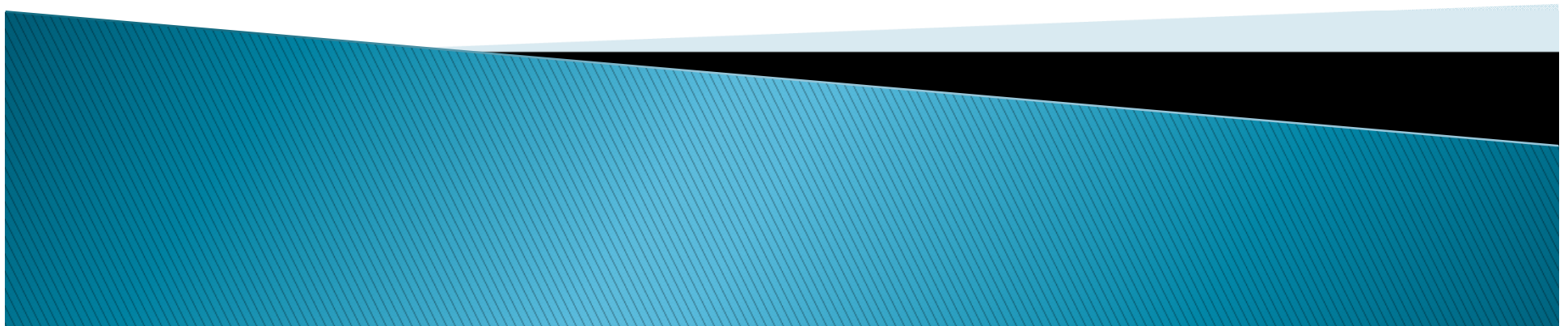


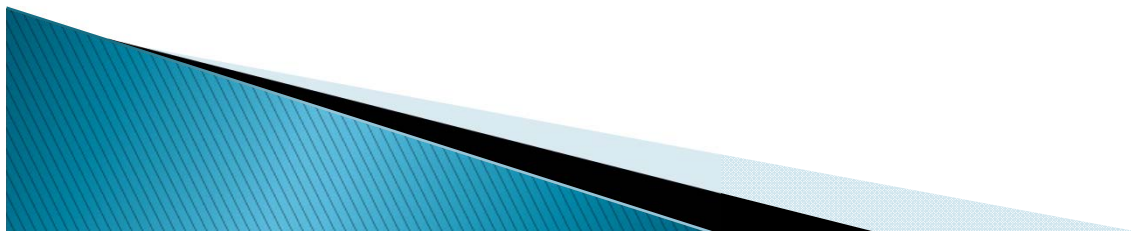
UFUA SUBMISSION  
TO THE PARLIAMENTARY  
INQUIRY INTO CFA FISKVILLE  
TRAINING GROUND

UFU SECRETARY PETER MARSHALL



# UFUA

- ▶ Federally Registered Union representing approximately 10,000 professional/career firefighters
- ▶ National President Greg Northcott
- ▶ National Secretary Peter Marshall
- ▶ 8 Branches which have on average 95% union density
  - Queensland, Western Australia, New South Wales, ACT, Victoria, South Australia , Tasmania and Aviation Branch



# UFU Victoria Branch

## ▶ Represents

- CFA Career firefighters
- MFB Career firefighters
- Defence firefighters
- ESTA
- MFB Corporate Staff
- CFA Administration Staff
- Fiskville Hospitality Staff
- SEM



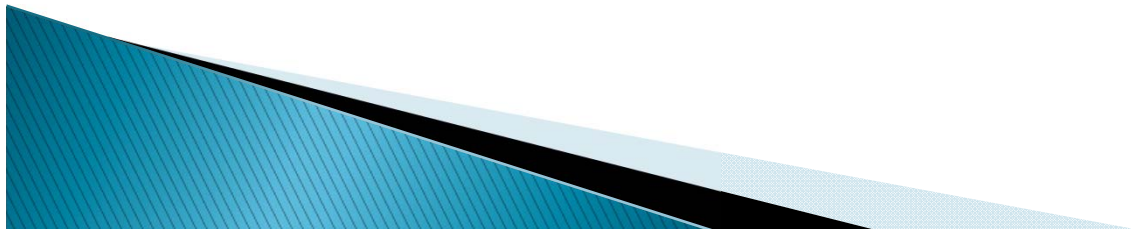
# UFUA submission

- ▶ UFUA submission is provided over a series of submissions and presenters:
  - Michael Tisbury has provided the UFUA primary submission and he will answer all questions relating to the history, water contamination, testing and implications.
  - Michael (Tony) Martin alerted the UFU to quality of the water and he will give evidence as a MFB Instructor providing training at Fiskville



# UFUA submission

- ▶ In addition approximately 450 firefighters have provided submissions outlining their experiences at Fiskville.
- ▶ Three of those firefighters will give evidence detailing their experiences at Fiskville and subsequent illnesses and medical issues post their attendance at Fiskville.



# FIREFIGHTER EXPOSURE

- ▶ Firefighters forgo their quality and quantity of life in serving and protecting the community.
- ▶ There are inherent risks including the absorption of toxins and chemicals when firefighting to save life and protect property. This is largely an uncontrolled environment.
- ▶ There should not be the same inherent risk in training as it is a controlled environment and firefighters are entitled to the same protection under the OH & S Act – i.e. Safe systems of work, notification by the employer of risk and hazards.
- ▶ The exposures can be minimised through firefighting procedures, effective Personal Protective Clothing and Equipment and post fire decontamination protocols.



# OH & S Act 2004

## Section 21. Duties of employers to employees

(1) An employer must, so far as is reasonably practicable, provide and maintain for employees of the employer a working environment that is safe and without risks to health.

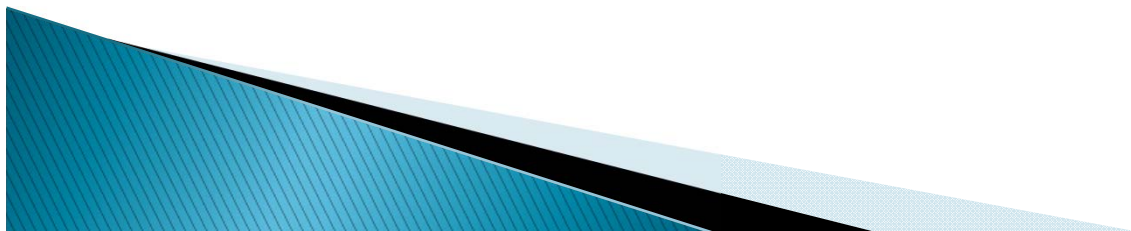


# OH & S Act 2004

Section 21 (2) :Without limiting sub-section (1), an employer contravenes that sub-section if the employer fails to do any of the following—

(a) provide or maintain plant or systems of work that are, so far as is reasonably practicable, safe and without risks to health;

(b) make arrangements for ensuring, so far as is reasonably practicable, safety and the absence of risks to health in connection with the use, handling, storage or transport of plant or substances;





# OH & S Act 2004

- (c) maintain, so far as is reasonably practicable, each workplace under the employer's management and control in a condition that is safe and without risks to health;
- (d) provide, so far as is reasonably practicable, adequate facilities for the welfare of employees at any workplace under the management and control of the employer;
- (e) provide such information, instruction, training or supervision to employees of the employer as is necessary to enable those persons to perform their work in a way that is safe and without risks to health.



