



MEMORANDUM OF UNDERSTANDING

between the

**FIRE AND EMERGENCY SERVICES AUTHORITY
OF WESTERN AUSTRALIA**

AND

THE SHIRE OF BEVERLEY

AND

THE SHIRE OF YORK

FOR THE

**PROVISION OF A SHARED COMMUNITY EMERGENCY
SERVICES MANAGER**

1. PURPOSE

- 1.1 This Memorandum of Understanding (**MOU**) is intended to identify and document the respective roles and responsibilities of the Shires of Beverley and York (**the Shires**) and the Fire and Emergency Services Authority of Western Australia (**FESA**) as considered necessary to manage the shared position of a Community Emergency Services Manager (**CESM**) for the Shires.
- 1.2 This MOU outlines the responsibilities and undertakings of the parties within this agreement, for the delivery of fire and emergency services to the Shires in accordance with FESA's best practices.
- 1.3 This MOU does not constitute or create and shall not be deemed to constitute, any legally binding or enforceable obligations on the part of any party.

2. FESA

This MOU will support FESA's mission, vision and values:

Mission: In partnership with the people of Western Australia to:

- Improve community safety practices; and
- Provide timely, quality and effective emergency services.

Vision: A safer community.

Values: Put the community first;
Work together as a committed team;
Respect and value each other;
Continuously improve our service;
Act with integrity and honesty;
Have open and honest two-way communications;
Strive to keep ourselves and others safe.

3. SHIRE OF YORK

Mission Statement: To Build on our History; To Create our Future

Vision:

- A proud community, which values and preserves its history, heritage, rural character and country lifestyle.
- A cohesive and vibrant community, respecting diversity and working together with a strategic vision.
- A friendly and safe place with strong community spirit.
- An economically strong community, with growth in employment, businesses, agriculture and tourism.
- A place with easy access to a full range of social services, including medical, education, and law and order.

- A unique and beautiful place, attractive to residents, businesses and visitors – a town where people can come to learn and experience different things, away from the City.
- A place with hope for the next generation, where heritage, the natural environment, farming and new developments are in balance.
- A place of opportunity where our young people have a sense of what it means to belong to a community and be included.
- A community recognised locally, nationally and internationally for its heritage, arts and crafts, and approach to tourism.
- A Council, which provides leadership and vision, and is committed to working with all the diverse elements of the community to create a future of promise.

Values:

- Commitment to providing good government for the people of York, in an open and accountable way.
- Leadership and partnership in achieving the strategic direction for York, and encouragement of leadership and empowerment within the community.
- Cooperation, consultation, communication and cohesiveness between council and community.
- Mutual respect between councillors, council staff and community.
- Acknowledgement of the views of others.
- Recognition of initiative and achievement.
- Determination to succeed.
- Willingness to change.
- Customer focus in all we do.
- Fostering responsibility, responsiveness, teamwork, caring and compassion.
- Passion for the Shire of York.
- Appreciating a sense of humour.

4. SHIRE OF BEVERLEY

Vision: to have a community:

- Providing a lifestyle in which traditional rural values of care, mutual respect, responsibility, personal security and supported independence underpin our relationships.
- Where our businesses and services can operate effectively to sustain the community.
- Where the appearance of our community assets, buildings and facilities is attractive and encourages use by both residents and tourists.
- Where responsible management of our heritage and natural resources takes precedence to maintain our assets for future generations.
- Where community leadership is valued and individuals have the opportunity to aspire and participate in that role.

Mission: to

- Provide efficient, responsible Government to the district by promoting the concept of enabling leadership.
- Provide effective planning based on the development of the effective community networks to address:
 - Economic development and tourism.
 - Community affairs.
 - Environmental issues and land use.
 - Infrastructure development, services and governance.
- Support and encourage initiatives determined as a benefit to the district.
- Represent the interests and needs of the district to Government and other agencies.
- Develop effective partnerships with Government and other agencies.
- Develop effective partnerships with Government and other agencies to provide benefits to Beverley.

5. DEFINITIONS

Emergency Services: means the provision of Prevention, Preparedness, Response and Recovery functions in order to provide a comprehensive approach to emergency services within the Shires.

Shires: means the Shires of Beverley and York, in their individual right, as well as collectively.

