

SUBMISSION OF JAMIE ANDRIKOPOULOS

1. I, Jamie Andrikopoulos, Qualified Firefighter (**QFF**), with the Country Fire Authority (**CFA**), [REDACTED], in the State of Victoria, say as follows:
2. I have been employed by the CFA for 4 years 3 months. I currently hold the rank of Qualified Fire Fighter and I have held that rank for 1 year 3 months.
3. As well as holding the rank of Qualified Fire Fighter I hold the following qualifications/memberships:
 - i. Ground observer Qual
 - ii. Situation Unit officer
 - iii. Full Implement of Technical Rescue
 - iv. Crane Operator
 - v. Advanced Rigger
 - vi. Tower Rescue
 - vii. Road Train Licence
 - viii. Registered Capital Safety Inspector (SALA)
 - ix. UFU Member
 - x. CFMEU Member
 - xi. Sunrasia Trades and Labour Council member.
4. I have also received a 10 year service medal.

Morale at Work

5. I feel that the morale at work has decreased during the Napthine Government (2010-2014). It is vitally important that firefighters have certainty of work in relation to our wages and conditions. I currently feel that this is an unsafe workplace with no one wanting to attend to their jobs due to the lack of training and management conduct.
6. I also feel that morale at work decreased because of the MFB's attempts to set aside the Enterprise Agreement. The affect on MFB firefighters and officers flows on to the CFA firefighters and other fire services Australia wide.
7. I feel that the morale at work also decreased because of the CFA failing to honour its agreements. The CFA Agreement was signed in good faith by management. We feel cheated, scammed and that they are using tax payers money against firefighters.

Equipment and Staffing

8. The standard of equipment and operational response (including staffing) has decreased during the Napthine Government. It took four years for us to get aerial pumpers on line, however, two of them still do not have manning. The Tech rescue PODs are still not online or managed. The CFA do know even know that their Tech rescue capability for the state or have a system of work for Tech rescue.
9. Staffing levels are currently also not adequate to protect the Victorian Community and firefighters. With changes to procedures and the workload expected of firefighters, it is inadequate to have three man pumpers when a fourth fire-fighter will allow for safer operations in protection of the community and our staff. Every other fire service gets seven crew on the pumpers, whilst we still get three.

Interoperability

10. I have experienced issues arising from the lack of interoperability between the CFA and MFB with the CFA are not providing MFB secondees appropriate gear or training when they come to our aid. For example, they fail to provide them with helmets, training in GARS.
11. I want to see increased interoperability be achieved by inter-agency training in fringe areas. Bringing together tactics, techniques and procedures between the CFA and MFB will ensure providing mutual support to each other and the community.

Senior Management

12. There has been a disconnect between Senior Management in the fire services and their employees. They fail to understand how it is that we work, yet, they make our operational decisions.
13. I believe that as a result of the matters mentioned, I have lost trust and confidence in senior management. Whilst attempts have been made to repair the relationship, I do not believe it can be

repaired. The attack on our conditions have severely impacted on morale, that there is no trust in the relationship. The only way the relationship can be somehow maintained is by sourcing new management.

Other

14. The PJ's fire in Mildura Review: This fire was so important to CFA that 2 days later they were going to send up CFA OM, CFA OO, Tasmanian Fire Service DCO, and a MFB Commander. They threatened Disciplinary actions against [REDACTED]. The review finally went ahead months later with 1 x CFA OM and 1 x CFA OO. They were due to release it 6 weeks later and never did! 2 years later they still won't release it.
15. The CAD data in there is a shows the lack of volunteer support and safety for Professional FF's, and If the insurance companies got a hold of it would probably sue CFA. [REDACTED] represented us with this fire)
16. Fiskville – another eg of CFA not giving a shit until there boxed into a corner
17. Hazellwood mine – No safety until the 2nd week of the fire.

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Jamie Andrikopoulos

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