

2017

Fire Services Reform Submission



Peter Hall
Station Officer
Country Fire Authority
Mob: 0413 258603

Dear Assistant Clerk Committees,

My name is Peter Hall. I am a Station Officer with the CFA and am currently working at the Warrnambool Fire Station. I have been a career firefighter with the CFA for 15 years and was a Volunteer for 3 years previous to that. In my time in the CFA I was a Volunteer at Leopold before being lucky enough to gain a position as a career firefighter. Upon passing recruits I have been stationed at Corio, Ballarat City and now Warrnambool. Throughout my career I have worked at most of the integrated stations across the state, from the outer Metro Stations, through to Traralgon, Shepparton, Bendigo, Mildura, Portland, Ocean Grove, Belmont and Geelong.

During my time with the CFA I have attained 294 Competencies/Qualifications, I have passed 646 Individual Assessments and attended and passed 32 different courses and assessments. For example, I hold increments on Pumpers, Tankers, Ladder Platforms (37m & 42m), Protective Equipment Van, Hazmat and Heavy Hazmat. I am qualified In Breathing Apparatus, Gas Suits, Splash Suits, Ground Observing, Staging Area Manager, Low, steep and high angle rescue, trench rescue, confined space rescue, CBR (Chemical, Biological, and Radiation), Monitor Hazardous Atmospheres and Gas Detection just to name a few.

I have attended 2930 incidents as a Volunteer and Career Firefighter. I have attended incidents ranging from small fires to large campaign fires. House fires, Factory fires, Shop fires, Road Accident Rescue, Rope Rescue, Industrial Rescues, personal entrapment rescues, Confined Space Rescue, Trench rescue, Hazmat Incidents, Bush Fires, Grass Fires, calls to assist AV, attended floods and storm damage. I have attended major campaign Fires in the North East in 2003 and 2006. Black Saturday in 2009 and Hazelwood Mine Fire in 2014.

I currently reside on a small farm near Winchelsea and I am a happily married father of two girls. Living in a country area of Victoria has and always will be a thoroughly enjoyable experience. Whilst I no longer volunteer with the CFA, I have made myself available to assist whenever possible with local brigades in my area and where ever I have worked. I have developed a strong relationship with Volunteers where ever I have worked both at the integrated stations and with the surrounding brigades. I have maintained a close friendship with Volunteers and consider some of them as lifelong friends. I have been Job referees, I have assisted them with their preparations for gaining employment and been a part of their personal lives.

I am writing this submission in support of the proposed reform of the Fire Services based on my experiences and for the following reasons:

EXPERIENCES:

In my time with the CFA I have attended 2930 individual incidents and some of these I have revisited the fire ground on numerous occasions. I would like to take this opportunity to share just a handful of these experiences not to cast aspersions on our volunteers, not to boast about the achievements of myself and my colleagues but as a way of providing evidence for the need to change.

The examples I will use are based on my experiences around Ballarat and in recent times Warrnambool, but I will take the liberty of not naming individual brigades.

Starting with Ballarat the first example I will use is from a job at Mt. Helen where we were responded to a house fire, persons trapped. The actual job was 12 minutes from our Station. The call had come from neighbours and it was unknown where the occupants were. The first brigade arrived on scene and immediately asked for our ETA as they had NO BA Wearers and the couple were trapped on the roof, one was unconscious.

The good news is we were able to arrive on scene very shortly after and because we had a fully trained and competent crew, 2 of us donned BA and were able to carry the couple down the ladder and hand over to the waiting Paramedics, Great result in the end yes. BUT the issues here were that there were no qualified operators on the first Volunteer appliance and this only got worse. We had to respond another 11 appliances in an effort to obtain more qualified BA wearers and even then we only got 2 more. We had to respond more staff from Ballarat City and then recall to cover them. This happened on a weekday and highlights the lack of qualified Volunteers available to perform the tasks required and the risk to myself and my colleague that had to place ourselves on the roof of a house fully involved in fire to save the occupants. I ask you what would have happened to us if something went wrong, there was no backup for us.

