From:	Neil Williams
To:	LCSC
Subject:	Fire Services Reform
Date:	Friday, 7 July 2017 4:51:16 PM

To Select Committee Members,

I wish to make some points regarding the Fire Services Reform:

1: Reform of such an important service should be for the reasons of improvement, not expediency and involve input from the services, their management and representative bodies.

2: Presumptive legislation as written is not equal for all Fire Fighters as there is different criteria for eligibility when comparing volunteer and paid staff.

3: I have concerns that the immediate managers of Volunteers in the CFA, the Ops Officers and Managers are to be seconded from the proposed FRV, will not have the management skills or cultural attitudes required to support a Volunteer organization. In this respect I believe CFA should be employing and developing its own management staff without some of the legacy recruitment restrictions.

4: I have grave concerns that the volunteers who are members of the Integrated station model, will be disenfranchised out of their own brigades, and will no longer be available as a surge capacity in times of need. What happens to their assets ?, much of it sourced from the proceeds of volunteer effort .

5: The government has repeatedly refused to involve Volunteers or their representative body and if we are to believe them, CFA Management, in CONSULTATION over this reform and the EBA issues leading up to it.

6: The government continues to say that past reviews recommended a split as proposed, but the records show that this is not the case.

7: Points 5 and 6 have seriously undermined the trust among Volunteers for the Government and a lack of confidence in the rosy future they propose.

At all times, the Government, this committee, and the CFA Management should be concerned with one thing; the support of the invaluable commitment that volunteers give to this state in serving their communities and other communities and people in need.

Thank you,

Neil Williams
Captain, Swanpool Fire Brigade.