

Fire Services Review 2015
Preliminary District Analysis / Feedback Pro-forma

Term of Reference	Potential Implications	Opportunities for Improvement or Change	Show Stoppers	Desired VFBV Position on Key Issues	Action Required
(a) An assessment of the resourcing requirements necessary to ensure Victoria is appropriately equipped and fire ready	Do Nothing and resources and people will continue to decline whilst the risk increases.	<p>Opportunity to align systems between all Emergency Services Organisations (ESO's) including better web based solutions giving better access to both staff and volunteers across all the ESO's.</p> <p>CFA to improve its recruitment processes looking forward to also recruit people managers in the selection process, not just firefighters</p>			
(b) How CFA and MFB staff can be best supported in protecting communities, taking into consideration operational needs, as well as Occupational Health and Safety best practice and best training methods		Better understanding that both staff and volunteers require supporting by a risk based assessment of a common infrastructure			

Fire Services Review 2015
Preliminary District Analysis / Feedback Pro-forma

Term of Reference	Potential Implications	Opportunities for Improvement or Change	Show Stoppers	Desired VFBV Position on Key Issues	Action Required
<p>(c) The interoperability between the CFA and MFB</p> <p>(d) the interoperability across fire agencies responsible for preventing and suppressing all types of fire in Victoria, whether on public or private land</p> <p>(e) CFA and MFB management structures and management work practices</p> <p>See also section (h)</p>					<p>Terms of Reference are too limited. There is a need to include DELWP and Parks Vic. As examples of other fire agencies</p>

Fire Services Review 2015
Preliminary District Analysis / Feedback Pro-forma

Term of Reference	Potential Implications	Opportunities for Improvement or Change	Show Stoppers	Desired VFBV Position on Key Issues	Action Required
<p>(f) Enhancing workplace culture, including fostering greater respect and cooperation between management and its workforce, as well as enhancing workplace innovation and diversity</p> <p>See section (h)</p>		<p>Expand “Workforce” to include better opportunities for innovation from Volunteers and make volunteers more included in more opportunities.</p> <p>Recent example of overseas deployment. Volunteers restricted as required Visa for deployment, staff automatically covered for Visa’s.</p>		<p>Return the Chief Officer to its proper and original role of overall responsibility and management of CFA. At the moment the CFA CEO sits over a CFA Board above and Executive Leadership Team and the Chief Officer sits below this. Like Victoria Police’s Chief Commissioner , turn this around so the Chief Officer sits at the top.</p>	<p>Staff to exchange positions with other agencies to further reduce barriers between them.</p> <p>Expand and become more inclusive than the current existing limited system between CFA and MFB Station Staff only.</p>
<p>(g) Options for the establishment of a Career Firefighters Registration Board</p>	<p>Isolation of volunteers</p>	<p>Establish a Firefighters Registration Board for all Emergency Service Organisations, e.g., DELWP and Parks Victoria staff and volunteers</p>			

Fire Services Review 2015
Preliminary District Analysis / Feedback Pro-forma

Term of Reference	Potential Implications	Opportunities for Improvement or Change	Show Stoppers	Desired VFBV Position on Key Issues	Action Required
<p>(h) The best mechanism to provide support for volunteer fire brigades and to ensure their viability in providing emergency services</p>		<p>Reduce administration duplication to brigades.</p> <p>Provide a mechanism whereby during the Peak Fire Season or High Operational demand period, provide extra support staff to backfill integral brigade support roles.</p>	<p>Expansion of Junior Development Programs such as VYDP, Advance and Challenge. Advance encourages CFA Participation and Challenge that enhances CFA participation.</p>		<p>CFA needs to be more realistic in the workload it imposes on all staff.</p> <p>Improve Best Practise statewide</p> <p>Engagement of suitably qualified personnel to backfill as casual staff or under interoperability, utilise other Emergency Services staff.</p>