

## SUBMISSION OF STEPHEN BONFIELD

1. I, Stephen Bonfield, 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 5 years. I currently hold the rank of LFF and I have held that rank for 9 months.
3. As well as holding the rank of LFF I hold the following qualifications/memberships:
  - a. Sub Officer in the London Fire Brigade
  - b. Constable in the WA Police Force
  - c. Certificate IV in Public Safety
  - d. Certificate IV Training and Assessment
  - e. Qualified Electrician
  - f. Diploma of Finance (Credit Advisor)
  - g. Urban Search and Rescue Diploma (US)
  - h. UFU Member

### **Morale at Work**

4. I feel that the morale at work has decreased during the Napthine Government (2010-2014) resulting from the uncertainty of not knowing if your pay and conditions will be worse in the future. I have a mortgage, which is based on my income, being faced with uncertainty and possible pay-cuts was extremely stressful for me.
5. I feel that the morale at work has decreased because of the MFB's attempt to set aside the Enterprise Agreement (the termination case). My wife works part-time to help support our family and we have based her work around my shift. To be faced with the uncertainty of possible shift changes was also very unnerving.

### **Equipment and Staffing**

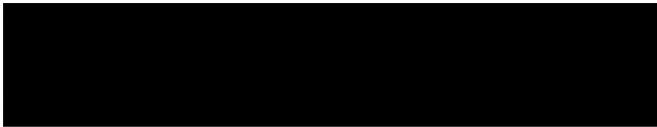
6. I feel that staffing levels are currently not adequate to protect the Victorian Community and firefighters. Having three firefighters on a truck as per the current staffing levels is dangerous and puts unnecessary pressure on an already dangerous situation.

### **Interoperability**

7. I would like to see increased interoperability achieved by integrating the two fire services into one emergency fire service.

### **Senior Management**

8. I believe there has been a disconnect between Senior Management in the fire services and their employees. I was stationed at Eastern Hill Fire Station during the closure for the asbestos removal. The station was closed for some time in order to have all of the asbestos removed. It was removed from the management part of Eastern Hill. The only part of the building that it was left is the firefighters showers. On the first day of the reoccupation of the station contractors were drilling into the shower walls clearly marked with asbestos stickers. Actions such as this make me feel that senior management do not have our best interests at heart.
  
9. Management cannot be trusted to do the right thing by us. They care only about themselves and their own safety. I have lost trust and confidence in management and do not believe the relationship can be repaired.



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Stephen Bonfield

Date: 12 August 2015