

SUBMISSION OF JUSTIN ELLIOTT

1. I, Justin Elliott, Leading Firefighter (**LFF**), with the Country Fire Authority (**CFA**), [REDACTED], in the State of Victoria, say as follows:
2. I have been employed by the CFA for 14 years 3 months. I currently hold the rank of LFF and I have held that rank for 10 years.
3. As well as holding the rank of LFF I hold the following qualifications/memberships:
 - i. Cert V in Agriculture
 - ii. Senior Motor Mechanic
 - iii. Plant Operations Manager Certification
 - iv. UFU Membership
 - v. Stoney Creek Football Club Member
 - vi. Gippsland Car Club Member
 - vii. Victorian Saloon Car Association Member
 - viii. Confederation of Australian Motorsport Member
4. I have also received the following awards:
 - a. 25 years Service Medal
 - b. National Emergency Medal for the Black Saturday Bushfires

Morale at Work

5. I feel that the morale at work has decreased during the Napthine Government (2010 – 2014) due to the lack of trust of senior management and the fact that volunteers are used against the operational staff and union integrity.
6. The attempt by the MFB to set aside the Enterprise Agreement and the CFA failing to honour its agreements also lowered the morale in the workplace. This conduct portrayed a lack of respect and trust from management towards the staff.

Equipment and Staffing

7. I feel that the standards of equipment and operational response (including staffing) have decreased during the Napthine Government. I also do not believe that staffing levels are currently adequate to protect the Victorian Community and firefighters. I believe that there should be a minimum of four firefighters on a pump.

Interoperability

8. I have experienced issues arising from the lack of interoperability between the CFA and MFB. During the Hazelwood fire, a poorly defined hierarchy of command was evident when both agencies were operating together.
9. I would like to see increased interoperability between the agencies.

Senior Management

10. I believe there is a disconnect between Senior Management in the fire services and their employees because there are too many outside senior operational people employed with no background knowledge of the CFA and MFB cultures and operating procedures. This is also the result of budget-cuts resulting in training deficiencies.

11. As a result of the matters mentioned, I have lost trust and confidence in senior management. I believe there is no way to repair the relationship as there is too much history stemming from a lack of trust and deception in their decision-making. I believe that we need a clean sweep to move forward with new ideas and no ill feeling.



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Justin Elliott

Date: 11 August 2015