

SUBMISSION OF PAUL CURRAN

1. I, Paul Curran, Qualified Firefighter (**QFF**), with the Country Fire Authority (**CFA**), [REDACTED] in the State of Victoria, say as follows:
2. I have been employed by the CFA for 5 years 2 months. I currently hold the rank of QFF and I have held that rank for 2 years and 2 months.
3. As well as holding the rank of QFF I hold the following qualifications/memberships:
 - i. Diploma in Music Industry (Technical Production)
 - ii. Certificate IV in Training and Assessment
 - iii. Emergency Medical Response Qualified
 - iv. Ladder Platform Qualified
 - v. Aerial Pumper Qualified
 - vi. Monitor Hazardous Atmospheres Qualified
 - vii. UFU Member
4. I have also received a 5 year service award.

Morale at Work

5. I feel that the morale at work has decreased during the Napthine Government (2010 – 2014) as a result of the following:
 - a) The attitude of the government towards firefighters has given us little hope to move forward;
 - b) Having no hope for the presumptive legislation;
 - c) Having no hope for four on a truck; and
 - d) Having no hope for a new EBA.
6. As a result of CFA failing to honour its agreements and MFB's attempts to remove their Enterprise Agreement morale at work has lowered significantly. CFA was already working towards dismantling our agreement clause by clause, and there was the feeling that if they succeeded in terminating the MFB agreement in its entirety the CFA would follow in their footsteps. Due to these actions, among others, there is no trust between professional firefighters and senior management.

Equipment and Staffing

7. The standards of equipment and operational response (including staffing) have decreased during the Napthine Government due to the following reasons:
 - a) CFA's refusal to consult saw continual delays on the introduction of Heavy HAZMATS, Aerial Pumpers, MCVs and other equipment;
 - b) Recruit courses were cancelled or reduced in quantity of firefighters;
8. I also believe that the staffing levels are currently inadequate to protect the Victorian Community and firefighters. CFA Chief Officers Standing Orders say that we cannot

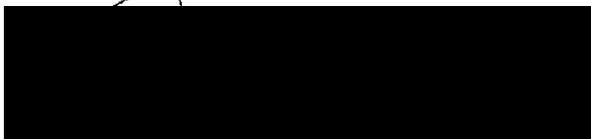
commence an internal attack without 4 on the fireground and yet we still have minimum staffing of 3 on pumpers (1xS/SO 1xLFF 1xFF)

Interoperability

9. I have experienced issues arising from the lack of interoperability between the CFA and MFB. At a recent house fire with MFB in Mulgrave, they ran out of 38 mm hose. The CFA 38 mm hose uses differently coupling than the MFB 38 mm hose, meaning a basic yet vital piece of equipment, such as our hoses, were incompatible.
10. I would like to see increased interoperability between the agencies be achieved and I believe this can be done through increased co-response in mutual aid areas.
11. Whilst some believe we are ready for one fire service, I do not believe we are there yet. What I would like to see from this review is a continuation of the work being done to further align the equipment, appliances, training, uniforms and SOPs between the services. By using the word 'align', I mean sitting down and figuring out the best option, regardless of the service. Both services have areas in which they excel and this process must be done objectively to find the best option moving forward.

Senior Management

12. I believe that there is a disconnect between Senior Management in the fire services and their employees because there is simply no trust. Nothing can be done on goodwill anymore because senior management have burnt the professional firefighters in CFA and MFB. I have worked in CFA for only five years and I am sadly very cynical and critical of anything I hear coming out of headquarters.
13. I have lost all trust and confidence in senior management. CFA worked with the Napthine Government to strip us of our conditions and used the VFBV to push their own political agenda. CFA have refused to acknowledge the important role we play in protecting the community and instead only say we are there to support volunteers. I do not believe that there is any way to repair the relationship between professional firefighters and senior management as we have no faith or trust in the ability or intentions of the current senior management. We work in a field where trust is essential, and unfortunately due to their previous actions and attitudes we are simply unable to trust our senior management.



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Paul Curran

Date: 15 August 2015