic information system (GIS) technology.

This [title link](#) allows NSW RFS Staff to open the eBook directly when at work. Volunteers and for those wishing to use the eBooks at home, please [contact the library](#) for a password-embedded link

Lightning Prediction for Australia Using Multivariate Analyses of Large-Scale Atmospheric Variables. (Journal article)

Journal of Applied Meteorology & Climatology. March 2018

Lightning is a natural hazard that can lead to the ignition of wildfires, disruption and damage to power and telecommunication infrastructures, human and livestock injuries and fatalities, and disruption to airport activities. This paper examines the ability of six statistical and machine-learning classification techniques to distinguish between nonlightning and lightning days at the coarse spatial and temporal scales of current general circulation models and reanalyses.

Please contact the library to request a copy of this article.

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Australia's environment in 2017 (Fact sheet)

Australian National University, 2018

This fact sheet summarises indicators of Australia's environment in the year 2017. The objective is to understand how Australia's environment is changing, what environmental information is currently available, and where important gaps exist. This fact sheet summarises a large amount of environmental information and makes spatial information on environmental conditions more accessible and easily interpreted at different levels of detail.

The factsheet is available online at the [WENFO link](#).

HEALTH AND SAFETY



The latest issue of Good Health (May 2018)

is now available online. All NSW RFS members have access to three health and fitness magazines online - *Good Health*, *Men's Journal* and *Women's Health and Fitness* through a HSW subscription. You can view the magazines through your Internet browser, or you can use the Flipster app to download and read digital magazines offline.

Contact the library for access to the eMagazines.



[From accidents to zero: a practical guide to improving your workplace safety culture \(Book\)](#)

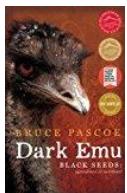
From Accidents to Zero opens up the field of safety culture and breaks it down into bite-sized pieces to facilitate new, critical thought and inspire practical action. Based on the concept of creating safety, as opposed to just preventing accidents, each of the 26 chapters in this user-friendly book includes explanation, commentary, reflections and practical activities designed to improve workplace safety culture. *Please contact the library to borrow this book.*

Health burden associated with fire smoke in Sydney, 2001–2013 (Research letter)

Medical Journal of Australia, Vol 208, no 7, April 2018

Bushfires and hazard reduction burns routinely expose Australians to fine particulate matter with an aerodynamic diameter of less than 2.5 µm (PM2.5) with a

GENERAL



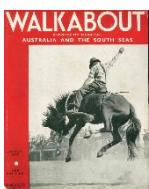
[Dark Emu \(eBook\)](#)

Bruce Pascoe, 2014

Now available in our eBook collection, the Winner of Book of the Year in the 2016 NSW Premier's Literary Awards, Dark Emu argues for a reconsideration of the 'hunter-gatherer' tag for pre-colonial Aboriginal Australians. The evidence insists that Aboriginal people right across the continent were using domesticated plants, sowing, harvesting, irrigating and storing-behaviours inconsistent with the hunter-gatherer tag.

This [title link](#) allows NSW RFS Staff to open the eBook directly when at work. Volunteers and for those wishing to use the eBooks at home or if you would prefer to borrow the hardcopy, please [contact the library](#) for a password-embedded link or loan.

More books on Indigenous Australians are found using the online List [Australian Aboriginal Book Collection](#).



Youth in the air – Nancy Bird (Magazine article)

Walkabout Geographic Magazine, January 1st, 1937

A magazine profile on Nancy Bird, 80 years before our VLAT became the namesake of her, as a young "aviatrix" completing commercial aviation work in the Far West of NSW.

Please contact the library for a copy of this article.

Trees are not as 'sound asleep' as you may think (News article)

Science Daily, 20 April, 2018, Aarhus University

High-precision three-dimensional surveying of 21 different species of trees has revealed a yet unknown cycle of subtle canopy movement during the night. The 'sleep cycles' differed from one species to another. Detection of anomalies in overnight movement could become a future diagnostic tool to reveal stress or disease in crops.

Use this [ScienceDaily link](#) to read the news article online.

range of health effects, including premature mortality. To estimate the health effects of PM2.5 exposure attributable to LFS in Sydney, we assessed all-cause mortality and hospitalisations for cardiovascular and respiratory disease in the Sydney Greater Capital City Statistical Area (GCCSA) during 2001–2013. Seventy-seven deaths in New South Wales were directly attributed to bushfires during 1901–2011. Use this [MJA link](#) to read the article online.

Wildfire smoke associated with more ER visits for heart, stroke ailments among seniors (Online news)

ScienceDaily, 11 April 2018, American Heart Association Exposure to smoke from wildfires was associated with increased rates of US emergency room visits for heart- and stroke-related illness, especially among adults age 65 and older.

Use this [ScienceDaily link](#) to read the news article online.

Flavors of Fire: Assessing the Relative Toxicity of Smoke from Different Types of Wildfires. (Journal article)

Environmental Health Perspectives. April 2018

Please contact the library to request a copy of this article

Mental toughness and perceived stress in police and fire officers (Journal article)

Policing : An International Journal, April 2018

Mental toughness describes a set of attributes relating to how individuals deal with challenges, stressors, and pressure. The purpose of this paper is to examine the relationships between mental toughness and perceived stress in police and fire officers.

Please contact the library to request a copy of this article NSW RFS Staff may use this [Emerald link](#) to access the article at work

VOLUNTEER MANAGEMENT

Volunteers: the ageing and the millennials (Journal article)

Jake Moir, NSW Rural Fire Service, Australian Journal of Emergency Management, Vol 33 (2), 2018

The NSW RFS has over 70,000 members and is rapidly approaching a demographic dilemma. As 'baby boomers' begin to retire, it's time to shift the focus of the NSW RFS to 'millennials' and get ready for the challenges that come with that generation. The NSW RFS now has a growing membership that want to have purposeful work, constant feedback, come with a lot of ambition and want work-life balance.

Please use this [AJEM link](#) to read the article online.

Connecting communities through volunteering: lessons learnt at NSW SES (*Journal article*)

Australian Journal of Emergency Management, Vol 33 (2), 2018

The NSW SES Volunteering Reimagined initiative recognises that local risks are best managed by local people with a range of volunteering options to ensure communities are prepared and help is available during emergencies. An increase in the flexibility of membership allows greater community volunteer participation.

Please use this [AJEM link](#) to read the article online.

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More than loans...

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