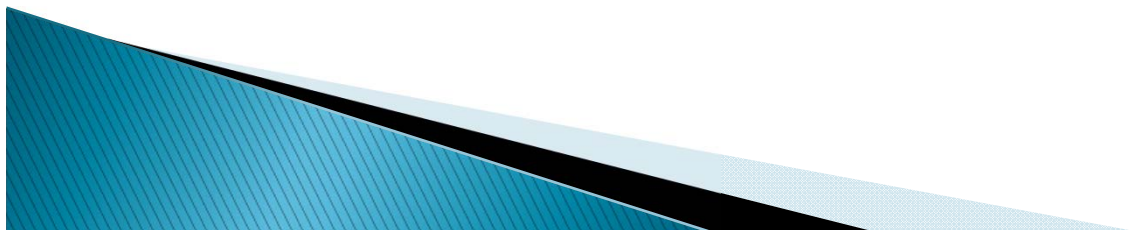
# OH & S Act 2004

## Section 23. Duties of employers to other persons

(1) An employer must ensure, so far as is reasonably practicable, that persons other than employees of the employer are not exposed to risks to their health or safety arising from the conduct of the undertaking of the employer.

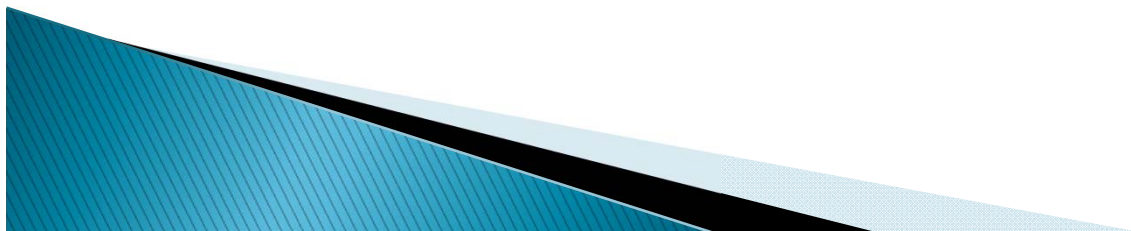
Penalty: 1 800 penalty units for a natural person;  
9000 penalty units for a body corporate.

(2) An offence against sub-section (1) is an indictable offence.



# Occupational Cancer

- ▶ There is a wealth of internationally accepted evidence that demonstrates that firefighters have a higher incidence of specific cancers due to the exposure to toxins and carcinogens when fighting fires i.e. saving lives and protecting property.
- ▶ In 2011 the Australian Parliament unanimously passed the “Fair Protection for Firefighters” Bill to presume 12 specific cancers are occupational cancers for firefighters.



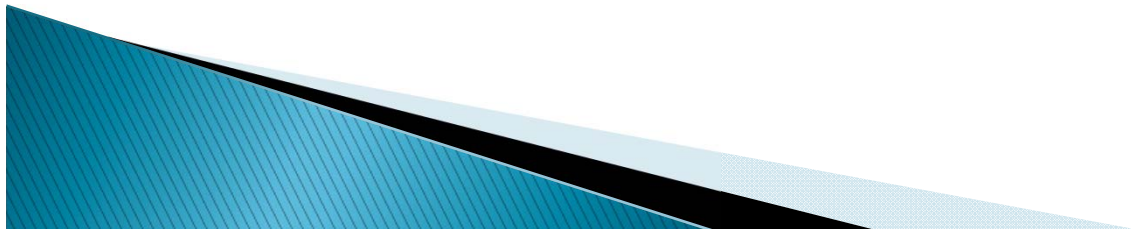
# Occupational cancer

- ▶ *“The committee has carefully examined the large amount of evidence with which it has been presented. Study after study has pointed to a higher risk of cancer for firefighters than the general population. Since confirmed what firefighters suspected for decades: that a disproportionate number of them in the prime of their lives are brought down with illnesses usually reserved for the old and the infirm.”*
- ▶ [Paragraph 4.39 Senate Committee Final Report]



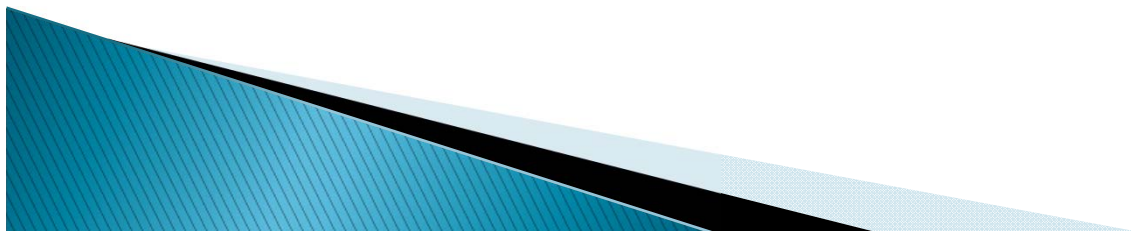
# Presumptive Legislation

- ▶ December 2011      ACT and Aviation
- ▶ April 2013            Tasmania
- ▶ August 2013         Western Australia
- ▶ March 2014           South Australia
- ▶ March 2015           Northern Territory



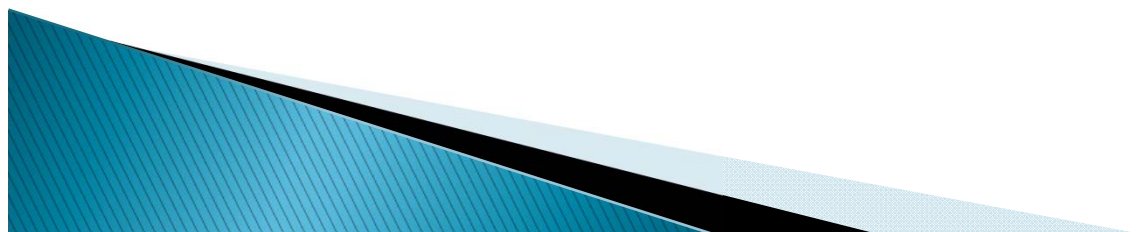
# Presumptive Legislation

- ▶ Presumptive Legislation reverses the onus to enable firefighters to access medical assistance and entitlements as they would for any other work related disease.
- ▶ It does not negate or mitigate the employers duty of care to take all reasonable steps to provide a safe workplace.



