

SUBMISSION OF BRUCE DAY

1. I, Bruce Day, 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 29 years. I currently hold the rank of LFF and I have held that rank for 25 years.
3. As well as holding the rank of LFF I hold the following qualifications/memberships:
 - i. Teleboom Operator
 - ii. Rescue Operator
 - iii. Emergency Medical Response
 - iv. Fire Vision 6 years and host for 2 years
 - v. Workplace Trainer and assessor Level 4
 - vi. Regularly acting as S.O.
4. I have also received the Chief Fire Officers Commendation in 1996.

Morale at Work

5. I feel that the morale at work has decreased during the Napthine Government (2010 – 2014) as a result of the MFB trying to terminate EBA through the Fair Work Commission. I also believe this has broken the trust with management. Should a fire service levy be used and wasted on attacking a fire-fighters legal EBA?
6. The morale in the workforce has also lowered due to the CFA failing to honour its agreements. Then the MFB following their conduct.

Senior Management

7. There has been an evident disconnect between Senior Management in the fire services and their employees because of poor management decisions.
8. For example, during the termination case I sent out an email, which many firefighters were doing at the time, questioning management's decisions in taking this action. Instead of listening to firefighter concerns the MFB instead attempted to discipline me and victimise me. Actions like this have led me to no longer have any trust or confidence in Senior Management.
9. I can honestly say that I have lost all trust and confidence in senior management. I see a constant revolving door of managers in the MFB but none that I feel have integrity. Or that I can trust. I do not believe that the relationship between firefighters and senior management can be repaired in the short to medium term. With nearly 30 years of service I witnessed numerous attacks on fire-fighters by management and their behaviour erodes trust very rapidly. A definite pattern has emerged.

10. Some Senior Management has been promoted not from within the organisation. So their attitude can be to “ride rough shed” over the fire-fighters.
11. There appears to be way too many Senior and middle management. They are superfluous and do not have an impact on our role attending emergencies or interacting with our communities.



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Bruce Day

Date: 10 August 2015