6. MOU OBJECTIVES

- 6.1 To establish and agree upon specific responsibilities with respect to the delivery of emergency services within the Shires in particular to:
- Reduce the number and impact of fire and emergencies in the community and surrounding areas,
 - Support the management of bush fire services,
 - Develop a partnership that will see a best practice approach to emergency service delivery implemented between the Shires and FESA; and
 - Enhance community ownership of fire prevention and preparedness programs and activities.
- 6.2 To establish an agreement between the Shires and FESA, under Part 3 Section 12(2)(e) and (f) of the Fire and Emergency Services Authority of Western Australia Act 1998, to ensure the Shire's Volunteer Bush Fire Brigades and other Emergency Management volunteers are supported, trained, equipped and capable of providing appropriate fire services to the community.

7. ACKNOWLEDGMENTS AND UNDERTAKINGS BY FESA

- 7.1 FESA will deliver the following services:

- **Prevention:** The development and supply of community safety programs and services, to the Shire's staff and emergency service volunteers as required and mutually agreed. Programs and services include (but are not limited to) Bush Fire Ready, Home Fire Safety, Fire Ready Schools and Fire Inside Out.
- **Preparedness:** In addition to the programs described for prevention the training of volunteers will be managed, in partnership with the volunteer training network, cognisant of the increased risks faced by the emergency services and resourcing profile required. Access to specific courses that align with increased roles will be provided.
- **Response:** FESA will assist with the day to day incidents via the Communications Centre. Management and leadership will be provided by FESA at fire incidents, when requested by the Shires and agreed to by FESA.
- **Recovery:** FESA will provide strategic assistance and advice to the Shires concerning the development and implementation of recovery management plans and recovery management.
- **Management and Administration:** FESA will provide day to day and strategic management services, including vehicle and equipment standards, guidance on Emergency Services Levy (ESL) budgeting, standards of operation, rosters, brigade training maintenance, community liaison and administrative returns such as incident reports and activity statements.

7.2 FESA will provide strategic advice and access to programs and/or services in order to support services delivered by the Shires.

8. ACKNOWLEDGMENTS AND UNDERTAKINGS BY THE SHIRES

8.1 The Shires of Beverley and York will deliver the following services:

- **Prevention:** The Shires will administer and enforce the fire prevention provisions of the Bush Fires Act 1954. The Shires will also promote and participate in appropriate community safety programs in consultation with FESA.
- **Preparedness:** In addition to the applicable community safety programs identified against prevention, the Shires will, through their staff and infrastructure, support the emergency services preparedness programs developed and implemented by FESA.
- **Response:** The Shires will respond to day to day incidents through the turnout of their Bush Fire Brigades. Shire support will be extended to FESA controlled incidents when requested by the Incident Controller.

- **Management and Administration:** The Shires will provide leadership and support to the development and management of their community emergency risk management arrangements. The Shire(s) will appoint the officer as a Fire Control Officer in accordance with s38 of the *Bushfires Act (1954)*.
- 8.2 The Shires will have input into the development of their emergency services operating and capital budget, to ensure sufficient funds are requested through the Emergency Services Levy funding process to maintain emergency services buildings, appliances and associated operational infrastructure. The Shires will make provision within their annual budget of those agreed funds to match the FESA provided funds associated with the position of the CESM.
 - 8.3 The Shires will maintain their existing emergency services buildings, appliances and operational infrastructure and provide access to FESA through normal mobilising arrangements.
 - 8.4 The Shires will amend, at a mutually agreed time, any applicable local laws to reflect the arrangements set out in this MOU.
 - 8.5 The Shires agree that the CESM position will be established with and administered by the Shire of Beverley on an in-kind basis.
 - 8.6 The Shires agree to procure and maintain Workers Compensation insurance or comparable Personal Accident Insurance for the position of the CESM.

9. COMMUNITY EMERGENCY SERVICES MANAGER (CESM) ACKNOWLEDGMENTS

- 9.1 The CESM will undertake the role as per the agreed business plan between the Shires and FESA and report on performance indicators every six months. Please see attached the relevant business plan.
- 9.2. The CESM will be an employee of the Shire of Beverley, and as such will report to the Chief Executive Officer of that Shire and liaise with the Chief Executive Officer of the Shire of York. The CESM will receive and respond to advice and requests from the designated FESA District Manager.