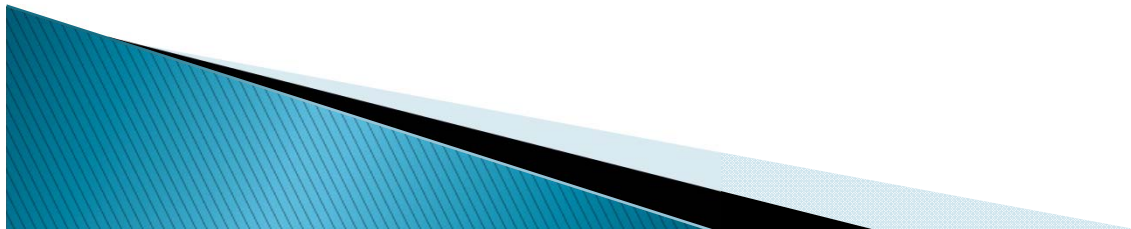
# MINIMISING RISK

- ▶ It is imperative that all reasonable actions are taken to minimise the exposure to toxins and carcinogens:
  - Personal Protective Clothing (PPC) that meets Australian and International firefighting standards
  - Protective Equipment e.g. Breathing Apparatus
  - Contamination and decontamination protocols and Standard Operating Procedures
    - Dirty PPC areas
    - Clean PPC areas
    - Transitional areas
    - PPC cleaning protocols



# FISKVILLE CONTAMINATION

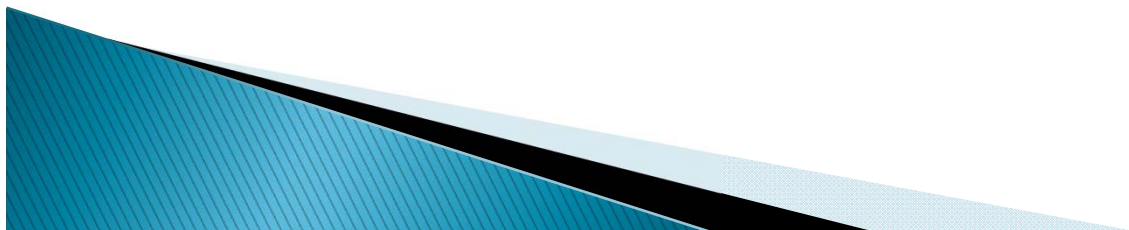
- ▶ December 2011 the late former CFA Chief Officer Brian Potter publicly exposed historical concerns regarding the use, storage and burying of known and unknown chemicals at Fiskville.
- ▶ Firefighters, staff, visitors and the local community had been exposed to a toxic cocktail burned during hot fire training. It is now known that some were buried on site contaminating the site.





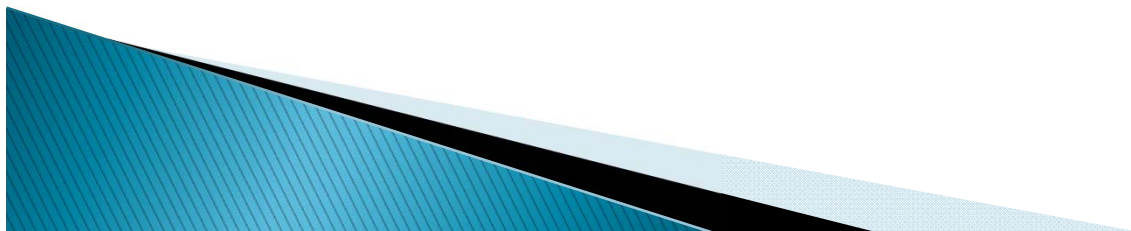
# June 2012

- ▶ 19 June 2012 MFB Instructor Michael (Tony) Martin notified the UFU that the quality of water being used for firefighting at Fiskville was worse than he had seen it ever before.
- ▶ Despite those concerns, CFA had and continued to tell staff and instructors at Fiskville that the water was being monitored, appropriately tested and meeting the standards for training.
- ▶ Station Officer Martin sent photos of the water to the UFU which he will present to the committee today.



# CORRESPONDENCE

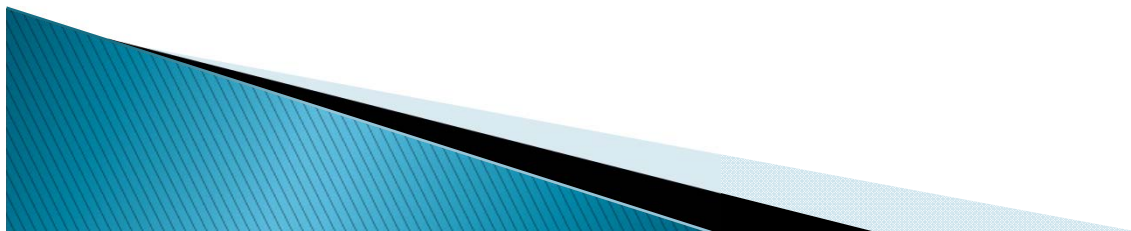
- ▶ Between the 20<sup>th</sup> June and the 8<sup>th</sup> August the UFU wrote to the CFA either directly or through Solicitors at least 9 times seeking water management and testing information.
- ▶ During the same period the UFU also sought the information from the MFB on at least 3 occasions.
- ▶ The following 26 slides (19 to 44) detail the key points in that correspondence.



# June 2012

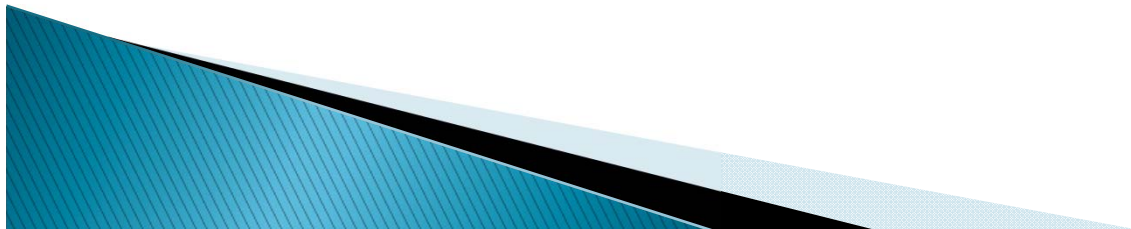
On the 20 June 2012 the UFU wrote to the CFA CEO Mick Bourke [Tab 2 my written submission]:

- Reminding the CFA of its duty of care to ensure as far as practicable to provide a safe system of work; and
- Notifying of UFU members concerns regarding the water; and
- Requesting confirmation of the classification of the water as Class A recycled water, when it was last tested and those test results; and



# 20 June letter to CFA CEO

- Requesting an agreed hygienist be commissioned to provide samples and test results; and
- Requesting that staff and those training be notified not to use the water on the training pad until the safety of the water could be assured; and
- Requesting the rescheduling of recruit and training courses to ensure trainees are not disadvantaged and courses are not delayed.



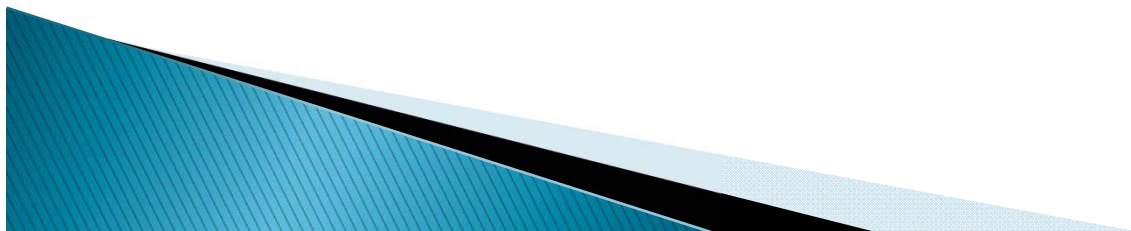
# 20 June letter to MFB CEO

- ▶ That same day the UFU wrote to MFB CEO Nick Easy notifying of the same obligations and making the same requests to immediate stop using the water on the training pad until the safety of the water could be assured.
- ▶ The next day MFB CEO Nick Easy responded notifying that the MFB had halted training the night before at Fiskville:  
*“MFB will not undertake any water-based training at Fiskville until we are satisfied that the water quality is acceptable.”*



# June 2012

- ▶ The CFA did not respond until 25 June 2012 claiming:
  - the UFU's concerns *“could not be substantiated”* but
  - that *“regular monitoring of water quality at the site has seen it meet the relevant health parameters but it had exceeded the aesthetic parameter for suspended solids due to a process to introduce additional aeration into Dam 2.”*



# June 2012 CFA to UFU

*“As a precaution Fiskville management has bought forward its regular testing by an independent laboratory (which is the practice) to confirm the health and aesthetic aspects of the water used in the training process.”*

- ▶ CFA Senior Station Officer Cory Woodyatt will give evidence today that the samples tested were collected by CFA employees and then sent to a laboratory for testing. Therefore the “practice” was not having a consultant collect and test the water and the samples therefore were not controlled.



