

SUBMISSION OF DARYL BOWEN

1. I, Daryl Bowen, Leading Firefighter (**LFF**) with the Metropolitan Fire and Emergency Services Board (**MFB**), [REDACTED], in the State of Victoria, say as follows:
2. I have been employed by the MFB for 25 years 6 months. I currently hold the rank of LFF and I have held that rank for 11 years.
3. As well as holding the rank of LFF I hold the following qualifications/memberships:
 - i. Rescue Certified
 - ii. Teleboom operator Certified
 - iii. Transporter Certified
 - iv. Water Tanker Certified
 - v. Pumper Tanker Certified
 - vi. Qualified Mechanic Certified
 - vii. Forklift Liscence
 - viii. Emergency Medical Reponses Certified
 - ix. Wildfire Certified
 - x. UFU Membership
 - xi. Woodeend/Heasket Football Club Member
4. I have also received a 25 year service medal.

Morale at Work

5. I feel that the morale at work has decreased during the Naphthine Government (2010-2014) due to the attack on our current EBA. The ongoing litigation pursued by the MFB and the consequent drain on the union and public funds was disgraceful. Personnel on fire stations absolutely despise senior management for this.
6. The morale at work has also decreased due to the CFA failing to honour its Agreements.
7. Professional firefighters as a collective feel that we are nothing more than numbers to senior management and our contributions to the community are not appreciated by both senior management and Government.

Equipment and Staffing

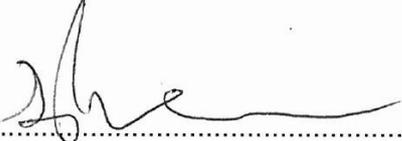
8. The standards of equipment and operational response (including staffing) have decreased during Naphthine Government. The Government reneged on employing more professional fire-fighters which was promised.
9. I believe that the staffing levels are also currently not adequate to protect the Victorian Community and firefighters.

Interoperability

10. I have experienced issues arising from lack of interoperability between the CFA and MFB. There is a complete lack of co-ordination on the fire ground, which I have seen personally at the Feb 2014 Kilmore/Wallan fires.
11. I want to see increased interoperability between the agencies achieved by one fire service.

Senior Management

12. There is a disconnect between Senior Management in the fire services and their employees as a result of the senior management's disregard for their staff.
13. I have lost all trust and confidence in management and do not believe the relationship can be repaired. Their actions have made staff lose all faith in their ability to run this organisation.



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Daryl Bowen

Date: 24/08/2015