8. CONDITIONS OF EMPLOYMENT

- 10.1 The CESM will be employed under the Local Government Industry Award for a three year period with the option to extend.
- 10.2 The hours of duty will generally be 152 hours over a 19 day cycle. The CESM will be expected to manage their own time and will be required to work some weekends and nights, as required.
- 10.3 The CESM uniform will be blue, with shoulder patches displaying FESA Fire and Emergency Services and the appropriate epaulettes representative of a Local Government CESM.

- 10.4 Overtime will be paid by FESA for attendance at operational incidents. Any other overtime will only be paid with the approval of the FESA District Managers.
- 10.5 Any performance based issue or grievance will be addressed by the use of the appropriate Shire of Beverley internal policies.
- 10.6 The vehicle used by the CESM, will be by agreement with the Shires and FESA and will be supplied by the Shire of Beverley.
- 10.7 The CESM will be required to perform operational bush fire duties as required and must be appointed as a Fire Control Officer by both shires.

9. FINANCIAL PROVISIONS

- 9.1 The Shire of Beverley agrees to be the "host" Shire, on an "in-kind" basis (i.e. it will not attract any administration or management fee), for the purpose of administering the financial implications of this arrangement.
- 9.2 FESA (70%), and the Shires (30% jointly), will be responsible for all costs associated with the CESM position. (i.e. 15% of the total cost for each shire), except for those identified under item 10.4.
- 9.3 FESA and the Shire of York will pay invoices (for the CESM position) to the Shire of Beverley on a quarterly basis.
- 9.4 The level of funding will remain constant for the period of the agreement. Funding contributions will be reviewed and re-negotiated at the end of that period.

10. HUMAN RESOURCE ARRANGEMENTS

- 10.1 The selection process for the position of the CESM will be managed by the Shires, with the support of FESA.
- 10.2 The CESM will be required to work to an agreed business plan, which will be developed by the Shires and FESA.
- 10.3 The Shires will provide office space for the CESM.

11. DURATION AND AMENDMENTS

This MOU will take effect from the date of the last signature on page 9 and will remain in force for a period of three years with an option to extend for a further three years by agreement of all parties. This Agreement shall not be altered, varied or modified in any respect except by agreement in writing.

12. DISPUTE RESOLUTION

- 12.1 The parties must first attempt to resolve any dispute arising between them in relation to any matter which is the subject of this MOU, by way of conference and negotiation. The parties must confer and negotiate within 7 days of receiving a notice from the other party setting out the nature of the dispute.

12.2 If the issue cannot be resolved by negotiation then the matter of dispute is to be conferred, deliberated and resolved by the FESA CEO or a nominated delegate and the Shire's CEO's or their nominated delegate.

14. TERMINATION

This Agreement may be terminated by mutual agreement of all parties in writing at any time.

15. NOTICES

Notices or other communications by each party to each other and under this MOU must, unless otherwise notified in writing, be addressed and forwarded as follows:

FESA Chief Executive Officer,
FESA House,
PO Box P1174,
PERTH Western Australia 6844

Chief Executive Officer
Shire of Beverley
PO Box 20
BEVERLEY Western Australia 6304

Chief Executive Officer,
Shire of York
PO Box 22
YORK Western Australia 6302

This Memorandum of Understanding is made

BETWEEN THE

**Fire and Emergency Services Authority of Western Australia
480 Hay Street
PERTH WA 6000**

and the

Shire of York and the Shire of Beverley

and will take effect from the date of the last signature

SIGNED for and on behalf of the Fire and Emergency Services Authority of Western Australia by:

Jo Harrison-Ward

CHIEF EXECUTIVE OFFICER

Signature _____

Date _____

SIGNED for and on behalf of the Shire of York by:

Ray Hooper

CHIEF EXECUTIVE OFFICER

Signature _____

Date _____

SIGNED for and on behalf of the Shire of Beverley by:

Keith Byers

CHIEF EXECUTIVE OFFICER

Signature _____

Date _____

BUSINESS PLAN 2011/14

An agreement between the Shires of York, Beverley and the Fire and Emergency Services Authority of Western Australia.

(All parties agree that the BP is a guide and outcomes may not be achieved in a twelve month period.)