# June 2012 CFA to UFU

*“The full range of results are due in the next 48 hours and will be made available when received.”*

- Despite repeated written requests the CFA did not send the above test results to the UFU.

*“That water parameters for the site are governed by criteria set using experience guidance with health and environment agencies in 2009”*

- Michael Tisbury will give evidence regarding the CFA changing its water parameters for E.Coli in 2009. In this letter is recorded as <150 orgs per 100 mls.





# June 2012 CFA to UFU

- ▶ Attached to the letter were two test results:
  - ▶ 21 May 2012 results which showed BODs (Biochemical Oxygen Demand) and suspended solids exceeded the parameters in the Pit.
  - ▶ 21 June 2012 test result where only E.Coli had been tested which exceeded the parameters recording 460 orgs per 100 mls in Dam 1.

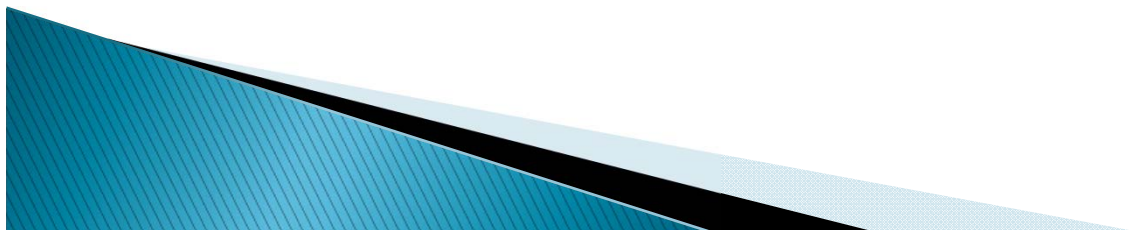


# UFU open letter to CFA

- ▶ The following day (26 June 2012) the UFU responded with an open letter to CFA CEO Mick Bourke. I wrote:

*“By your own admission and supported by documentation you provided, the CFA has been aware the water at Fiskville has exceeded accepted levels for suspended solids and BODs (Biochemical Oxygen Demand) since at least the 31st May 2012.*

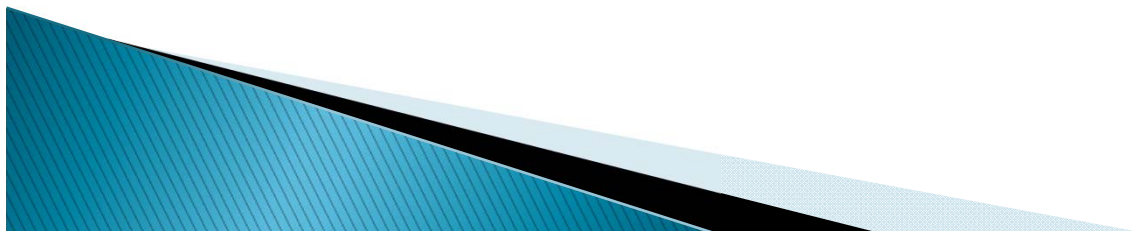
*Despite this knowledge and this ongoing foreseeable and preventable risk there has not been any notification, nor has there been any attempt to take any precautionary action to ensure the safety of employees and volunteers or for that matter anyone using the water.”*



# UFU open letter to CFA

*“You state there is no Class A recycled water supplied to Fiskville yet fail to state the classification of water that is supplied. It was your staff that referred to the water as being Class A recycled water. In addition, in 2008 the CFA and MFB announced a project for the use of recycled water. We require confirmation of the classification/s of the water that is used at Fiskville and all other CFA training grounds.”*

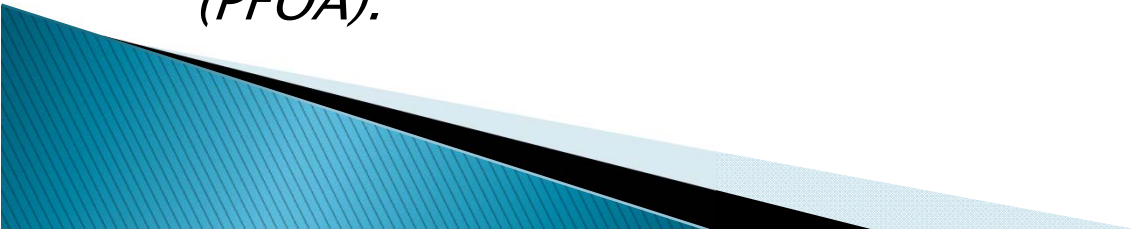
*“It appears the CFA testing regime is ad hoc and not consistent as the types of testing have differed from the 22 May 2012 document and the 21 June 2012 document. Why is there different testing undertaken?”*



# UFU open letter to CFA

*“We have compared other emergency services and it is clear that the CFA undertakes limited testing and types of tests compared to others. We require an explanation as to the reasoning behind the CFA's selective and limited testing.”*

*“Given the revelations about past CFA practice of using toxic chemicals for fuel for live fire training at Fiskville, we would have assumed as a matter of course that any water testing would include testing for these chemicals. As well as the above, given the amount of flammable liquids and tridol foam used in live fire training, the testing should also include testing for Total Petroleum Hydrocarbon (TPH), Perfluoro Octane Sulfonic Acid (PFOS) and Perfluoro Octanoic Acid (PFOA).”*



# UFU open letter to CFA

*We note that the bacteria pseudomonas aeruginosa is utilised to breakdown the by-products of oil-based products. Please confirm that the CFA has not utilised such bacteria or introduced such bacteria for this purpose.”*

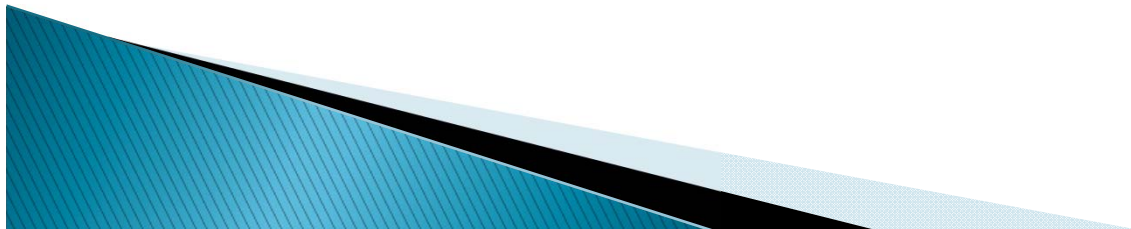
*“It is clear from all of the above that CFA has demonstrated a complete disregard for our members' health safety. As such we cannot accept vague excuses without supporting documentation, or indeed verbal assurances. We require results of all water testing from Fiskville and all other training grounds for the past 12 months.”*