The next is also from Ballarat and involves the staff at Ballarat City responding to a house fire in Creswick. It came in as a pot on the stove. We responded and were just a block from the address when the local brigade put a stop on us but a brigade that was still a long way off could continue. Our officer decided to continue and see if we could be of assistance anyway. Upon arrival, we found a teenage boy sitting in the driveway suffering significant burns to his arms and legs. This poor kid had not even been spoken to let alone had any treatment. There had been no request for Av. We commenced first aid and asked for AV to attend urgently. The only 2 Volunteers that were on the first truck were inside, in the smoke without BA on, why because they were not qualified. BUT it was more important for this brigade to keep us away then provide a service to the community.

Next comes Warrnambool and both of these examples are recent. The first is when we were responded to a fire at the Terang Hospital. Terang is 20 minutes from us and on numerous occasions we have been cancelled even before the local brigade arrives on scene. But not this day the brigade arrived on scene with a crew of 2 (No BA Wearers). As we were en route the Incident controller told Vicfire that the Kitchen was full of smoke and we were required urgently. Upon arriving 20 minutes after the initial call, we were the first crew in BA and it was only now that we located the seat of the fire. Luckily and I mean luckily as don't forget this was a Hospital the fire was in an Air Conditioning unit on the roof. No Qualified BA wearers from our Volunteers and there was only 4 of us.

The last example I will provide here happened just a couple of weeks ago at a small district known as Rosebrook, which is about halfway between Warrnambool and Terang. Now due to parochialism we were not even paged to this job. It was called into VicFire as a Shed fire. The local brigades responded after 10 minutes and arrived on scene after 15 minutes (which is about the time it would have taken us to arrive on scene). Upon arriving on scene their first word back was that the shed fire had now spread to the house. It wasn't until 30 minutes into the job and a phone call from us that the RDO asked for us to be responded. We arrived on scene to find that fire had spread through the entire roof space. Now as the Station Officer on our appliance with 15 years' experience of fighting structure fires I have absolutely no doubt that I have fought more structure fires in any given calendar year than any of these Volunteers would have fought in their entire careers. This is not their fault, BUT due to parochialism and egos this family will now have their entire house bulldozed when I am 100% confident that we could have and would have saved it.

I will now go into why I have used these examples and the importance of the proposed reforms for Victoria not just for now but for many decades to come.

In my time as a career firefighter the crews that I have responded with have saved many lives and changed the lives of many, many more. The 2 biggest and most important reasons we have been able to do this is training and therefore we have developed and maintained a high skill set, and arriving on scene within 7.7 Minutes.

We train every day and every night we are rostered on shift, we complete many training courses and are all trained to the same high standard. In comparison our Volunteers train 1 – 2 hours 3 times a month, once again not their fault. But don't do myself or my colleagues a disservice by claiming they are trained to the same standard, they are not. It's not their fault but they are not and shouldn't be expected to be.

To further reinforce this I ask you to look at appendix 3 and consider whether it is even reasonable let alone plausible for a Volunteer to undertake the same training as a career firefighter. Remember they train for up to 2 hours, 3 times a month. This is the training that we require as firefighters in busy urban areas.

International studies have shown that if a qualified crew can arrive on scene within 7.7 minutes of ignition then we will more than likely be able to keep it to the room of origin. As career firefighters, we save people's lives and homes. You cannot put a price on this. Whilst it is not possible or financially viable to have career firefighters everywhere the community in major urban areas pay a fire service levy and have every right to expect protection just like they do with Police and Paramedics.

So, to put this in context in built up areas volunteers often have to travel to work. This delays their response but not only this in a lot of circumstances they are not even able to get to the station because of traffic congestion. Where there are career firefighters we are out the door in 90 seconds with a fully trained and competent crew and arrive on scene in that magic time frame. Once again if for no other reason we save lives and property because of this.