Business Plan Priorities:

1. *Management of UCL/UMR*
2. *Management of LG Bushlands*
3. *Operational Response in ALL SHIRES when appropriate*
4. *Training of Bush Fire Brigades*

1. PREVENTION	To provide a range of prevention services to increase community awareness of hazards and their involvement in minimising impact.			
OUTCOME	STRATEGY	WHO	DUE	PERFORMANCE INDICATORS
Develop practices for fire management on local government bush lands in all shires.	Develop & implement mitigation pre-plans for all council vested reserves. Draft plan containing annual schedule of works based upon risk assessments. Engage BFBs/UCL staff & others to assist with HR Burns/other treatment options.	CESM & LG CESM & LG CESM & LG	1 October 1 August April to Nov	Plans in place. No of hazard reduction burns/other Treatment options. Volunteer & CESM man hours spent on programs. Amount of hectares on each burn.
Develop practices for fire management on all Unallocated Crown Land & Unmanaged Reserves in all shires.	Develop & implement mitigation plans for all UCL/UMR blocks. Maintain UCL data base. Engage BFB in hazard reduction burning programs/other treatment options.	CESM & DM & UCL Coord	Ongoing	Plans in place. No of HR burns/other treatment options. Volunteer & CESM man hours spent on programs.

**ITEM 9.4.4
APPENDIX B**

OUTCOME	STRATEGY	WHO	DUE	PERFORMANCE INDICATORS
Education programs for the community and schools to build knowledge & understanding of fire management practices.	Review & identify suitable programs for the community e.g. Bush Fire Ready, JAFFA, & Smoke Alarm program. Coordinate the provision of public information & develop media contacts. Coordinate the implementation of the FESA school education program including the use of volunteers for delivery of programs.	CESM to Coordinate the BFBs & JAFFA Team, Community Engagement	Ongoing	Number of programs delivered to the community. Notices and articles in media outlets. No of schools visited.
Strategic advice on Sub-divisional planning.	Provide advice to developers, shire and consultants when required.	CESM DM	Ongoing	The number of subdivisions where advice is accepted
Strategic advice on vulnerable communities & buildings.	Identify "at risk" facilities and communities. Conduct risk assessment & examine strategic treatment options.	All shires CESM LG LEMC	Ongoing	The number of Management plans Established for identified areas/buildings.

2. PREPAREDNESS

OUTCOME	STRATEGY	WHO	DUE	PERFORMANCE INDICATORS
Establish a training calendar for BFBs to meet the operational requirements of brigade members.	In consultation with Brigade, develop a program of appropriate courses for BFBs & Council staff. Coordinate the FESA DSO to maintain a record of courses and attendees on Train data base. Ensure BFBs have the appropriate level of training to be operationally effective.	CESM Vol Instructors FESA TRN Centre LG to maintain data base	Ongoing	The number of courses programmed. No of volunteers trained. No of hours CESM commits to training delivery & preparation.
Establish Relocation/Welfare Centres in all shires to support the community in times of need.	Liaise with LEMC to assist in Identifying & maintaining centres.	LEMC CESM LG FESA DM	Ongoing	Number of Centres in place & documentation identifying location, & contact details.
Establish Emergency Coordination Centres to ensure they are in a state of readiness.	Coordinate and assist LG to establish & maintain ECC and develop Standard Operating Procedures.	CESM LEMC LG FESA DM	Annual	Number of audit ECC.
Support key Bushfire meetings & Committees (BFAC, DOAC & brigade meetings).	Provide reports to meetings where applicable. Attend meetings where applicable. Provide advice to council when required.	CESM DM	Ongoing	No of meetings attended Quarterly progress reports against the business plan tabled.
Establish Emergency fire water supplies in ALL SHIRES	Liaise with LG to ensure LG Inspects & maintains water supplies pre and post – fire season	CESM All shires	April Nov	Maintain water supply data base.

OUTCOME	STRATEGY	WHO	DUE	PERFORMANCE INDICATORS
Major exercise in ALL SHIRES.	Liaise with LEMC on exercise & provide support.	CESM All shires	Annually	Number and type of exercise.
Support for Local Emergency Management Committee	Attend LEMC meetings. Provide advice and assistance to the committee and executive officer. Update LEMC arrangements. Provide advice to LG for the development & / updates to the LG Recovery Plan. Provide advice to LG on the establishment of relocation plans capable of removing people at risk where identified.	CESM LEMC All shires FESA DM	Ongoing	LEMC compliance with SEMC policy. No of meetings attended. Recovery plan updated.
Provide support to the District Emergency Management Committee (DEMC)	Attend DEMC meetings on behalf of council if usual LG representative is not available.	CESM All shires FESA DM	Quarterly	Meetings attended.