# UFU open letter to CFA

*“We also require that comprehensive testing is undertaken of all water sources at all grounds forthwith. Failure to do so may result in the UFU taking any action necessary to ensure all precautionary steps are taken and the obligations to provide a safe workplace are met.”*


*“Further we are extremely concerned that the risk has been foreseeable and preventable and CFA have yet to take any action to address that risk.”*



# UFU open letter to CFA

*“For example, high levels of suspended solids can indicate excessive growth of phytoplankton and the higher the level of suspended solids (turbidity), the higher the risk for people to develop gastrointestinal disease. Additionally, viruses and bacteria can become attached to the suspended solids.”*

*“You state that “as a precautionary measure” Fiskville management bought forward its regular testing “to confirm the health and aesthetic aspects of the water used in the training process” and that the full range of results were due in the next 48 hours. In fact the documentation provided shows that the samples were taken on the 21st June – the day after the UFU notified the CFA and MFB of its concerns about the water quality.”*



# June 2012

- ▶ That same day (26 June 2012) the HSR at Fiskville wrote to the OIC at Fiskville in accordance with section 69(1) of the Occupational Health and Safety Act with a range of requests including:
  - consultation meetings,
  - all information regarding water testing including the procedure, dates of sampling, all results
  - any reports to the Board regarding contamination
  - procedures for reporting of incidents or illness
  - whether awareness programmes of possible contamination had been developed or delivered to staff, firefighters, volunteers
- ▶ The response from the OIC is that it would take some time to get the information together.





# June– July 2012

- ▶ 29 June 2012 UFU wrote again to the CFA requesting the water testing results that CEO Mick Bourke had said would be available within 48 hours of his letter dated 25 June and which he said would be provided to the UFU.
- ▶ 3 July 2012 UFU wrote to the CFA noting the CFA's request for information from the UFU regarding claims firefighters had been unwell due to exposure to water. The UFU was of the view that the CFA should access its own records of concerns.
- ▶ It later became apparent when preparing submissions for this Inquiry that recruits who had been sick had been told not to fill in forms or had not notified due to concerns they would not complete the course if they did.



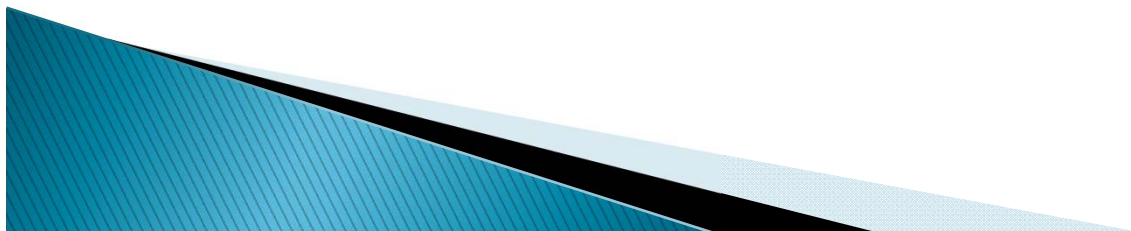
# July 2012

- ▶ 3 July 2012 the UFU wrote to the CFA and MFB referring back to the UFU's letter of 20 June and the UFU's open letter to the CFA on 26 June and the failure of either the CFA or MFB to provide the information requested including the test results. We also notified the CFA and MFB that members have said the water at Bangholme Training Ground has a "strong and pungent chlorine odour"
- ▶ *"The fact the CFA have provided minimal test results, compounded by the long term illnesses reported by our members, we now require more extensive information. We now demand the following information forthwith:*
  - *All tests for all CFA training grounds since testing commenced;*
  - *Confirmation whether chlorine has been introduced into the water at SETG Bangholme? f so, when?*
  - *Has the water been tested for chlorine?*
  - *When are you going to test again?*



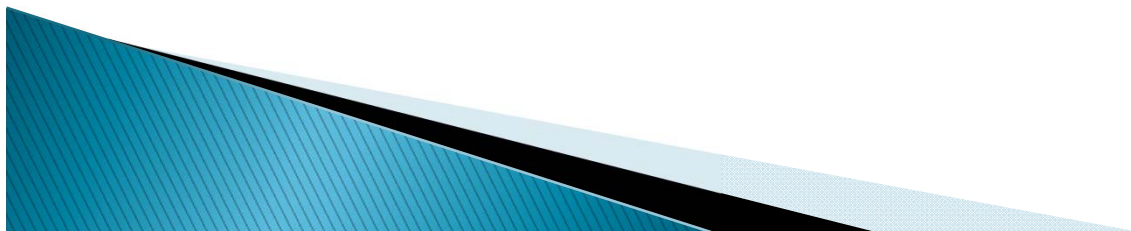
# July 2012

- ▶ The MFB responded on the 5<sup>th</sup> July reconfirming that until satisfied with that the water quality at Fiskville was acceptable would not be using the water under its “reticulated system”.
- ▶ The MFB reported that regarding the other training grounds the MFB had written to the CFA seeking water quality information and testing regimes at the Sale, Bangholme and Fiskville Training Facilities.



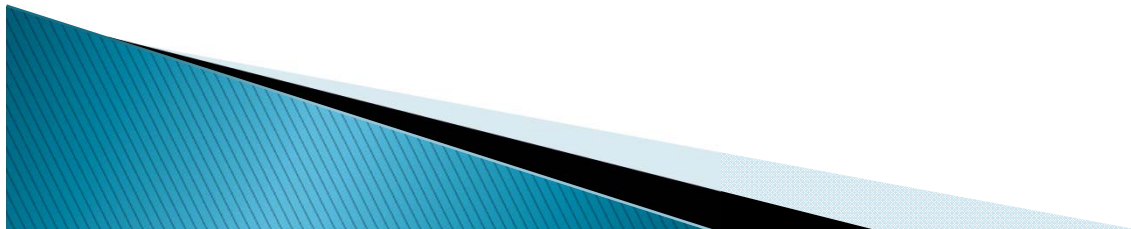
# July 2012

- ▶ The UFU was anonymously provided with a 2009 report that classified the sludge in the dams as “Category A Level” by EPA classifications.
- ▶ Mick Tisbury will give evidence regarding the implications of that report.
- ▶ The UFU made the report public as well as a table of Fiskville water test results that the UFU had been provided by the HSR.



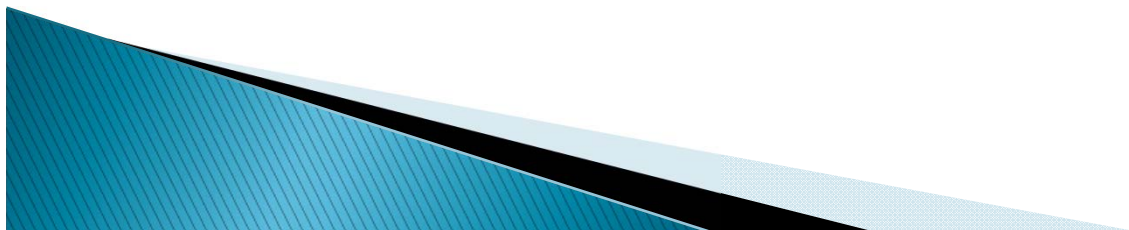
# July 2012

- ▶ The sludge report and test results confirmed to the UFU that the CFA had systematically failed in its duty of care to firefighters and all those exposed to contaminated soil and water.
- ▶ To my knowledge, at no time from 2009 to 2012 had the CFA notified employees or anyone of the highly toxic state of the dams.
- ▶ To my knowledge at no time during that period did the CFA take any other action to protect employees or anyone using the water from the dam.



