

## SUBMISSION OF TONY SCULLY

1. I, Tony Scully, Station Office (**SO**), with the Metropolitan Brigade and Fire Services Board (**MFB**), [REDACTED], in the State of Victoria, say as follows:
2. I have been employed by the MFB for over 30 years. I currently hold the rank of Station Officer and I have held that rank for 4 years.
3. As well as holding the rank of Station Officer I hold the following qualifications/memberships:
  - i. Waterways Emergency Responder
  - ii. Long Term breathing apparatus
4. I have also received the Life Membership of the UFU, former and immediate past president of the UFU. Since 2009 I was awarded a Life Membership with the UFU.

### **Morale at Work**

1. I feel that the morale at work lessened considerably during the Napthine Government (2010-2014) as a result of the government, and senior management plotting the demise of our long standing conditions, career paths and subsequent service delivery to the public. This is also as a result of the MFB's attempt to set aside the Enterprise Agreement, resulting in firefighters having no confidence in the decision making of senior management. Tragically, during this period, many firefighters often considered that they would have to deal with a pending and debilitating industrial apocalypse.
2. Morale reached its very nadir, when 'rank and file' off duty operational firefighters, witnessed members of senior upper management being escorted to 'fair work Australia', nuzzled into the arm pits of professional body guards, who had formed a phalanx to enter the building. This puerile piece of theatre, only incited disdain and contempt from operational firefighters, with many stating, that these individuals had now lost their moral authority to lead.

### **Equipment and Staffing**

3. The standard of equipment and operational response (including staffing) had decreased during the Napthine Government.
4. Staffing levels are currently also not adequate to protect the Victorian Community and firefighters. Currently, under the Enterprise Agreement, there is a requirement for seven on the fireground before getting to work. Sometimes, this requirement cannot be met, within an appropriate time frame.
5. During this period of time, I was coerced into using a second hand firefighting helmet, after my original helmet had been damaged.

## Interoperability

6. I have experienced issues arising from the lack of interoperability between the CFA and MFB. For example, the CFA radios are often unreadable enroute to fires , in spite of me reporting this issue on numerous occasions, and as such, operational efficiencies are compromised
7. I would like to see increased interoperability between the agencies achieved, as I believe it will lead to greater efficiency in cost and also enhanced service delivery to the Victorian public.

## Senior Management

8. I believe there is a stern disconnect between Senior Management in the fire services and their employees, resulting from a lack of trust. Management often appears to act without empathy and consideration of its loyal and hard working firefighters
9. Due to their attempts to terminate long standing conditions of hard working firefighters, I have lost trust and confidence in senior management. Sadly, all firefighters realise that this management is waiting for the next change of State Government, to try and attack our long evolved conditions, levels of staffing and public service delivery. As a result, I do not believe the relationship can be repaired.
10. Furthermore, the amount of public fire levy monies used to attack firefighters' long standing conditions, could have been used far more wisely and appropriately, within the fire services, on practical improvements within the fire services, as opposed to pursuing a ideology that has damaged the 'esprit de corp' at the workplace. For example, it could have been used for the removal of 'asbestos' from fire stations. An example of this would be at St. Albans fire station, where firefighters currently work, in a sarcophagus like structure of asbestos. Even the breathing apparatus room ceiling contains lethal asbestos.
11. The 'termination case' run by senior fire service management, against Melbourne firefighters and the broader public, was a systemic perversion. It was brought about, by the wrong people, having too much influence, too much public money and a destructive, anti-service delivery ideology. Every individual member of senior management involved, should be held to account. The citizens of Victoria deserve better, much, much better.



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Tony Scully

Date: 16 August 2015