

SUBMISSION OF STEVE MUNDY

1. I, Steve Mundy, 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 27 years. I currently hold the rank of LFF and I have held that rank for 20 years.
3. As well as holding the rank of LFF I hold the following qualifications:
 - i. Rescue
 - ii. Teleboom
 - iii. Water tanker
 - iv. Pumper tanker
 - v. Mark 3, 4, 5 Pumper
 - vi. Chainsaw
 - vii. Chemical, biological hazard
4. I have also received Long and Good Service Award after 25 years.

Morale at Work

5. The Liberal Governments attempt to terminate our current Enterprise Agreement as well as the management's lack of respect for firefighters has caused significant problems in relation to morale. The result of this conduct has caused significant concern for future job security and possible attacks on firefighters employment conditions in the future.
6. I feel that the morale at work has also decreased not only because of the MFB's attempts to set aside the Enterprise Agreement, but also the CFA failing to honour its agreements. This is concerning as there is a feeling that if one agency was successful in their attacks, the other would follow suit.

Equipment and Staffing

7. The standard of equipment and operational response (including staffing) has decreased during the Napthine Government. Due to the limited recruitment and failure to recruit the necessary number to meet the demands and expectation of the community that we serve, the standard of service delivery does not now match the expectation of the Victorian public and the firefighting community.
8. Staffing levels are also currently inadequate to protect the Victorian Community and firefighters. I refer to the recommendations of the 2009 Royal Commission into the Black Saturday Fires that specifically recommended an increase to staffing levels.

Interoperability

9. As a LFF, I have experienced issues arising from the lack of interoperability between the CFA and MFB by a lack of compatibility of radios and equipment between the two agencies.
10. Increased interoperability could occur by comparable recruit training, aligned equipment, standard appliances and cohesive management.

Senior Management

11. There is a disconnect between Senior Management in the fire services and their employees as a result of the fact that management lack open and honest communication. This is evident through the sustained attack of the firefighters employment conditions.
12. I believe that as a result of the matters mentioned, I have lost trust and confidence in senior management. [REDACTED] and members of senior management continually lie to their operational staff. Trust is required to work both ways, and I do not believe that relationship can be repaired due to the behaviours of the management to terminate a lawful enterprise agreement.



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Steve Mundy

Date: 11 August 2015