# July 2012

- ▶ On the 6<sup>th</sup> July 2012 CFA CEO Mick Bourke who had failed to provide water management and testing documentation to the UFU despite repeated requests, chose instead to publish a “Blog” on the CFA website.
  - Notifying that *“to provide certainty and comfort for all people doing live fire training at Fiskville, we made a decision last week to only use mains water until further notice.”*
  - *“Importantly no-one from CFA has reported ill from the water used in live fire fighting training and we have been unable to verify media reports of brown and frothy water.”*



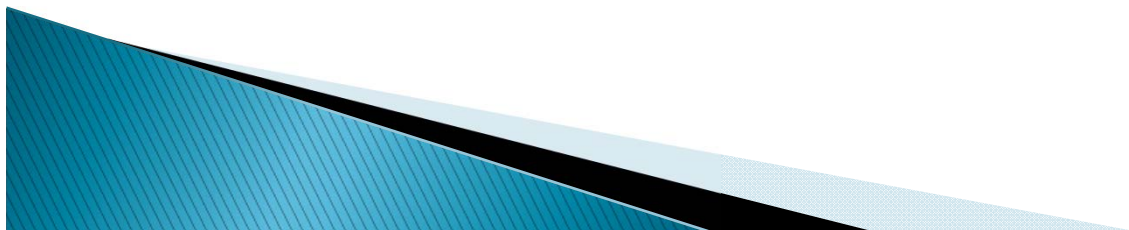
# July 2012

- ▶ On the 11<sup>th</sup> July the UFU through its solicitors wrote to the CFA's solicitors setting out our serious concerns and formally requesting a list of information including:
  - the testing and reports of the water quality at Fiskville,
  - all water testing policies,
  - all water storage reports/issues/remedial work,
  - all reports and investigations into the sludge,
  - all information regarding the introduction and testing of *pseudomonas aeruginosa*



# July 2012

- ▶ 11 July 2012 the CFA Lawyers responded stating the information requests were being considered.
- ▶ 12 July 2012 the CFA publicly released the Joy report
- ▶ 12<sup>th</sup> July 2012 the HSR issued three Provisional Improvement Notices (PINS) under the Occupational Health and Safety Act 2004 for:
  - Failing to maintain a safe workplace by exposing employees to contaminated water
  - Failing to provide a safe system of work
  - Failing to provide information in relation to the exposure of employees to contaminated water.





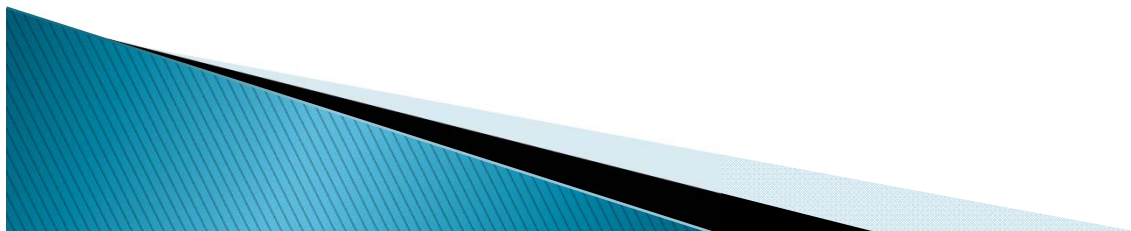
# July 2012

- ▶ The UFU was then informed that the CFA was interfering with water testing as the water from the pit had been drained, filled with mains water and then the mains water was tested.
- ▶ On the 17<sup>th</sup> July 2012 I wrote to CFA Executive Director Lex De Man requesting confirmation that he had been involved in the interference and the information the CFA had received about the state of the pit and water condition, and any test results.
- ▶ No response from Lex De man was forthcoming but CFA's lawyers in a letter dated 14 August 2013 (in response to the UFU's formal information requests) stated that the with the assistance of CardnoLane Piper that the pit had been cleaned including the removal of sediment.



# August 2012

- ▶ Having not received any information from our 11 July 2012 letter, the the UFU solicitors again wrote to the CFA's solicitors on the 8<sup>th</sup> August 2012.
- ▶ On the 14<sup>th</sup> August 2012 the CFA's lawyers responded and, citing various reasons for not providing any of the information requested including:
  - There is no particular obligation under the CFA UFU Operational Staff Agreement to provide such documents'
  - That the information requested was "extraordinarily wide";
  - "No reasoned argument is put forward suggesting that there is an existing risk to the health and safety of employees at the Fiskville training facility".



# August 2012

- ▶ But attached to that letter from the CFA Solicitors were two water testing results for 17 and 24 July 2012 and a cover letter from CardnoLane Piper addressed to Lex De Man stating that *“the results do not indicate any water quality issues that would make the water unsuitable for use in fire fighting training.”*

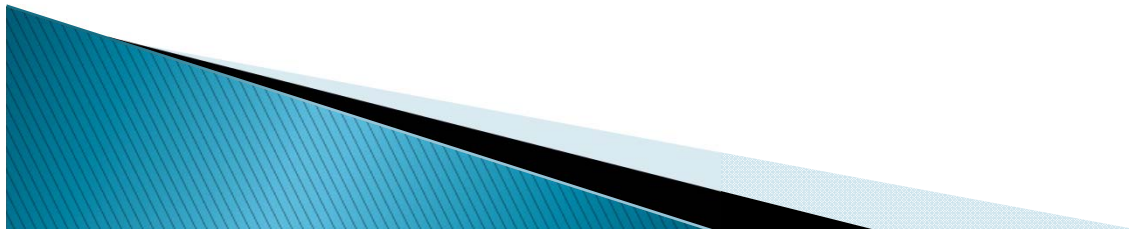


# August 2012

- ▶ The UFUA commissioned the ACTU to conduct a survey of members to ascertain the types of water members had been exposed to and whether any members had suffered any health issues during and/or after training at Fiskville.

427 UFU members completed the survey:

- *51 experienced nausea during their attendance at Fiskville*
- *25 experienced suppressed appetite during their attendance at Fiskville*
- *56 experienced digestive problems during their attendance at Fiskville*
- *82 experienced headaches during their attendance at Fiskville*
- *79 experienced gastro during their attendance at Fiskville*



# August 2012

- ▶ Of the 427 members completed the survey 102 reported skin conditions:
  - *30 experienced skin conditions during their attendance at Fiskville*
  - *36 experienced skin conditions following their attendance at Fiskville*
  - *36 experienced skin conditions during and following their attendance at Fiskville.*



# WorkSafe

- ▶ On the 6<sup>th</sup> July 2012 the UFU (through its Solicitors) wrote to WorkSafe Victoria outlining the UFU's concerns that the CFA had not ceased training at Fiskville despite the CFA knowing for some time that test results demonstrated that the water was not meeting its own standards.
- ▶ We also asked WorkSafe to conduct an immediate and thorough investigation of the water quality at all CFA Training Grounds.
- ▶ WorkSafe responded on the 3<sup>rd</sup> August stating the CFA will only use mains water until a consultants review but does not specifically address our request for an investigation.



