

INTERPRETATION CLAUSES.

In these by-laws, except where inconsistent with the context or when otherwise expressly provided,—

- “Board” means the Te Aroha Fire Board elected and appointed under the provisions of the Fire Brigades Act, 1908.
- “Brigade” means the Te Aroha Fire Brigade established and enrolled under the provisions of these by-laws :
- “District” means the Te Aroha Fire District as defined in the *New Zealand Gazette* No. 25, of the 11th day of March, 1920 :
- “Secretary” means the Secretary appointed by the Te Aroha Fire Board :
- “Superintendent” and “Deputy Superintendent” mean respectively the Superintendent and Deputy Superintendent of the Te Aroha Fire Brigade appointed by the Te Aroha Fire Board :
- “Street” means any public or private street, and includes public places :
- “The Act” means the Fire Brigades Act, 1908, and any amendment thereof :
- “Petroleum” means petroleum as defined by the Explosive and Dangerous Goods Act, 1908 :
- “Inspector” means the Inspector of the Te Aroha Fire Board who shall from time to time be appointed :
- “Inflammable material” means and includes empty crates, cases, and other packages, shavings, hay, straw, and other inflammable substances.

ESTABLISHMENT.

1. The brigade shall consist of a Superintendent, Deputy Superintendent, with such other officers as the Board may from time to time determine, and not more than fourteen firemen, with such numbers of auxiliaries as the Board may from time to time determine.

ENROLMENT.

2. Candidates for enrolment as members of the brigade must be physically strong men, free from any defect in limb, hearing, or sight. They must not be less than eighteen years of age nor more than forty-four years of age, unless they have previously and recently been engaged as active and efficient firemen or are otherwise thoroughly competent. They may be required to produce testimonials as to character and ability. They may be required to undergo a medical examination by such duly qualified medical practitioner as the Board may appoint. Members of the brigade acting in that capacity on the coming into force of this by-law shall be exempted from these requirements.

APPLICATION FOR ENROLMENT.

3. Applications for enrolment must be made on the form set out and printed by the Board, and applicants shall only be enrolled as members of the brigade on their application being approved by the Board.

PROBATION.

4. Candidates when approved will be accepted as members of the brigade on probation only, the term of which shall be three months. If at the end of that term the probationer shall have given satisfaction to the Superintendent, and shall at a meeting of the brigade receive an affirmative vote of not less than three-fifths of the members there present, his acceptance as an enrolled member shall be confirmed by the Board.

5. Members of the brigade are subject to the provisions of clause 4 hereof, enrolled for service from year to year, subject to one month's notice on either side, except as hereinafter provided.

APPOINTMENT AND PROMOTION OF OFFICERS.

6. The appointment of Superintendent and Deputy Superintendent shall be made by the Board as provided by section 30 of the Fire Brigades Act, 1908, due consideration being given in each case to the claim of men already in the service of the Board. Such appointments may be terminated by one month's notice on either side.

RETIRING-AGE.

7. The age at which members of the brigade must retire from the brigade shall be as follows: Superintendent and Deputy Superintendent, sixty-five years; firemen, fifty-five years; but the Board may, if it thinks fit in any special case, extend these limits.

CARE OF UNIFORM AND EQUIPMENT.

8. Uniforms and equipment of a pattern and design approved by the Board shall be issued to members of the brigade on enrolment, but shall remain the property of the Board.

9. On discharge from the Board's service either by resignation or dismissal each member must return to the Secretary, in good order and condition (fair wear-and-tear excepted), every article of clothing or equipment the property of the Board which may be on issue to him; in the event of his failing to do so the cost of any article of clothing not returned, or returned in a damaged condition, shall be charged to such

member and deducted from any pay or money that may be due to such member, or recovered by process of law.

PLANT NOT TO BE REMOVED WITHOUT PERMISSION.

10. Except for the purposes of answering any alarm of fire or false alarm, or for *bona fide* brigade practices ordered by the Superintendent, no plant or appliance of any kind shall be removed from the brigade premises unless such person removing same shall have first received the permission of the Superintendent to do so. Any person removing any plant or appliance without such permission as aforesaid shall be guilty of an offence.

THE SUPERINTENDENT.

11. The duties and powers of the Superintendent, in addition to those conferred on him by the Act, shall be as follows:—

- (1.) He shall be responsible to the Board for the efficiency of the members of the brigade and all gear used in its service.
- (2.) He shall have power to suspend any member for breach of discipline or misconduct of any description at any time, but must at once report such suspension to the Board. The member so suspended may appeal to the Board, which may hold an inquiry into the alleged breach of discipline or misconduct. At such inquiry the suspended member may be present and have the right to speak in his defence, and, if he so desires, to bring witnesses in support of such defence.
- (3.) He shall keep an order-book, in which from time to time all orders affecting the working of the brigade shall be entered. Such order-book or a copy of the orders therein shall be available for inspection by members of the brigade at all times.
- (4.) He shall allot such duties to the members of the brigade as he may deem necessary for ensuring the efficiency thereof, and may withdraw any member from any special duty and allot him fresh duties at his (the Superintendent's) discretion.
- (5.) He shall keep a service-record book, containing the names, occupations, places of birth, dates of birth, dates of joining and discharge from the brigade, with awards and punishment by the Board, in a proper manner.
- (6.) He shall perform any other duty in connection with his position which the Board may from time to time assign to him.

FIREMEN TO TAKE CHARGE IN OFFICERS' ABSENCE.

12. In the event of the absence of all of the Board's officers at any fire or false alarm of fire, the senior fireman there present shall take charge of the brigade.

DISCIPLINE.

13. A member of the brigade guilty of any of the following offences whilst on duty in the Board's service shall be liable to suspension from duty by the Superintendent:—

- (a.) Being in an intoxicated condition;
- (b.) Disobeying any lawful order of his superior officer;
- (c.) Using abusive or insubordinate language to his superior officer;
- (d.) Striking his superior officer;
- (e.) Using obscene language.

14. A member of the brigade committing either of the following offences shall be suspended, and reported to the Board by the Superintendent:—

- (a.) Wilfully damaging any portion of the brigade premises or other the property of the Board;
- (b.) Absenting himself without sufficient excuse from any drill or practice ordered by the Superintendent, or from any false alarm of fire.

15. No member of the brigade shall under any circumstances write any letters or furnish any information to the Press on matters connected with the Board or brigade, save that in the event of no superior officer being present the senior firemen on duty may give particulars regarding any fire which has been attended by the brigade.

LEAVE OF ABSENCE.

16. Leave of absence for any period not exceeding fourteen days may, on the application of a member of the brigade, be granted by the Superintendent, who shall record the same in his occurrence-book. Any member of the brigade desiring leave of absence for a longer period than fourteen days shall apply in writing addressed to the Superintendent, who shall forward such application to the Secretary of the Board, with such recommendation as he may think fit, and leave of absence for such longer period shall only be granted by the Board.

BRIGADE MAY MAKE RULES.

17. Subject to the approval of the Board, and provided they in no way conflict with these by-laws, the brigade may make rules and regulations for its own government.