Now to explain the importance of having seven suitably qualified career fire fighters dispatched to the fire ground. The word is dispatched NOT on scene like some have claimed. Dispatched means that we can cancel a truck if deemed not necessary. 7 qualified and competent career firefighters allow us to tackle 95% of all our jobs. For example, at a house fire we can conduct an internal attack (saving lives and property) with 2 in BA and another 2 to back them up and potentially save them. It gives us an Incident Controller, a Pump Operator (critical to those fighting

the fire) and gives us a 7th to assist the pump operator get water and to provide equipment as required to the BA Crews. At present, I can conduct an internal attack on a structure and if something goes wrong, i.e. collapse or explosion we don't have the numbers to save us. There is NO crew outside to rescue us.

PROPOSED REFORMS

Whilst the above endeavours to show the need for reform I would now like to talk about the proposed changes.

As I have stated earlier I have worked at the majority of integrated stations across the state and therefore can speak with confidence when I say Staff and Volunteers have a great working relationship at all of these locations. I can also say that when rumours first broke of changes my concern was what would happen to the volunteers at these locations and I am happy to say that the reforms allow those volunteers to remain as a co located station, or they would be supported to move to another stand-alone station or assisted to transfer to another brigade. I can speak with complete confidence when I say because of the relationships we have established any one of these options will work and in fact at Warrnambool we would prefer our volunteers to stay.

I can also speak with confidence that the vast majority of volunteers at these 35 locations are in fact supportive of not only us but the reforms. They know that they can trust us and they know that we will work together and train together just like we always have.

The CFA Act clearly States that the Chief Officer is responsible for the country area of Victoria and will delegate his powers to his Officers. These Officers will be the Volunteers and even if the newly created FRV arrived on scene first we would have to hand over control to the first arriving CFA Officer. The FRV Act also clearly states that the new Commissioner will be responsible for the new FRV Districts and will delegate his powers to the FRV Officers. There will be as there is now Memorandums of Understandings drawn up giving us the power to fight fires in the country Area of Victoria and giving the CFA the powers to fight fires in the FRV districts. No amount of political spin will change this. CFA MEMBERS WILL BE IN CHARGE OF ANY INCIDENT IN THE COUNTRY AREA OF VICTORIA.

Now as I have previously stated above I have worked at the majority of Integrated Stations across the State, so I can speak with some authority when I say that the relationship between staff and volunteers at all of these locations is strong, Very strong. We all get angry when we here LNP members, the VFBV, the Murdoch media and even volunteers that have never even had anything to do with Integrated stations but unfortunately only know what they have read or have been told try to tell us we don't get on, we have lines painted down the middle of the Station or that Volunteers aren't allowed in our mess room. This is all rubbish and I challenge any of you to find this anywhere. Yes, there is the odd clash of personalities but this happens everywhere. WE at Warrnambool even had a life member in his 80's stand up in front of one of our meetings giving a very emotional speech telling all of the relationship we have and condemning those that want to spread lies and innuendo. He shouldn't have to do this.

So back to the Reforms when honourable men like our Chief Officer Steve Warrington and Emergency Management Commissioner Craig Lapsley say that these volunteers will be given the support to stay as a Co-Located brigade with us I have absolutely no doubt that this will occur. They will also be given the options of a new stand-alone station or assisted to transfer to other brigades.

Nearly half of the proposed \$100 million dollars is dedicated to these brigades to assist them in the implementation of whatever they may choose. So, this talk about losing Volunteers and losing surge capacity is also an absolute myth.

STATS:

I am sure you are well aware of the growing pains facing Melbourne. Melbourne's population has doubled since the MFB and CFA Acts were written in 1958. According to the latest Bureau of Statistics figures Melbourne's population is now at 4,350,000 people and last financial year alone grew by 88,000 people. It is expected to grow to 5 million by 2025 and overtake Sydney by 2050. Melton, Wyndham and Casey are the fastest growing local Government areas in Australia.