3. RESPONSE
 To ensure rapid and comprehensive response to emergencies, to contain and minimise the impact of emergencies.
 To support the community in its own response to emergencies.

OUTCOME	STRATEGY	WHO	DUE	PERFORMANCE INDICATORS
Respond to emergency incidents that impact on the community in all the shires.	Maintain & review mobilisation procedures for BFBs to ensure their effectiveness. All mobilisations to be monitored in line with SOP. Provide IMT support as required. Provide adequate training for BFB Captains/FCO to ensure they can manage incidents.	CESM DM LG BFBs	Ongoing	No of incidents attended by brigades. No of incidents attended by CESM. The number of hours spent at incidents by BFBs and CESM.
Respond to incidents in neighbouring LGs when requested.	Respond to incidents when requested by FESA or neighbouring LGs. Provide IMT support as required at incidents. Monitor all incidents & support with resources when required. Support FESA and other Local Governments as per the Mutual Aid Agreement.	CESM LG BFBs	Ongoing	Number of requests for assistance. No of incidents attended by CESM & man hours spent at incidents. No of incidents attended by ALL SHIRE BFBs.
Assistance to FESA unit.	Liaise between Shire and local FESA Unit Leader to assist / provide operational & administrative support as required	CESM FESA DM Shire of York	Ongoing	Assistance provided.

4. RECOVERY
To assist the community, employees and volunteers affected by major emergencies to recover effectively and efficiently.

OUTCOME	STRATEGY	WHO	DUE	PERFORMANCE INDICATORS
Counselling Service & Peer Support for volunteers in place for all volunteers & ALL SHIRES staff.	Encourage BFB/ SES to utilise services. All major incidents involving volunteers, whereby there are serious injuries, trauma or fatalities to be reported to the FESA Comcen.	CESM Peer Support Chaplain All shires	Ongoing	Peer support group formed and maintained. Counselling offered to volunteers and staff.
Provide support to the Incident Recovery team.	Ensure OHS&W as required. Provide advice on the activation and implementation of the LG recovery plan. Monitor & review recovery plan with LEMC & LG.	CESM All shires	Ongoing	Recovery plan activated. Relocation plan activated.

5. SPECIAL PROJECTS
To assist Local Government and FESA with special projects that mitigates the impact of incidents on the community.

OUTCOME	STRATEGY	WHO	DUE	PERFORMANCE INDICATORS
Special Projects	Coordinate & manage projects for FESA & LG in regard to fire and emergency management.	CESM	Ongoing	Completion according to timelines. Project reports/Hours spent.

6. ADMINISTRATIVE DUTIES

OUTCOME	STRATEGY	WHO	DUE	PERFORMANCE INDICATORS
Establish Emergency Service Directory & contacts list.	Develop & maintain a directory for emergency service contacts in liaison with FESA Region.	CESM ALL SHIRES support	Ongoing	Annual directory completed by due date.
Maintain BFB Membership List.	Audit and update existing BFB m/ships incl. medicals & police clearances.	CESM ALL SHIRES support	Ongoing	BFB list accurate and up to date.
Risk to Resources (R2R) Model established each year.	Review & analyse the R2R model against current resource inventory.	CESM DM LG	November	Review model annually.
Bush Fire Brigade & State Emergency Service administration process.	Coordinate & play a lead role in drafting the ESL budget for BFB & SES on behalf of the ALL SHIRES ALL SHIRES to acquit ESL budget. Ensure BFB comply with ESL requirements.	CESM ALL SHIRES FESA DM	Ongoing	Time spent on ESL Draft and submission to be submitted within scheduled time frames. ESL accounts within budget & compliant.
Establish a Bush Fire Brigade fleet maintenance program.	Liaise with LG and assist LG with the coordination maintenance of vehicles & equipment including communication systems.	CESM LG depot Records ALL SHIRES	Ongoing	Maintain vehicle servicing records.
Establish a PPE monitoring & replacement system.	Develop & coordinate the maintenance of a data base system for ALL SHIRES and BFBs to manage all PPE/Equipment.	CESM & Volunteers	Ongoing	Systems implemented.
Budget Reports.	Complete reports monthly.	CESM	Monthly	No of reports.