# WorkSafe Victoria

- ▶ The UFU made a formally wrote to WorkSafe seeking prosecutions against the CFA for breaches of the OHS Act on the 15<sup>th</sup> November 2012.
- ▶ Despite the UFU and its solicitors repeatedly following up on the investigation the outcome of the investigation was only notified to the UFU in January 2015 – more than two and a half years later and after the change of Government.
- ▶ My written submission outlines the various correspondence to and from Worksafe.



# WorkSafe Victoria

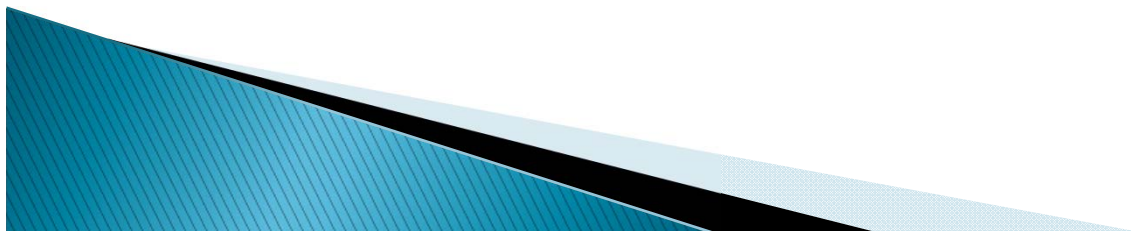
- ▶ Under the Act Worksafe have to conduct an investigation within 3 months.
- ▶ Worksafe notified the UFU of repeated delays and extensions due to “comprehensive investigation”, the “complexity of the matter” and “the extensive range of documentary evidence.”
- ▶ On the 22<sup>nd</sup> January 2015 Monash University released its study into the “Fiskville Firefighters Health Study”.
- ▶ The UFU was publicly reported commenting on the study and pointing out that Worksafe investigation which had begun more than two years ago was yet to be completed.





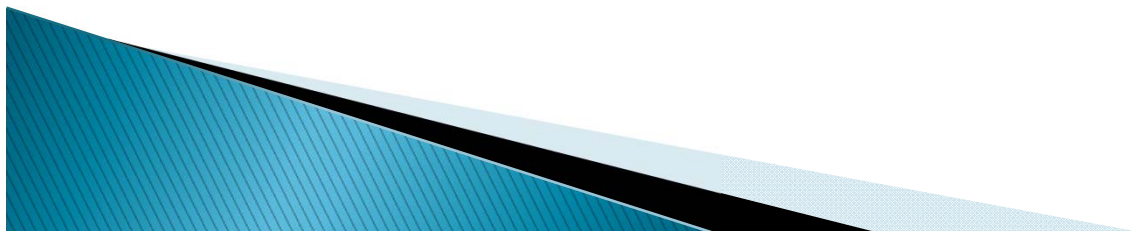
# WorkSafe Victoria

- ▶ That public comment promoted Worksafe to write to the UFU on the 9<sup>th</sup> January 2015 referencing “the recent media references” and enclosing a letter dated 17 December 2014 addressed to the UFU advising that “there is insufficient evidence to establish any offences by the CFA under the OHS Act”.
- ▶ The UFU had never previously been sent the 17 December 2014 letter and despite repeated requests WorkSafe have not provided the evidence they claim to have that it was sent to the UFU.



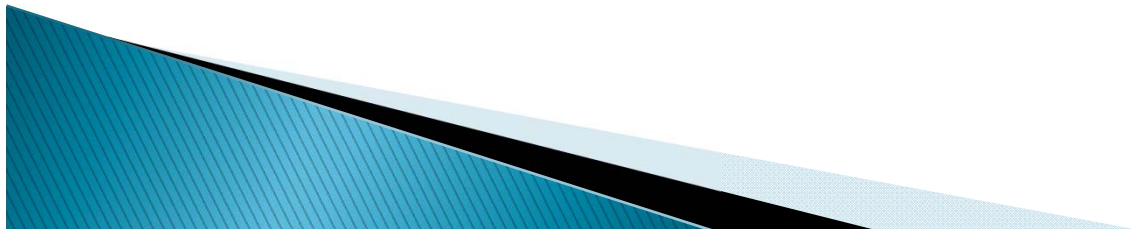
# No information provided

- ▶ The CFA has not provided all the information the UFU requested or responded to all issues raised in the range of correspondence.
- ▶ Mick Bourke provided two test results in his correspondence in June 2011 and two additional results were provided attached to the CFA's lawyers letter to the UFU dated 14 August 2011.
- ▶ The HSR was given access to some information by the Fiskville OIC and the HSR forwarded that information and test results to the UFU. The information that the CFA provided to the HSR was incomplete.



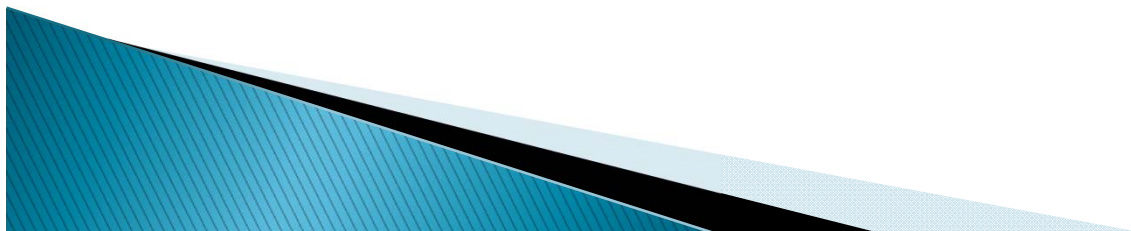
# MFB

- ▶ From the 20<sup>th</sup> June 2012 the MFB has never returned to train at Fiskville.
- ▶ Michael Tisbury will give evidence about the MFB intending to return to Fiskville from August 2012 after the CFA installed tanks for mains water to be used on the training pad.
- ▶ Mr Tisbury will also give evidence as to the ineffectiveness of that system as the tanks would not contain sufficient water for training without supplementation from other sources.
- ▶ To my knowledge the MFB have never provided any testing information or results for any of the training grounds including Fiskville to the UFU.



# Summary

- ▶ From 20 June 2012 upon being notified by members that the water quality at Fiskville was visibly of poor quality and had a stench, the UFU repeatedly sought water testing results and information from the CFA and MFB.
- ▶ The CFA continually claimed that the water was fit for fire fighting training and denied fire fighters were being exposed to contaminated water.



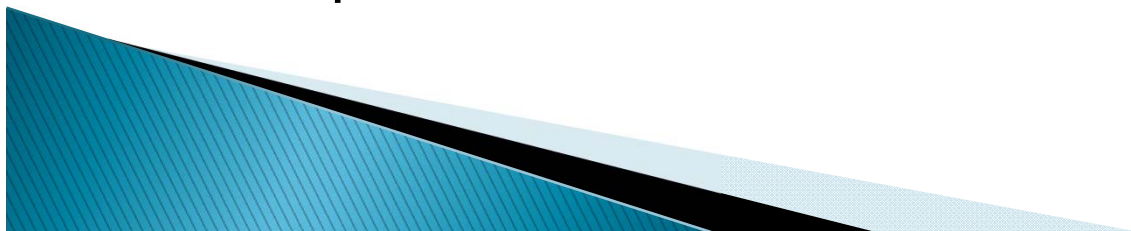
# Summary

- ▶ It is our strong recommendation that the persons responsible in the CFA, MFB and Worksafe must all be made accountable for the exposure to contaminated water and the failure to require the CFA to take all reasonable steps to prevent such exposure.



