

SUBMISSION OF JOSEPHINE SENSI KATAKOUZINOS

1. I, Josephine Sensi Katakouzinou, Senior Station Officer (**SSO**), with the Country Fire Authority (**CFA**), [REDACTED], in the State of Victoria, say as follows:
2. I have been employed by the CFA for 13 years 7 Months. I currently hold the rank of SSO and I have held that rank for 4 years 6 months.
3. As well as holding the rank of SSO I hold the following qualifications/memberships:
 - i. Operations Officer Level 2
 - ii. Diploma in Fire Technology
 - iii. Emergency Medical Response Certified
 - iv. Aerial Appliance operator/endorsed
 - v. Ground Observer operator/endorsed
 - vi. Certificate V in Training and Assessment
 - vii. Rescue operator
 - viii. Ladder Platform operator/endorsed
 - ix. Chemical, Biological, Radiological Operator
 - x. UFU Membership
4. I have also received the following awards:
 - a. 15 year Service Medal,
 - b. National Medal,
 - c. 2009 Victorian Bushfires Medal

Morale at Work

5. I feel that the morale at work has decreased during the Napthine Government (2010-2014) resulting from less focus on operations and more focus on securing a future. Whilst the MFB's attempt to set aside the Enterprise Agreement does not specifically affect our workplace, it adds to the disharmony.
6. I feel that the morale at work has also decreased due to the government failing to honour their agreements resulting in less focus on serving our communities and performing our roles due to decreasing job satisfaction.

Equipment and Staffing

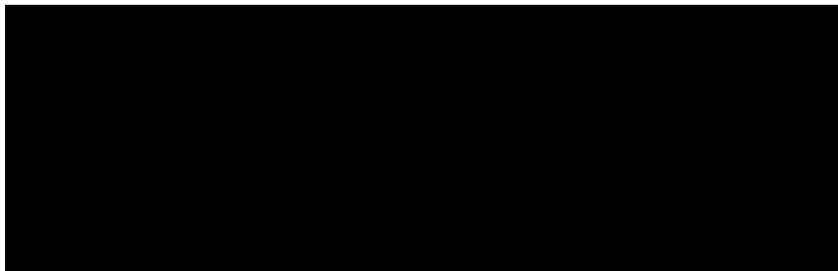
7. Whilst I do not feel that the standard of equipment and operational response (including staffing) has decreased during the Napthine Government, it has not improved.
8. I feel that staffing levels are currently also not adequate to protect the Victorian Community and firefighters. There is an inconsistent approach throughout the state in regards to numbers, appliances and response.

Interoperability

9. I have experienced issues arising from the lack of interoperability between the CFA and MFB.
10. Both agencies work with the same objective as a priority (protection of life and property), but perform the role in different environments, with different resources and utilising different systems. This means that on ground level, things don't 'mesh' that easily. They don't work well. Processes are different.
11. I would like to see interoperability between the fire services increase, but only if standards can be maintained. Because we have different work environments and cultures, we also have different standards. Particularly in the area of training where I believe that, as long as CFA don't lower their standards, much can be learned from both agencies sharing information and acquiring skills that the other may not have or may not have to the same standard.

Senior Management

12. I believe there is a disconnect between Senior Management in the fire services and their employees resulting from the recent conduct of the board and CEO. There is a lack of understanding and support as to the work on the ground. This is obvious with their push to make all things between MFB/CFA alike without consideration to our current processes.



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Josephine Sensi Katakouzinou

Date: 13 August 2015