7. PERSONAL DEVELOPMENT

Set goals to achieve the following AIMS, Emergency Management Training and computer training courses.
 NB the development program is currently under review and may be subject to change

COURSE TYPE	AGENCY	DATE PLANNED
1. Planning 5.04	FESA/DEC	
2. Operations course		
3. Situation course		
4. Mimic course		
5. Management Training		
6. Leadership courses		
7. Prescribed Burning Course		
8. Logistics course		
9. Intro to Emergency Risk Management		
10. Intro to Recovery		
11. Risk Management		
12. Exercise Management		
13. Business Continuity		
14. Word basic & Intermediate		
15. Excel		
16. Power point basic		

8. SUCCESSION PLANNING

Develop future leaders for ALL SHIRES/FESA to fulfil the role of CESH during leave periods, acting opportunities and vacancy periods.

Goals:

1. Identify a person to fill the role of the CESH position in the future
2. Organise and provide personal development training for the above identified people.

NAME	COURSE
	Trainer /Assessor
	Intro to Fire Fighting
	Bush Fire Fighting
	Fire Control Officer
	Chief Bush Fire Control Officer
	AIIMS Awareness
	Ground Controller
	Risk Management
	Proven Written and verbal communication skills
	Knowledge and experience in Local Government and an understanding of bush fire brigades
	Project Management

**BUSINESS PLAN AGREEMENT BETWEEN
FESA AND THE SHIRES OF YORK AND BEVERLEY**

Date of effect June 2011 to June 2014

<p align="center">MERV AUSTIC MANAGER, BUSHFIRE & LOCAL GOVERNMENT RELATIONS BRANCH</p>	<p align="center">Signature</p>	<p align="center">Date</p>
<p align="center">RAY HOOPER CHIEF EXECUTIVE OFFICER SHIRE OF YORK</p>	<p align="center">Signature</p>	<p align="center">Date</p>
<p align="center">KEITH BYERS CHIEF EXECUTIVE OFFICER SHIRE OF BEVERLEY</p>	<p align="center">Signature</p>	<p align="center">Date</p>
<p align="center">COMMUNITY EMERGENCY SERVICES MANAGER</p>	<p align="center">Signature</p>	<p align="center">Date</p>

Attachment 1.

SPECIFIC CESM COST SHARING BETWEEN FESA AND THE SHIRES OF YORK & BEVERLEY. As at May 2011 for a CESM--INDICATIVE COSTINGS ONLY

ITEM	COSTS	FESA	LGS	RECOUP	FREQUENCY	COMMENTS
Salary	70,000	49,000	21,000	FESA (70%) & Shires collectively (30%) to pay on invoice to the Shire of Beverley	Quarterly	
On Costs	23,000	16,100	6,900	FESA (70%) & Shires collectively (30%) to pay on invoice to the Shire of Beverley	Quarterly	
Workers Compensation Superannuation Annual Leave/LSL	FESA			FESA to provide only	As required	
Sanctioned Overtime	8,062	5,643.40	2,418.60	FESA to pay on invoice to the Shire of Beverley	Quarterly	Call out, Travel etc
ITC COST						
Laptop Computer & datacard	1500	1500		FESA to provide		
PC (Shire)	1500		1500	Shires to provide		
Mobile Phone	1200	840	360	FESA (70%) & Shires collectively (30%) to pay on invoice to the Shire of York	Quarterly	SoB to provide
VEHICLE COSTS						
Lease/servicing/fuel	18,000	12,600	5,400	FESA (70%) & Shires collectively (30%) to pay on invoice to the Shire of York	Quarterly	SoB to provide vehicle
OFFICE EQUIPMENT				N/A	N/A	LGs to provide
UNIFORMS						
Purchase/Maintenance	500	350	150	FESA (70%) & Shires collectively (30%) to pay on invoice to the Shire of York	Quarterly	
TRAINING						
Courses/Attendance	1200	840	360	FESA (70%) & Shires collectively (30%) to pay on invoice to the Shire of York	Quarterly	All parties to share costs
Grand Total	124,962	86,873.40	38,088.60			

Note:

1. Wildfire overtime to be paid by FESA

Attachment 2.

Vehicle specifications:

- 4 x 4 Dual cab utility (diesel fuel)
- Air conditioned
- Roo bar
- Rear canopy (lockable)
- Tinted windows
- Tow bar
- WAERN radio
- "Bury" mobile phone car kit with external antennae
- Emergency beacons to FESA standard
- Emergency striping to FESA standard
- FESA and Local Government logos

Options:

- Seat covers
- Heavy duty floor mats
- Additional 12v power outlets
- Alternate headlight flasher system.

