

## SUBMISSION OF JOHN RUSSELL

1. I, John Russell, Station Officer (**SO**), 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 35 years. I currently hold the rank Station Officer and I have held that rank for 1991.
3. As well as holding the rank of Station Officer I hold the following qualifications/memberships:
  - i. Certificate IV in workplace training and assessment

### **Morale at Work**

4. I feel that the morale at work has decreased during the Napthine Government (2010 – 2014) due to the Termination Case and ongoing litigation.
5. The attempt by the MFB to set aside the Enterprise Agreement also lowered the morale in the workplace. This demonstrated a loss of respect from former shift mates who gave evidence against us.

### **Equipment and Staffing**

6. I feel that the standards of equipment and operational response (including staffing) have decreased during the Napthine Government. Getting repairs and the maintenance of fire trucks takes significantly longer.
7. I feel that staffing levels are currently also not adequate to protect the Victorian Community and firefighters due to population growth and housing density, as well as ageing firefighters.

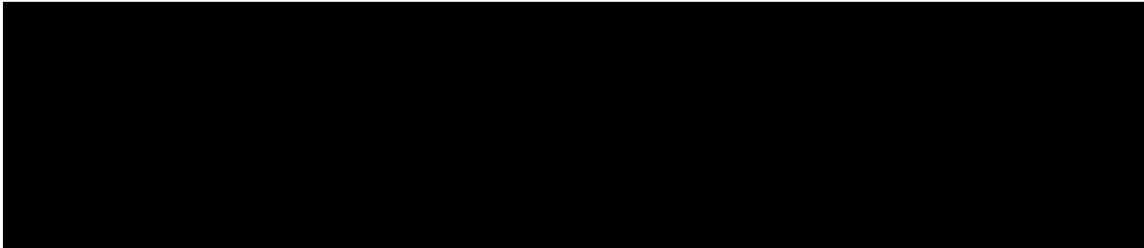
### **Interoperability**

8. I have experienced issues arising from the lack of interoperability between the CFA and MFB. One example is that our hose couplings are not compatible, as well as having different radios.
9. I would like to see increased interoperability between the agencies achieved by being able to transfer to CFA stations in regional areas and retain the same rank.

### **Senior Management**

10. I believe there is a disconnect between Senior Management in the fire services and their employees because we are a people organisation and senior staff do not value on shift firefighters and the difficult job that we face on a daily basis.

11. In giving evidence against us in the termination case, I will never be able to forget or forgive those who tried to remove our Enterprise Bargaining of 2010. As a result of the matters mentioned, I have lost trust and confidence in senior management. I believe there is no way to repair the relationship. The only way to repair the relationship is to have the senior management members who gave evidence against us be terminated.



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John Russell

Date: 11 August 2015