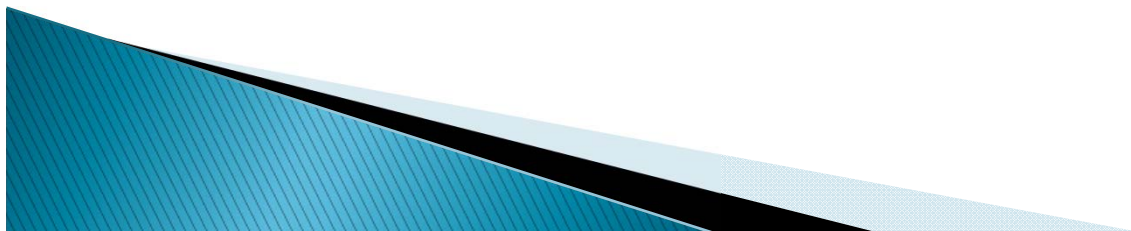
# THE UFU RECOMMENDS

- ▶ That the Committee require the following agencies to provide all relevant information – without redaction – including all water testing results, reports, investigations and communications (internal and external) regarding the quality of soil and water at Fiskville to the Inquiry forthwith:
  - CFA
  - MFB
  - WorkSafe Victoria (Including the WorkSafe Investigation into the UFU complaint which resulted in a decision that there was insufficient evidence to prosecute)
  - EPA
  - Department of Health and Human Services



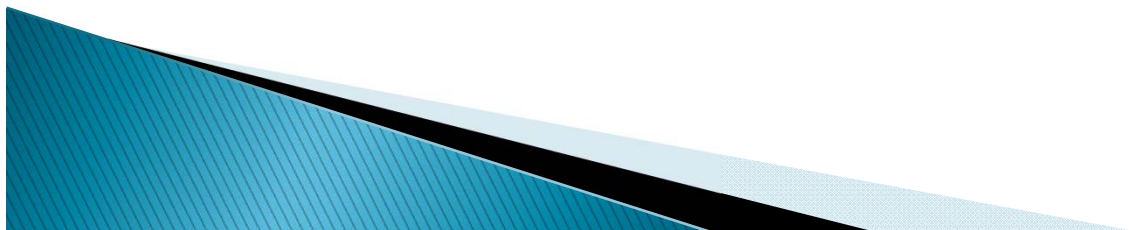
# THE UFU RECOMMENDS

- ▶ That the current Board of the CFA be immediately removed for failure to comply with its duties and responsibilities.
- ▶ That the CFA management (including those that have since left the CFA) be held accountable for the failure to notify firefighters and employees of the contamination and failure to take all reasonable steps to prevent further exposure and therefore knowingly placing the health and safety of firefighters and employees at risk. In order to hold the appropriate management accountable, the investigation and findings are to be forwarded to the appropriate agency for prosecution.



# THE UFU RECOMMENDS

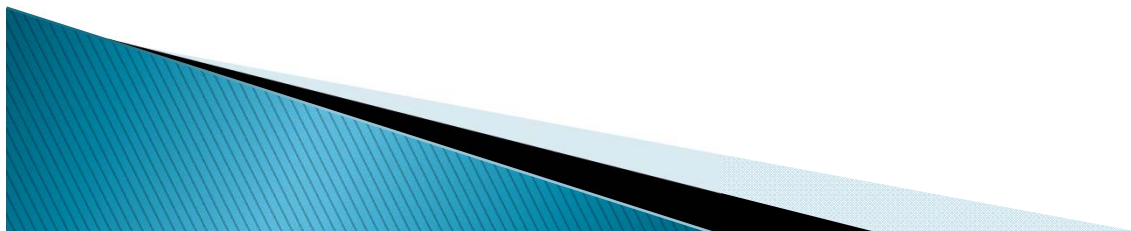
- ▶ That the Committee recommends that the Minister take all steps to bring the following before the appropriate authorities for prosecution (criminal and/or civil) for the failure to take reasonable steps to provide CFA employees, recruits and members of the public safe from the foreseeable and preventable contamination at Fiskville Training Ground and the failure to notify said people of the contamination:
  - The members of the CFA Board from 2011 to present
  - All CFA CEO's from 2011 to present
  - The management of Fiskville from 2011 to present where it has been shown that they knowingly continued to expose employees and the public to the contamination.





# THE UFU RECOMMENDS

- The Board and Management of the MFB and those responsible for firefighters training at Fiskville up until June 2012 without undertaking all reasonable steps including water testing and reporting.
- Management of WorkSafe and those who were responsible for overseeing the investigation of Fiskville and to take all reasonable steps to protect firefighters and employees from exposure to contamination of soil and water.
- Management of the Environment Protection Agency and those who were responsible for failing to undertake all necessary investigations as to the safety of the Fiskville site.



# THE UFU RECOMMENDS

- ▶ That the appropriate Government agencies require firefighting agencies to adhere to Government water quality standards fit for purpose at all times and remove from agencies any ability to change water management and testing regimes.
- ▶ That a new training facility be built in Victoria. With the closure of the Fiskville training ground Victoria will not have sufficient firefighting training capacity or capability at purpose-build facilities that include accommodation and operate on the basis of best practice.



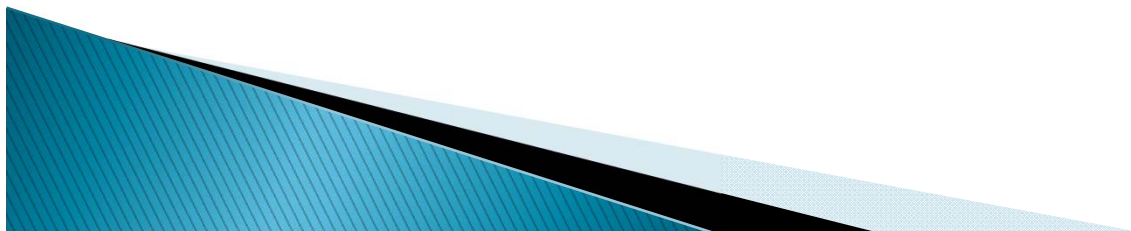
# THE UFU RECOMMENDS

- ▶ That the CFA Act be amended to require that of the nine members in total:
    - that two be members of volunteer brigades and appointed from a panel of names nominated from the VFVB Board
    - that two be members appointed from a panel of names nominated by the UFU.
    - that one be appointed from a panel of names nominated by the Emergency Services Commissioner
- [Note there has been significant misinformation regarding this recommendation- the UFU submission recommends to have equal representation of VFVB and UFU nominated representatives totalling 4 of 9 Board members]*



# THE UFU RECOMMENDS

- ▶ That the MFB Act 1958 be amended to require that of the seven members of the Board be appointed on the recommendations of the Minister and that each Board shall include at least four members nominated by the United Firefighters Union.
- ▶ That the OH & S Act is amended to insert a provision that allows for certified enterprise agreements to include health and safety provisions that allows the employee/s and their union to elect a dispute process either through the Fair Work Commission or through the OH & S ACT or both.



# THE UFU RECOMMENDS

- ▶ That the OH & S Act be amended to insert a provision that allows for certified enterprise agreements that provides for an employee/s and their union to be consulted on health and safety matters in accordance with the consultation provisions of that enterprise agreement without restriction of the OH & S Act.