Geelong's population has grown from 88,000 back in 1958 to 240,000 now and is predicted to grow to 320,000 by 2040. Ballarat's Population is currently 106,000 and predicted to grow to as much as 200,000 by 2050. Bendigo's population is 117,000 and expected to grow to 156,000 by 2036. Victoria's population has grown by 500,00 people since 2011. If we continue growing at this rate we are rapidly going to fall behind in so many areas.

Not only is our population growing but it is getting older. 15% of our population is currently over the age of 65 and this is expected to grow to 21% by 2030. Less and less people are either capable of or willing to volunteer. This is not just unique to the CFA.

So, what does this mean. It means we need to start planning now and putting these reforms in place to allow our Fire Services to be able to adapt and therefore meet the ever-increasing demands of our booming populations. This creates several issues for our volunteers in developing and maintaining the required skills and competencies to meet growing urban firefighting demands, but it even creates issues just for them to get to the station to turn a truck out due to traffic congestion.

Now here is some more to take into your considerations. Some of the media have run polls in their papers to gauge support for and against the proposed reforms. The Weekly Times who have been running blatantly biased campaigns have run 2 separate polls the first to gauge their readers opinion on the reforms and this showed overwhelming support of 76% in favour of reform. The second was to gauge whether their readers thought the changes would have a negative impact on the SES Volunteers and once again the result showed an overwhelming majority of 75% believed it would have no negative impact on the SES. The Wangaratta Chronicle ran the same poll asking whether their readers supported the changes and this time 90% of their readers were in favour of change.

And finally, Career Firefighters attend 85% of all CFA Incidents, that's right we don't just go to a few grass fires in Summer or attend Bushfires we attend Incidents 24 hours a day 365 days a year.

HISTORY:

There are those that are claiming these proposals are the biggest changes in the Fire Services history but this is not necessarily so. The CFA was formed in 1945 after a series of large fires between 1939 and 1944 which seen 114 people lose their lives and nearly 1400 homes lost. It was formed because of a lack of cohesion and disunity amongst the then individual brigades. The MFB was formed in 1891 to bring an end to the trench warfare amongst what was then fire brigades run by individual Insurance companies. The words Trench warfare, Parochialism and disunity existed then just as they do today.

The **VFBV** have waged war on every EBA that has ever been proposed between the CFA and the UFU. In 2006 and again in 2010 they made the same claims they are now. We were going to restrict their training we were restricting the CFA's ability to manage its commitments, we were restricting volunteer's ability to gain employment in the CFA, the increase in staff numbers would have an impact on their volunteer numbers and therefore their ability to respond to major fires (sounds a lot like Surge capacity). Well guess what in 2006 the sky didn't fall in and in 2010 the sky didn't fall in, not even when the then Labor government announced an extra 350 firefighters was there any impact on the much-Fabled Surge Capacity. Which by the way the VFBV wrote letters to all the papers saying that more firefighters weren't needed and it would cost the Victorian Community far too much. I would suggest that back then and indeed now this has more to do with egos and a small minority of volunteers trying to protect their patch at all costs. None of this is in the best interests of the community. The VFBV DO NOT represent the thoughts of the majority of Volunteers, they are pushing their own political agenda. (Please see appendix 1 and 2).

The **LNP** actively commenced a campaign against all public-sector unions when they won the 2010 election. And I have very little doubt they went as hard as they did with the UFU and Paramedics because we are both relatively small unions.

In 2011, they strengthened the Volunteer charter which under normal circumstances would be perfectly understandable. They inserted clauses into the CFA Act which required that volunteers be consulted and that nothing could be agreed to that might be detrimental to volunteers. They also commenced to stack the CFA Board to the point that 6 of the 8 sitting Board members had strong allegiances with the VFBV. It was shortly after this they along with the Management of the CFA and MFB commenced court action claiming that the 2010 EBA's were illegal. EBA's that we were already operating under. Clause by clause they went to court spending \$21 million of taxpayer's money to try and bust the union. And clause by clause it was thrown out.

Then in 2012 just 2.5 years after Black Saturday they cut the Fire Services Budget by \$66 million. \$44 million of which was taken from the CFA Budget. I witnessed the cuts impact at district offices, people losing their jobs, cuts to training departments. They will now vehemently deny this so I have attached a copy of an article from The Age at the time. See Appendix

Then obviously there was Fiskville and Hazelwood. Not only did the management of the CFA know about Fiskville but so did the Government. It still amazes me that neither CFA management or the Politicians that were aware of this and chose to sweep it under the carpet have never faced any consequences. I along with my colleagues and many Volunteers have to live with this for the rest of our lives, having regular testing and never really knowing what might happen. The LNP then had 3 opportunities to pass presumptive Legislation but never did. Claiming and I quote Kim Wells "we are not convinced of any direct link between these cancers and Firefighting".

This led to myself and my colleagues taking action against the LNP at the 2014 State Election. At **NO stage** did I or any of my colleagues instruct members of the public to vote for any party, we simply asked them to put the LNP last. Would I do it again Yes, I would.

Then just to make things even more difficult the Federal LNP decided this was a great opportunity to get re-elected at the 2016 Federal Election. They started the Hands of the CFA campaign at this stage and used it to raise funds for their campaign. The volunteers have never seen any of this money. But to really attack career firefighters they changed the Fair Work Act so that any clause in an EBA that could be claimed as detrimental to a volunteer could be challenged by any volunteer or by the Federal Employment Minister. So, any one clause can be challenged by every one of our 58,000 volunteers.

The **Murdoch Media** and in particular the Herald Sun and the Weekly Times have since this election waged a relentless campaign against us and all because we dared to stand up to the mighty Liberal Party. We are now in excess of 50 front page articles. Most of the claims they have made are at best loosely based on the truth.

Unfortunately, during this whole process most of our Volunteers and for that matter the public have only ever heard from the media campaign, the VFBV and the LNP. Some of the lies that members of the LNP have stood up in Parliament and made is nothing short of disgraceful. They have been ably assisted by the strongly aligned VFBV who alas aren't all that concerned with the truth. As Politicians, you have an opportunity to put an end to this, the LNP and their mates the VFBV see this as the great golden egg for their 2018 election campaign.

SUMMARY

I would like to support the governments proposed reforms. This brings us into line with every other State. Even the former CFA Chief Officer Euan Ferguson recommended these reforms as chair of a review into the fire services in Western Australia.

Credit to the State Government for choosing this model. They could have easily chosen a range of alternatives to this, they could have just moved the MFB Boundary and made the 35 Integrated Fire Districts MFB Districts. This would have displaced all Volunteers within these boundaries. They could have gone with the NSW model and had FRV stations as Staff only and CFA as Volunteer only, but know they have gone with this model which doesn't displace any Volunteers from any Stations. The CFA have 1220 Brigades now and will have 1220 Brigades after the reforms.

The Reforms will also see the establishment of an independent Fire Review panel which will consider the future needs of the community and whether there will now be a requirement for a staff station. This also needs to happen to take any parochialism out of decisions and base it purely on need.

As a career firefighter with the CFA I have absolutely no doubt I have very little future working for the CFA. Not while anyone of our volunteers can challenge any or all of our clauses. Remember our 2010 EBA was being challenged so we can't even go back to working under this.

The current CFA model has been destroyed by political interference, by individuals and bodies claiming to represent individuals, by the Murdoch media running a political scare campaign. Even now the LNP are continuing their scare campaign of false and misleading claims. This is a weak endeavour to score cheap political points with not much care for the truth. If these reforms don't go through then the CFA will be destroyed not just from Political interference but from within. It will implode, I have absolutely no doubt that there will be open conflict on the fire ground. We are well aware of what has been said and by whom. Staff and Volunteers at Integrated stations in particular are no longer going to standby and allow others to talk rubbish and make derogatory and defamatory remarks about any of us.

