

Clause#	Potential Implications	Desired VFBV Position
15 16	<p>Brigade Administrative Support roles Volunteer Support roles</p> <ul style="list-style-type: none"> • The brigade supports the appointment of the best people to these roles be they career staff or volunteers. • Restricting these roles to staff may not provide the best outcome. 	<p>* Support these positions to be open to both career staff and volunteers.</p>
17	<p>Community Education</p> <ul style="list-style-type: none"> • All CFA members (staff and volunteers) have a role in community education. • Community Education is the basis of KPI's for the local council grant. If only staff conduct community education, this may reduce the ability for volunteers to source grants. • Staff performing community education in volunteer brigade areas reduces the link between the community and volunteers. • Unknown impact on other community involvement 	<p>* Highlight the value brigades and the community receive by volunteers being involved in community education, * Push for both staff and volunteers to be involved in the process of setting community education targets for their brigade area.</p>
35.4	<p>Staff only report to staff (Chain of command)</p> <ul style="list-style-type: none"> • There is possible discrimination when staff will not recognise volunteer qualifications to hold Strike Team Leader, Sector Commander and Divisional Commander positions when a staff truck arrives on scene. • Restricts the ability for volunteers to task staff as this can only be done through the chain of command. This may take time to establish. • It will have an impact at local incidents where volunteer incident controllers will need to go up the chain of command before being able to task staff, especially if action is required immediately. 	<p>* Request clarification on how this condition will work under various scenarios such as different types of jobs (house fire, rescue); staff or volunteers first on scene and in command. * Confirm that there must be no delay to fireground tasking by whomever is OIC.</p>

<p>43.1 45</p>	<p>Greater Alarm Response System (GARS)</p> <ul style="list-style-type: none"> • The introduction of GARS has the potential to increase volunteer workload. • The current CFA response tables allows for greater flexibility. 	<ul style="list-style-type: none"> • Confirmation is required whether the proposed CFA GARS will be the same as the MFB GARS (e.g. 4 Pumpers / Pumper Tankers, Rescue, Teleboom responded to Second Alarms).
<p>43.2.7</p>	<p>7 firefighters on the fireground</p> <ul style="list-style-type: none"> • This does not take into account the CFA volunteer model, especially the skill level of volunteer members.. • There is no clarification of whether this will cover all calls or only code 1 calls. <ul style="list-style-type: none"> ○ If Code 3 calls are included, this will demotivate volunteer members. • Taking career vehicles out of their response area to make up 7 firefighters in another response area will create more gaps in the response system. This will also increase the workload of volunteer brigades that neighbour an integrated brigade. 	<ul style="list-style-type: none"> • Request further details on what calls will be covered by this section.
<p>83.4.4 83.5 83.7</p>	<p>Station wear, uniforms, PPC&E</p> <ul style="list-style-type: none"> • We are one CFA – whether staff or volunteers, our uniform should be the same. Rank is displayed by epaulets and helmet markings. 	<ul style="list-style-type: none"> • Support the notion of One CFA - One Uniform.
<p>83.4.5 83.12 83.13</p>	<p>Appliances</p> <ul style="list-style-type: none"> • The brigade agrees with the union on vehicle safety. There needs to be one standard apply for the whole of the CFA. • There should be one appliance working group between CFA / UFU / VFBV. If appliances are not agreed on with all three parties, then it has the potential to cost money and cause delays. 	<ul style="list-style-type: none"> • Confirm support for one standard for the whole of CFA when it comes to vehicle safety.

<p>144</p>	<p>Road Accident Rescue</p> <ul style="list-style-type: none"> • The brigade supports any measure that will improve the chance of survival of patients at a crash site. • Referring to 83.4.5, if the career heavy pumpers are to receive training and additional gear, then volunteer heavy pumpers and crews should receive the same. • The section does not set out the type of rescue training that staff will receive (e.g. rapid extraction) • The CFA will need to set procedures to ensure any inappropriate cut outs are documented and investigated. • There may be issues around the chain of command when a volunteer rescue arrives at a scene where staff have already started working on the vehicle. • There may be a reduction in volunteer rescue operator motivation and skills over the long term if they are turned back from more rescue calls. 	<ul style="list-style-type: none"> • Request confirmation on the type of rescue training that staff will receive and what gear the vehicles will hold. • Affirm support for the move in the interest of increased rescue capability, with the proviso that heavy pumpers at volunteer stations should receive the same modifications and volunteers at those stations should receive the same training as staff.
<p>Sch21</p>	<p>Access levels at station</p> <ul style="list-style-type: none"> • At 'integrated' stations, it is unacceptable for volunteers to be excluded from the key cabinets as this can impact volunteer response when career staff are already at another call. Restricting access to the admin room / general office and the day room turns an integrated station into a segregated station. 	<ul style="list-style-type: none"> • Challenge existing schedule to allow a better response by volunteers as well as better integration (less segregation).
<p>(Gen)</p>	<p>Recognition and maintenance of volunteer skills</p> <ul style="list-style-type: none"> • Lack of acknowledgement of volunteer skills will lead to a deterioration of those skills over time. • An increase of staff numbers despatched to jobs, together with staff only reporting to staff, may lead to a reduction in volunteers involved in fireground tasks (e.g. wearing Breathing apparatus, making internal attacks) 	<ul style="list-style-type: none"> • Acknowledge that the agreement should not impact the development and maintenance of volunteer skills, especially volunteers at integrated stations.