

**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	Same type of appliance for areas of the same risk potential, i.e. metro and outer metro and provincial cities with a similar type of pumper or tanker. Other towns and districts have similar typology	Single typology for volunteers and staff in metro, outer metro and provincial areas  Increased standardisation of training based off risk profile regardless of employment status.	\$\$\$\$  Culture	Common typology irrespective of service  Standardisation of training based off risk	
(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	Integrated stations continue and provide surge capacity and response to call ability.  Need to have a standard level of OHS compliance across all locations	Integrated model continues, training requirements are the same.  Upgrade substandard locations to meet compliance.	\$\$\$\$  Vols not having the same right/responsibilities as staff in OHS	MFB take on volunteers and provide another appliance for their response.  Equal rights and responsibilities for OHS	

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practice and best training methods	including station and work places.				
(c) The interoperability between the CFA and MFB	<p>Single typology for metro/outer metro and provincial city appliances irrespective whether staff or volunteer.</p> <p>Non-standard SOP's between the agencies</p>	<p>Single typology of appliances. Turnout of appliances and specialist vehicles by radial search. Cross training of crews</p> <p>Standard SOP's for all</p> <p>More flexible employment / cross crewing /staff assignment</p> <p>Single Radio network</p>	<p>\$\$\$</p> <p>Culture</p> <p>Agreement on standards</p>	<p>A single fire service and standard operations</p> <p>Standardised systems (eg: comms &amp; IT)</p>	

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<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>Victoria's emergency services are managed by an incident controller appointed . EMV oversees response</p> <p>Single typology for metro/outer metro and provincial city appliances irrespective whether staff or volunteer.</p> <p>Non-standard SOP's between the agencies</p>	<p>All emergency services provide assistance to the emergency and are overseen by EMV and the Commissioner.</p> <p>Compatible radio channels and transceivers.</p> <p>Single typology of appliances. Turnout of appliances and specialist vehicles by radial search.</p> <p>Cross training of crews</p> <p>Standard SOP's for all</p> <p>More flexible employment / cross crewing /staff assignment</p>	<p>\$\$\$</p> <p>Culture</p> <p>Agreement on standards</p> <p>Unions</p>	<p>Government emergency radio network.</p> <p>Compatible to all services.</p> <p>Same breathing apparatus across all services.</p> <p>Common radios</p> <p>Common equipment</p> <p>Common appliances</p> <p>A single fire service and standard operations</p> <p>Standardised systems (eg: comms &amp; IT)</p>	

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(e) CFA and MFB management structures and management work practices	Removal of duplicated board and senior management structure.  Removal of duplicated administrative position	Single board/management structure.  Cost saving  One message  Less red tape	Unions  Boards members  Government influence	Single board while retaining VFBV's position.	

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<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>UFU overrides all CFA and MFB decisions. Both fire services unable to provide their statutory responsibilities due to industrial or non action.</p> <p>Bullying of members by the UFU continues to be an issue.</p> <p>Better performing fire service(s)</p>	<p>UFU and VFBV continue to represent their membership and that the decision making process is democratic.</p> <p>Equal representation for all parties</p>	<p>Differing agendas</p>	<p>Stalking laws under the Crimes Act are amended to remove the Industrial Action defence for stalking and bullying</p> <p>Equal opportunities for all fire services</p>	
<p>(g) Options for the</p>		<p>Registration Board is set</p>			

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<p>establishment of a Career Firefighters Registration Board</p>	<p>Lateral transfer of firefighters across Australia</p> <p>What is the standard for a national board?</p>	<p>up and those members who are volunteers have their skill profile recognised.</p> <p>Boards should be based on competencies not employment status</p> <p>Needs to be a national board not state based.</p>			

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<p>(h) The best mechanism to provide support for volunteer fire brigades and to ensure their viability in providing emergency services</p>	<p>Incentives for employers to release staff for vol service.</p> <p>Being last (ToR) on the lists doesn't look good to existing vols</p>	<p>Increased awareness for the need for vols to provide these services</p>		<p>Emergency service leave similar to that of defence leave is enacted at Federal Government level for five days leave per year to attend emergencies.</p> <p>Government co-funds this initiative to 50% only when utilised.</p>	