But what is more important about any of this is the need to reform Victoria's Fire Services to not only allow them to deal with the growing demands of the community now and in the near future, but to set a model that can develop with those demands in the long term.

Appendix 1

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 Chairman Executive Officer Peter Dwyer 0407 334 611
 Executive Officer Bob MacDonald 041 822 680
 Tel. 03 9556 1141
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 Web Site

20th July 2006

Dear Captain Secretary Group Officer Group Secretary,

You will be aware that CFA has been negotiating an Enterprise Bargaining Agreement (EBA) with the UFU for over 12 months. This EBA contains clauses that seriously impact on the autonomy of CFA to make decisions, including some related to the relationship between CFA and its volunteers. On this basis, and because it undermines the statutory responsibilities of the CFA Board, Chief Executive Officer and Chief Officer, the CFA Board has refused to sign the agreement.

Volunteers in Victoria are very concerned with the implications of this EBA on CFA's ability to support them in providing the highest level of emergency services to Victorian communities. As such, we have unanimously supported the CFA Board's position in refusing to sign this agreement.

At a mass meeting held in Melbourne last week, volunteers agreed that action must be taken to increase public awareness of the threat to our capacity to do our job, and agreed to stage a public rally within the next few weeks; we have deferred this rally for the reasons mentioned below.

Since this meeting, VFBV has set up a Task Force with representatives of rural and urban volunteer associations to draw public attention to this issue. We believe that to be successful, a public campaign needs to be carefully developed and coordinated to ensure that the right messages are reaching the right people at the right time. Accordingly, we have developed a multi-pronged strategy which will be implemented over a sustained period and which will culminate in a major rally in Melbourne involving a greater number of our volunteers.

This strategy will have a local and regional focus, and will be expanded on a State-wide basis to highlight what VFBV sees as issues most affecting fire protection services to Victoria. Our campaign will include media, meetings with MPs, and mass public rallies. Within the next few days we will be appointing five volunteer coordinators at each Region. Their role will be to make sure all activities are coordinated and that we speak with one united voice. With 100 coordinators supported by 58,000 volunteers, we will send a strong message that this situation must never arise again.

We will let you know details of this arrangement shortly, and details of how you can help.

In the meantime, it is important you understand that the issue we have with the EBA is not a campaign against our career firefighters. In fact, we strongly support their rights to negotiate pay and conditions of employment. We are all professionals, and we must continue to work as a team with our career firefighters to achieve the best outcomes for public safety. It is important that we maintain our professionalism and avoid being led into any reaction that may undermine the relationship with our career staff and CFA's overall operational effectiveness.

Could you please ensure that all members of your Brigade receive a copy of this letter or are fully briefed on what will be a major campaign in reinforcing the vital role of volunteers within CFA.

Gary Lyttle AFSM
 Chairman



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Appendix 2

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VOLUNTEER FIRE BRIGADES VICTORIA

News Note

Attn: Victorian State MPs - Thursday, 9 September 2010

CFA union deal a setback for volunteering

Volunteer Fire Brigades Victoria (VFBV) representing Victoria's 60,000 CFA volunteers is concerned that the CFA's newly signed enterprise bargaining agreement with the firefighters' union is a major setback for Victoria's volunteer fire fighting resource.

This industrial deal significantly disadvantages volunteers and was concluded without reference to them, departing from the CFA's signed commitment to involving volunteers in decisions that affect them.

The industrial agreement goes beyond normal union matters such as pay and conditions, and seeks to regulate CFA operations and management of other staff and volunteers.

In making this deal, CFA has committed itself to processes and practices that should relate to the 1% of their workforce the agreement covers, yet inextricably impacts heavily on another 97% (the CFA volunteers) who have had no say and, it would seem, no rights.

