

## SUBMISSION OF MICHAEL LONGSHORE

1. I, Michael Longshore, Firefighter Level 3 (**FF3**), 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 2 years. I currently hold the rank of FF3 and I have held that rank since the 19th August 2015
3. As well as holding the rank of FF3 I hold the following qualifications/memberships:
  - i. Qualified Naval Air Crewman (US Navy)
  - ii. Basic Life Support Medic (US Navy)
  - iii. Associates Degree in General Studies
  - iv. UFU Membership
4. I have also received the following awards:
  - a. Two Naval Achievement Medals for Service
  - b. National Defence Medal

### **Morale at Work**

5. I feel that the morale at work has decreased during the Napthine Government (2010-2014) as a result of the attempt by senior management to terminate the current agreement due to seeking to avoid negotiations with the UFU on creating a new EBA. Some fire fighters felt undervalued and expendable. This has created some resentment towards senior management from fire fighters.
6. Despite the MFB's attempt to terminate the Enterprise Agreement and the negativity towards the operational workforce that it targets, many recognise that although there is still no EBA agreed upon yet, fire fighters still have an important job to do in serving the community. This has never been compromised by fire fighters.
7. I feel that the morale at work has also decreased because the CFA is failing to honour its agreements. Discussion of the greater ramifications this brings to the MFB is real and ever pressing on the station.

### **Equipment and Staffing**

8. I am unsure whether the standard of equipment and operational response (including staffing) has decreased during the Napthine Government. I do, however, feel that the staffing levels could change with a large portion of the operational workforce nearing the end of their careers. Consequently, staffing levels need to be sufficiently replenished.

### **Interoperability**

9. I have not experienced issues arising from the lack of interoperability between the CFA and MFB, however, I would like to see increased interoperability achieved by

further opening secondment opportunities between the two agencies and increased regular joint exercises.

**Senior Management**

10. I believe that there has been a disconnect between Senior Management in the fire services and their employees and I have lost trust and confidence in senior management.

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Michael Longshore

Date: