

SUBMISSION OF JUSTIN DIXON

1. I, Justin Dixon, Qualified Firefighter (**QFF**) 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 3 year 6 months. I currently hold the rank of QFF and I have held that rank for 6 months.
3. As well as holding the rank of QFF I hold the following qualifications/memberships:
 - i. Transporter Operator
 - ii. UFU Member

Morale at Work

4. I feel that the morale at work has decreased during the Napthine Government (2010-2014) as a result of their attack on the working conditions. Following on from this, the senior management was also seen as supporting the government's attack.
5. I believe that this is also the result of the MFB's attempt to set aside the Enterprise Agreement. My colleagues and I feel that senior management were trying to strip our conditions from us and they were not willing to negotiate or compromise.

Equipment and Staffing

6. I believe that the standards of equipment and operational response have decreased during the Napthine Government. Over the Liberal State Government's term there were limited recruit courses and as such staffing levels started to fall. Increased staffing levels in the fire services would have had a major affect on the morale and psychology of MFB employees.
7. I also believe that the staffing levels are currently not adequate to protect the Victorian Community and firefighters. A classic example is the Black Saturday Royal Commission stating the recommendation was for over 300 extra fire fighting positions in the CFA. This is still yet to happen.

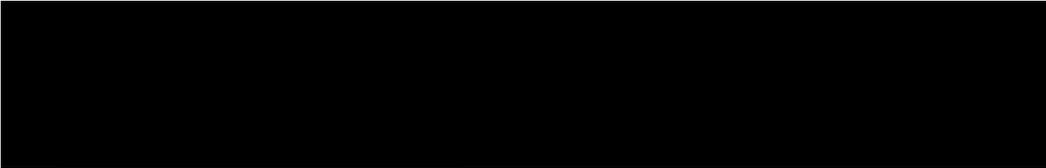
Interoperability

8. I have not experienced issues arising from lack of interoperability between the CFA and MFB, however, I would like to see increased interoperability between the agencies achieved by merging joint purchases of equipment.

Senior Management

9. There is a disconnect between Senior Management in the fire services and their employees as a result of the executives not being interested in the organisation. No longer are we encouraging those within the organisation, who have a genuine concern for the organisation, to rise to the executive to help steer the MFB.

10. I have lost trust and confidence in senior management. For the reasons mentioned, I do not believe that senior management have the good of the organisation, or the employees at the time, when making decisions. I do not believe the relationship can be repaired because the current senior management are seen as an extension of the Napthine Government's attack on our conditions and award.



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Justin Dixon

Date: 13 August 2015