



VOLUNTEER TRAINING NOTE 11

In-field search survey behaviours

Previous training notes have already emphasised that a critical contributor to our effectiveness is SAVEM's culture of developing and maintaining a reputation of high operating standards.

This in turn is established by consistent and correct behaviours by our volunteer teams and individuals.

Points of key importance include:

- **In-field Management by Objective**

Remember this means: allocation of a task, and the achievement of a stated outcome.

It does not mean you will be directly told how to carry out the task.

How the Team is managed and deployed is set by the Team Leader to suit the as-found circumstances in the field, and according to SAVEM's SOP's and Policies.

The individual team member behaviours then need to be consistent with this standard as set throughout the deployment.

- **Operations Team Leaders** will set tasks consistent with:
 - the SAVEM Operations Manager task briefing
 - according to the Incident Action Plan (IAP) agreed upon by SAVEM's Incident Management Team, and written by the Planning Team
 - clearance received from the incident Control Agency

This is done to enhance Team effectiveness and efficiency, and to enable consistency between agencies. It means we all speak the same language, and understand each others processes.

This means NOT acting on individual "spur of the moment" inclination. "Freelancing" can be seriously dangerous. By all means speak up – you may be the only team member who has noticed something important – but discuss action as a team, and respect and accept the decision of the Team Leader.

Personal safety as well as our professionalism is on display to external observers, and the positive effect is maximised.

Team members need to understand that:

- survey area access may well be halted or revoked by the Control Agency in line with changing circumstances at any time (Remember that a "contained" fireground means that local burn or re-ignition with changing weather and landform can still occur at any time)
- team briefing by the Team Leader before entering a survey area can determine your local go/no go parameters irrespective of what others may be doing
- Team Leaders will determine the "Org Chart" for that particular Operational session, formally assigning roles within the SAVEM Plan's Job Descriptions. This may include a Deputy, spotters, scribes and treating veterinarians

- routine tasks can be re-allocated as the dynamics of the Operational session unfold – it is not “set in concrete”
- there are no mundane jobs - the standby-at-the-vehicle is important to be able to give rapid response to a call for resources by other field personnel; the event log scribe at the time generates the defensible record of current actions for future debrief, or even for legal investigation
- each team member has a mutual support role, including “head count” and “dehydration watch”, in addition to the team member allocated this task as a primary role
- hand-overs need to be done in a structured way – end-of-deployment time frames exist to avoid volunteer burn-out and working when fatigued; replacement teams and team members need to succinctly know what has been achieved, what needs to be done, what hazards and warnings are in place (**see “Sit Rep”**)

