

SUBMISSION OF PETER BEVIS

1. I, Peter Bevis, Senior Firefighter (**SFF**) with the Metropolitan Fire and Emergency Services Board (**MFB**), [REDACTED] the State of Victoria, say as follows:
2. I have been employed by the MFB for 29 Years. I currently hold the rank of SFF and I have held that rank for 22 years.
3. As well as holding the rank of SFF I hold the following qualifications/memberships:
 - i. Emergency Medical Response Qualification
 - ii. UFU Membership
4. I have also received my 15, 20 and 25 year service medals.

Morale at Work

5. I feel that the morale at work has decreased during the Napthine Government (2010-2014) due to the fact that trust has been completely eroded. No one believes management. Like politicians, they say one thing and do another. Management constantly vilify the union, seemingly unaware that the very people they are talking to are, in fact the union. Management continually report back that they are now willing to enter into meaningful negotiations but that's not what the union tells us. I know who I believe, and it's certainly not management.
6. The lack of trust is also the result of the MFB's attempts to try and set aside the Enterprise Agreement which showed that senior management had absolutely no integrity and could not be trusted. This feeling greatly decreased morale in the workplace.

Senior Management

7. There is a disconnect between Senior Management in the fire services and their employees as a result of the ongoing disputation over the last few years culminating in the MFB's application to terminate our enterprise agreement. Management started to act like they were in a battle with their staff. Minor issues usually handled efficiently now became battle zones. I have lost trust and confidence in senior management.
8. One issue I personally became involved with involved a young firefighter who naively sought help and advice from senior management. This firefighter was bullied and vilified by senior management. He was yelled at and sworn at in a very aggressive manner. This bullying came from a man who had nearly 30 years in the job. He was accompanied by two other senior officers. A combined total of 90 years of experience, 3 senior officers ganging up on one junior firefighter with less than one year in the MFB. How can this be allowed to occur? This was not a marginal or borderline case and to the best of my knowledge those senior personnel involved

have never been held to account despite my bringing it to the attention of the Chief Officer.

9. I was also threatened with adverse reports and charges over emails I sent all stations all platoons over industrial matters during the dispute. During this time management continuously put out misleading (to say the least) emails and videos detailing their views. When I tried to respond to their emails and videos, pointing out some obvious fallacies, I was hounded. I was threatened with adverse reports and charges. I then received an adverse report and was told that if I continued to challenge the MFB via email, I would be charged. I believe this behaviour was designed to keep me and others like me quiet.
10. I do not believe the relationship can be repaired as there is no way I can continue to work for or with most of the current senior management. This group of executives chose to cravenly cave in to a poorly planned, ideological attack on their very own workers as they leapt at the chance for personal advancement to the detriment of the MFB, the public we serve and the vast majority of their work colleagues.



Peter Bevis

Date: 12 August 2015