



NSW RURAL FIRE SERVICE

MEMORANDUM

To: Seahampton Members
From: Sam Berry – Captain, Seahampton RFB
Subject: Social Media – Discipline
Date: 24/07/2014

Dear Members,

Please be advised that during the Brigade Executive meeting held at Seahampton station on the 20th of July 2014 a discussion took place regarding members posting either on their own Facebook page or the brigades page. The discussion was focused around the **Service Standard 1.4.5 Social Media**. The definition of “social media” deemed by the NSW RFS is: media designed to be disseminated through conversation and social interaction, utilising internet based technologies and channels. Examples include Facebook, Twitter, YouTube, Flickr, forums and blogs.

As per the latest Brigade Management Team meeting that was held at Lake Macquarie Fire Control Centre on the 10th of July 2014 the team manager Mr Steve Raymond informed all in attendance that it was the brigades responsibility to ensure that members follow and abide by the Service Standards, with this said the brigade executive passed the following motion:

“A Three (3) strike rule to be implemented for members regarding disciplinary action for use of social media not in line with service standards. On reception of a 3rd warning letter, the member will come before the brigade executive and may be deemed not a fit and proper member and face possible removal from the brigade”

Both the Captain and the President will decide if any post from a member of the brigade is deemed inappropriate and discuss the issue to decide if a member should be the recipient of a warning letter. As stated in the motion once receiving a 3rd letter you will then come before the brigade executive for a final determination weather you should remain a member of Seahampton Rural Fire Brigade or be removed in accordance with the Service Standards.

The recipient does have the right to appeal a warning letter if they feel that special circumstances could be granted or they wrongfully received a warning letter. The appeal is to be put in writing and addressed to either the Captain or the President for consideration.

Regards

Sam Berry

A handwritten signature in black ink, appearing to read "Sam Berry".

Captain

Seahampton RFB

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