

## SUBMISSION OF TONY SHILSON

1. I, Tony Shilson, Instructor, with the Country Fire Authority (CFA), [REDACTED] [REDACTED] the State of Victoria, say as follows:
2. I have been employed by the CFA for 14 years. I currently hold the rank of Instructor and I have held that rank for 14 years.
3. As well as holding the rank of Instructor I hold the following qualifications/memberships:
  - i. Graduate member of the Institute of Fire Engineers
  - ii. Diploma in Business Management
  - iii. Certificate of Fire technology
  - iv. Diploma in Fire Fighting Supervision
  - v. Diploma in Fire fighting Management
  - vi. Certificate IV in Training.
4. I have also received the Long Service National Medal for 25 years and a 10 year CFA Medal.

### **Morale at Work**

5. I feel that the morale at work has decreased during the Napthine Government (2010 – 2014). The last four or so years have been leaderless. There have been an endless amount of false starts, schemes and unhonoured promises. All of which have dissipated without honest explanation. My morale has suffered from the lies and half-truths being told to us by the executive management. I feel that myself and my colleagues are working in a dysfunctional organisation of which I can no longer be proud of.
6. The result of the CFA failing to honour its agreements has resulted in a lack of trust and uncertainty because there has been a concentrated effort by senior management to destroy our working conditions unfairly. They clearly think very little of people in this organisation. I currently feel underappreciated and that my contribution to this organisation is not valued. I feel the solution to this problem is removing the executive staff.

### **Equipment and Staffing**

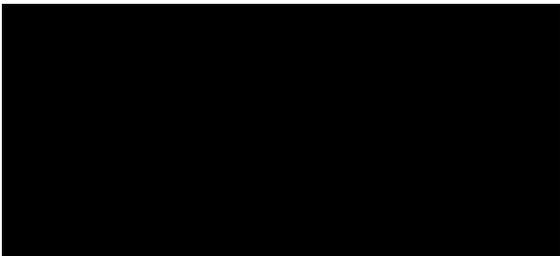
7. The standard of equipment and operational response (including staffing) has decreased during the Napthine Government.
8. I also believe that there are currently inadequate staffing levels to protect the Victorian community and firefighters. There are currently a number of large towns that are staffed by volunteers who can no longer turn out during the day consistently due to balancing other commitments such as work and family. Without adequate crewing by professional firefighter's service delivery in these areas has suffered. These areas should have permanent staffing. This should be a priority for Management, not as is the case currently, seen as a thing to resist for financial reasons.

**Interoperability**

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

**Senior Management**

- 10. There has been an evident disconnect between Senior Management in the fire services and their employees because the CFA does not adequately communicate with its operational staff and continually lies.
- 11. Recently, senior management attempted to have “sessional instructors” in to do the work of the full-time instructors. They attempted to conceal this attempt to remove full-time instructors by saying we would be mentors to these new instructors. Logic and common sense tells us that had they been able to overturn the conditions in our EBA, the full-time instructors would by now be history.
- 12. I have lost all trust and confidence in senior management as they have tried to destroy our employment conditions. They fail to communicate honestly and constantly lie to us. Senior management are uninterested in the welfare of operational staff and are only interested in their own welfare. I believe there is no way to repair the relationship because I have no faith in their ability to change and I will never trust them in any future dealings.



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Tony Shilson

Date: 4 August 2015