

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 | Limited support for volunteers. | Resources need to be updated. We still operate with trucks that are over 20 years old. Lack of funding available for replacements sees brigades under resourced. No accountability in the planning of infrastructure replacement. For example, ageing fire stations - no evidence of replacement strategy. | | Too many levels within the organisation with little or no written accountability or commitment to equipment upgrades and infrastructure resourcing. | |
| (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 | Training is restricted to being conducted by a paid operator. As a majority of volunteers cannot attend training during business hours, the cost of overtime impacts budgets. | Give volunteers the opportunity to train as assessors. | | Continue with the establishment of training pods to be operated by volunteers with the assistance of local staff. | |
| (c) The interoperability between the CFA and MFB | Differences in equipment between the CFA and MFB is a barrier in fire | Remain as two separate identities. | One size does not fit all. City, regional and country all have | Remain as two separate identities. | |

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| | <p>suppression. CFA does not have reticulated water in the bush. Most rural trucks operate under a static supply. The cost of upskilling volunteers to operate MFB equipment is insurmountable.</p> | | <p>different needs and requirements. Decentralisation and local knowledge are key for the CFA to remain sustainable in the future.</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>In our experience, we have a very good relationship with our DELWP agency. However, the differences in the training of fire suppression between the agencies is evident and can be a barrier.</p> | <p>Both agencies work on the fire ground differently. Terminology and communication between the agencies is also restrictive. The DELWP roster system sees firefighters enter/leave the fire line at their assigned time. CFA volunteers do not appear to have the same structured format. The result has been the fire has got away and ill feeling between agencies when the availability of volunteers is limited.</p> | | <p>Enhancement of working relationships between all fire agencies. Have all communications on the one wavelength.</p> | |
| <p>(e) CFA and MFB management structures and management work practices</p> | <p>Simplify management structures. District Staff need to be more hands on with brigades.</p> | <p>Streamline paperwork. The role of the DPC should have a strong representation of volunteers. Access to all</p> | | <p>Equality of budget allocation between regional and country brigades.</p> | |

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| | | levels of equipment resourcing and infrastructure including written planning, financial and outcomes should be available to the DPC. | | | |
| (f) Enhancing workplace culture, including fostering greater respect and cooperation between management and its workforce, as well as enhancing workplace innovation and diversity | Stop pilot projects. Real training and real assessments with members receiving a qualification. For example, a fuse pulling qualification/accreditation was run as a pilot course recently with members attending a training day that was not recognised as a qualification. 25 peoples' time was wasted. | Continue with current training outcomes. Members will no longer attend pilot projects. | | District Staff to provide more support to volunteers. | |
| (g) Options for the establishment of a Career Firefighters Registration Board | Not necessary. The structure and opportunity for anyone to join the CFA/MFB is already set up through the current system. | | | | |

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| (h) The best mechanism to provide support for volunteer fire brigades and to ensure their viability in providing emergency services | When a member joins a brigade, the current proposal stipulates that new members complete a course over many weekends before they can use appliances. This discourages people from joining CFA. | Reintroduce the one day wildfire course. Provide support to volunteers in additional training for new members prior to the commencement of the course to cut down course timeframes. | | Continue with the VESEP program. Economise training timeframes. More incentive to employers. | |