

## SUBMISSION OF PETER WILLAIM SCHILLING

1. I, Peter William Schilling, 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 27 and a half years. I currently hold the rank of LFF and I have held that rank for over 12 years.
3. As well as holding the rank of LFF I hold the following qualifications/memberships:
  - i. Teleboom Mk3, Mk5
  - ii. Ultra Large Pump
  - iii. Control Unit
  - iv. Mk4 and Mk5 Pumper and Pumper Tanker
4. I have also received the National Medal.

### **Morale at Work**

5. I feel that the morale at work has decreased during the Napthine Government (2010-2014) due to the attack on our job and conditions at station level. We felt that the government was against us even though we were doing a good job.
6. I feel that the morale at work has also decreased because the MFB's attempts to set aside the Enterprise Agreement. The distrust ran deep after they reneged on a legal agreement, the morale suffered.

### **Equipment and Staffing**

7. The standard of equipment and operational response (including staffing) has decreased during the Napthine Government. Too much energy was spent on trying to destroy the UFU and trying to destroy the consultation process rather than focusing on improving operations and service delivery.
8. Staffing levels are currently also not adequate to protect the Victorian Community and firefighters. In Victoria, we require more professional firefighters to staff fire stations twenty four hours per day. For example, in densely populated areas in the eastern and southern suburbs, turn out times are delayed because stations are not staffed.

### **Interoperability**

9. I have experienced issues arising from the lack of interoperability between the CFA and MFB. Some examples include:
  - a) EMR not expanded to all of Victoria;
  - b) BA Tallys do not fit into each other's board;
  - c) BA's are different
  - d) Radios are totally different

- e) Pumping principles are different
- f) Lack of basic skills among some volunteers.

10. I would like to see increased interoperability between the agencies achieved by more full-time professional firefighters. Further, standard BA, ladders and other equipment and standardised training for recruits before arriving on any fire ground will assist with having standard procedures, training and skills which all firefighters can operate to on the fire ground. This would not only increase efficiency but, importantly, also safety.

**Senior Management**

11. There is a disconnect between Senior Management in the fire services and their employees as a result of the reasons listed above.

12. In my 27 and a half years of service I have never been as worried about the future of my career or what that impact would have on my family as I was during recent case by the MFB to terminate our enterprise agreement which was a direct attack on my job and my livelihood. This agenda was driven by senior management under the guise that it would be good for us, however, I believe it would only be a good result for them. I have subsequently lost trust and confidence in senior management.

13. I do not believe the relationship can be repaired as you cannot ask for a person's trust a second time if the first time it was completely abused.



.....  
Peter William Schilling

Date: 10 August 2015