The CFA's deal with the union puts restrictions on volunteers by;

- Controlling and restricting volunteer training arrangements
- Including a clause designed to prevent volunteers making submissions on issues involving them
- Preventing the use of paid firefighters on day shift allocation to support volunteer brigades, unless it is part of a progression to a 24 hour staffed fire station, whether the community needs it or not
- Blocking experienced volunteers and other suitable industry candidates from entering paid employment with CFA in jobs they are qualified and experienced to do.

The industrial agreement represents another hurdle in the path for access to and adequacy of training for volunteers, endorses a push towards more paid staff firefighters simply to

add to union membership and is a departure from the *Volunteer Charter*, in which Government and CFA agreed to involve volunteers in any decision which affects them.

The *Volunteer Charter* was signed the Premier, Police and Emergency Services Minister and CFA Chairman in October 2008 to much fanfare.

VFBV wrote to the CFA, Minister and Premier in February 2010, listing 12 points of concern with the enterprise bargaining negotiations that were then under way, but volunteers were still excluded from having their voice heard.

CFA's vast volunteer fire fighting resource has proven itself to be both professional and irreplaceable.

VFBV stresses that if the state is to retain that protection, there must be greater priority and investment given to maintaining and building CFA volunteer capacity, not just in numbers but in levels of training and equipment of brigades.

The CFA's newly signed enterprise bargaining agreement is a setback for that vital community resource.

VFBV contact: Peter Beaton 0419 504 111

Appendix 3

Volunteer Firefighter

Wildfire Firefighter Qualification (Q0002)

- **PUAFIR201A:** Prevent injuries
- **PUAOHS002A:** Maintain safety at an incident scene
- **PUATEA001A:** Work in a team
- **PUAOPE002A:** Operate communication systems and equipment
- **PUAFIR204A:** Respond to wildfire
- **PUAFIR309A:** Operate pumps
- **END TANKER (G):** Operate pump on a tanker.

Minimum Skills Profile:

(The minimum skills and knowledge required by a CFA member to enter the fire/incident ground and operate safety, effectively and efficiently as a member of a team under supervision.)

Career Firefighter level 1

- 1.01** Health & Fitness
 - 1.02** Preparation & Maintenance of Equipment, Appliances & Facilities
 - 1.06** Occupational Hazards
 - 1.07** Personal Protection 1
 - 1.08** Occupational Stress
 - 1.16** Casualty Assistance
 - 1.22** Fire Agency Awareness 1
 - 1.23** Work Team Communication
 - 1.24** Writing Skills for Work
 - 1.04** Driving Vehicles 1
 - 1.05** Alarms & Sprinklers
 - 1.09** Map Reading 1
 - 1.10** Building Structures 1
 - 1.11** Fire Suppression 1
 - 1.12A** Wildfire Behaviour 1
 - 1.12B** Wildfire Suppression 1
 - 1.13** Vehicle Rescue
 - 1.14** Search & Rescue
 - 1.15** Breathing Apparatus (Open Circuit)
 - 1.17** Emergency Care
 - 1.19** Communication Systems
 - 2.02** Inspect & Test Equipment
 - 2.05A** Emergency Life Support Techniques
 - 2.07** Occupational Hygiene
 - 2.24** Fire Agency Awareness 2
 - 2.03A** Drive Vehicles on Road (Legislation)
 - 2.05B** Operate Life Support Equipment
 - 2.06** Personal Protection 2
 - 2.15A** Salvage & Overhaul
 - 2.15B** Ventilation
 - 2.16** Dangerous Substances 1
 - 2.32** Fire Science – Intro B
- *CFA Operational Staff Skills Profile – by Rank

CFA Volunteer Lieutenant***Knowledge, skills and experience (desirable unless otherwise stated):**

- Demonstrated ability to lead and manage diverse groups in a changing environment.
- Demonstrated high level of interpersonal skills and effective presentation and oral communication skills.
- **Wildfire firefighter qualification (Q0002A) – Mandatory**
- **Wildfire Low-Structure firefighter (Q0003A) – Desirable**
- **Crew Leader qualification (CFA065) – Desirable**

