

**People & Culture - Employee Relations - Headquarters**  
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6 February 2014

Mr Peter Marshall  
Branch Secretary  
United Firefighters Union  
410 Brunswick Street  
**FITZROY VIC 3065**

Dear Peter

### **EMERGENCY MEDICAL RESPONSE (EMR) REVIEW**

I refer to discussions on 29 January 2014 regarding the EMR Review in which UFU representatives Michelle Baldini and Martin Davis were in attendance.

In the discussion CFA advised it would provide information as to CFA's view regarding the validity of the grievance lodged by the UFU. CFA provides the following clarification:

- Clause 88 of the Operational Staff Enterprise Agreement 2010 (Agreement) contains provisions which CFA considers are not valid and are not provisions about permitted matters as referred to in S.172(1) of the Fair Work Act 2009 including:
  - UFU requiring CFA undertake the trial of the type described;
  - Reviewing the trials effectiveness;
  - Providing a copy of the review to the UFU; and
  - Undertaking and submitting a business case to Government to secure funding to implement EMR at all locations within CFA's area of responsibility as agreed by the CFA and UFU.
- It is recognised that the provision of EMR response by firefighters would require additional Government funding, therefore this prescription pertains to the number of firefighters CFA employs and therefore is not enforceable.

As previously advised, CFA does not consider there has been an unacceptable delay in the provision of a report on the review, but rather that there is a measured and thorough process being undertaken aimed at ensuring that the review relating to this significant subject covers all relevant matters. CFA will consult with the UFU and provide an update once the review is finalised.

CFA does not agree that clause 88.6 of the Agreement requires CFA to provide a copy of the document sought. CFA is not satisfied that a sufficient review of the effectiveness of the trial has been completed in all respects, and until it is completed CFA is not in a position to provide the UFU a copy of the review document.



For the above reasons CFA considers that the grievance cannot be dealt with under the dispute resolution process outlined in clause 15 of the Agreement.

Yours sincerely

A handwritten signature in black ink, which appears to be 'Peter Cordova', is written over a large, hand-drawn oval scribble.

**Peter Cordova**  
**Executive Manager, Employee Relations**  
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