* Brigade Membership Classification Role Description Lieutenant

CFA Leading Firefighter**All Career Firefighter level 1 competencies plus,**

- 1.20 Computer Skills
- 1.21 Workplace Communication
- 2.04 Operate Pumps
- 2.25 Present Information (Public Education)
- 2.03 Operate Vehicles (A)
- 2.20 Specialist Appliances (I)
- 2.08 Detection & Suppression Systems
- 2.09 Building Evacuation Systems
- 2.12 Fire Behaviour (CFA)
- 2.21 Fire Prevention 1
- 2.28 Wildfire Behaviour 2
- 2.29 Wildfire Suppression 2
- 2.33 Map Reading 2 (CFA)
- 2.10 Mechanical Venting & Air Handling
- 2.11 Building Structures 2
- 2.13 Fire Suppression 2
- 2.22 Administration 1
- 2.30 Introductory Maths for the Fire Industry
- 3.01 Occupational Health & Safety
- 3.09 Workplace Trainer Category A
- 3.11 Public Speaking
- 3.15 Supervising Teams
- 3.04 Fireground Operations
- 3.05 Building Fire Safety 1
- 3.14 Leadership

*CFA Operational Staff Skills Profile – by Rank

Minimum of 48 months full time employment

-3 week full time development course

-2 months station development and personal study

-1 week of assessments including;

-4 Hours Operations legislation exams. (CFA act, Regs, EBA)

-1x 1.5 hour rural command and control TEWT (Tactical exercise without troops)

-1x 1.5 hour wildfire exam.

-1x 1 hour Inray exam.

-1x 20 minute short duration drill presentation.

-1x Human Relations role play exam.

-2x Command and Control Practical assessments.

All of the above leading Firefighter assessments are pass or fail.

***Leading Firefighter must be endorsed by the Chief Officer.**

CFA Volunteer Captain**Knowledge, skills and experience (desirable unless otherwise stated):**

- Demonstrated ability to lead and manage diverse groups in a changing environment.
- Demonstrated high level of interpersonal skills and effective presentation and oral communication skills.
- Demonstrated understanding and ability to implement management systems for business planning, finance, training and human resources.
- **Wildfire firefighter qualification (Q0002A) – Mandatory**
- **Wildfire Low-Structure firefighter (Q0003A) – Desirable**
- **Crew Leader qualification (CFA065) – Desirable**
- **Minimum of 2 years as a Lieutenant.**

* Brigade Membership Classification Role Description Captain.

CFA Career Station Officer.**All CFA Career Firefighter and Leading Firefighter Competencies plus,**

3.10 Writing Workplace Documents

3.12 Dealing with Conflict

3.13 Negotiation Skills

3.07 Dangerous Substances 2

3.18 Wildfire Suppression 3

3.21 Introduction to Law

3.23 Wildfire Behaviour 3

3.24 Meetings

4.02 Pre-Incident Planning 1

4.03 Operational Management

4.04 Incident Control System

4.07 Fire Prevention 2

4.11 Communication 1

4.16 Leadership & Team Management

4.10 Administration 2

4.15 Public Relations A

*CFA Operational Staff Skills Profile – by Rank

Minimum of 12 months full time employment as a Leading Firefighter plus,

-3 week full time development course

-2 months station development and personal study

-1 week of assessments including;

-4 Hours Operations legislation exams. (CFA act, Regs, EBA)

-1x 1.5 hour rural command and control TEWT (Tactical exercise without troops)

-1x 1.5 hour wildfire exam.

-1x 1 hour Inray exam.

-1x 20 minute short duration drill presentation.

-1x Human Relations role play exam.

-2x Command and Control Practical assessments.

All of the above Station officer assessments are pass or fail.

***Station officers Must be endorsed by the Chief Officer.**